FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

OMB APPROVAL									
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	d Address of	Reporting Person*								er or Trac P [PO		Symbol						p of Reportin blicable) ctor	g Perso	n(s) to Is	
	(Fi	R	Middle)		3. Date of Earliest Transaction (Month/ 12/31/2003							Day/Year)				Office below	er (give title v)		Other (specify below)		
(Street) AVON L.		H 4	J4012 Zip)		4. If	Ame	endme	nt, Da	ate of	Original	Filed	(Month/Da	ay/Ye	ear)		6. Indiv Line) X	Form	r Joint/Group n filed by One n filed by Mor on	e Report	ing Pers	on
		Tabl	e I - Nor	n-Deriv	ative	Se	curit	ies	Acq	uired,	Dis	posed o	f, o	r Be	nefi	cially	Owne	ed			
			Date	. Transaction Pate Month/Day/Year)			2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction					4 and Secur Benef Owne		cially d Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
								Code	v	Amount		(A) or (D)	Pri	ce	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)		
Common Stock				12/31	/31/2003				A		2,121		A	\$	5.335	39,502		I		Deferred Comp Plan	
Common Stock 1				12/31	31/2003				A		670		A	\$	5.335	40,172		I		Deferred Comp Plan	
Common Stock																	3,383	I)		
	Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																				
Security or Exercise Price of Derivative Security (Month/Day/Year) if any (Month/Day/Year) or Security (Month/Day/Year) if any			Transa Code (on of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		5. Date E: Expiratio (Month/D Date Exercisal	n Date	Amount of		nt er		9. Number of derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	Ow For Dire or I (I) (nership m: ect (D) ndirect Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)					

Explanation of Responses:

By: Wendy C. Shiba, Power of Attorney For: David H. Hoag

** Signature of Reporting Person

01/02/2004

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- * If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- ** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.