+	+	+	-+	+			+	+		+		۲
1. Title of Security	2. Tran	ıs-  2A.Execu-	3.	Trans- 4.	Securities	Acquired	(A) 5. Amount of	6.	Owner-	7.	Nature	ĺ
	acti	on   action		action	or Disposed	of (D)	Securities	1	ship	1	of In-	ĺ
	Date	e   Date	İ	Code			Beneficially	İ	Form:	ĺ	direct	ĺ
			1	1			Owned	1	Direct	1	Bene-	ĺ
	(Mont	h/   (Month/		1			Following	1	(D) or		ficial	ı
	Day/	′   Day/	+	+		-+	+Reported	1	Indirect		Owner-	ı
·!	Year	)   Year)	Coc	de  V  Am	ount  A/	D Price	Transaction(s)	ļ	(I)	ļ	ship	l

Common Stock Common Stock 97769.24 3962.96

Ι

By Thrift and Savings Plan

TABLE II -- Derivative Securities Acquired, Disposed of, or Beneficially Owned

+		++		+	+	+	+		+		+	+	+	++
11.		2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
- 1						ĺ			I			Number	Owner-	I I
						[			I			of	ship	I I
						[			I			Deriv-	Form of	I I
- 1						[			Title a	nd Amount		ative	Deriv-	
						[			of Under	lying		Secur-	ative	Nature
- 1		Conver-	Trans-	Execu-		Number of			Securit:	Les		ities	Secur-	of
- 1		sion or	action	tion		Derivative	Date Exercisab	le ·	+	+	<del>l</del>	Benefi-	ity:	In-
- 1		Exercise	Date	Date		Securities	and Expiration	Date	I	Amount		cially	Direct	direct
		Price of		l	Transac-	Acquired(A)	(Month/Day/Yea	r)	I	or		Owned	(D) or	Bene-
Tit	le of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+		+	Number	Price of		In-	ficial
Der	ivative	ative	Day/	Day/	+	++	+Date Exer- Exp	ira-		of	Derivative		direct	Owner-
Sec	urity	Security	Year)	Year)	Code  V	(A)  (D)	cisable  tio	n Date	Title	Shares	Security		(I)	ship
+		+		+	++	++	+		+			+	+	++

Phantom \$0 12/20/2 12/20/2 A Stock 002 002 4.8

Common 4.8

2042.62 D

8 \$0.0000 Stock

Explanation of Responses:

Includes shares acquired under the 401k Plan.

Conversion or Exercise Price of Derivative Security is 1 to 1.

Includes Phantom Stock Units acquired under the Supplemental 401K plan on various dates since reporting persons last report at the prevailing market price.

SIGNATURE OF REPORTING PERSON /s/ Mary F. Eure (POA)

DATE 12/23/2002

Units