FORM 4

obligations may continue. See Instruction 1(b).

Check this box if no longer subject to Section 16. Form 4 or Form 5

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

Washington, D.C. 20349

STATEMENT	OF CHAN	GES IN BEN	EFICIAL O	WNFRSHIP
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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

		Reporting Person*							ker or Tra		Symbol						p of Reportin blicable) ctor	g Perso	10% C	)wner
	(Fi IE CENTE ALKER RO	R	(Middle)		3. Date of Earliest Transa 12/31/2003				action (M	Day/Year)					Officer (give title below)			Other below)	(specify	
(Street) AVON L.	AKE O	H 4	44012 (Zip)		4. If <i>i</i>	Ame	endment	, Date o	f 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 Repor	ting Pers	on
		Tab	le I - Noi	n-Deriv	ative	Se	curitie	s Acc	quired,	Dis	posed o	f, o	r Bei	nefic	cially	Owne	ed			
		2. Transa Date (Month/D			2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 5)			4 and Secur Benef		cially d Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)			
								Code	v	Amount		(A) or (D)	Pri	ice	Transa	action(s) 3 and 4)			(1130.4)	
Common	Stock			12/31	/2003				A		2,614	ļ	A	\$(	6.335	4	4,278		I	Deferred Comp Plan
Common	Stock			12/31	/2003				A		670		A	\$(	6.335	4	4,948		I	Deferred Comp Plan
Common	Stock															1	6,811		D	
		Ta	able II - I								sed of, onvertib					wned				
1. Title of Derivative Conversion or Exercise Price of Derivative Security  (Instr. 3)  1. Title of Conversion Date (Month/Day/Year)  Date (Month/Day/Year)  (Month/Day  (Month/Day		ed Date,	4. Transaction Code (Instr. 8)		5. Number 6		6. Date Exercis. Expiration Date (Month/Day/Yea		able and	7. Title and Amount of Securities Underlying Derivative Security (Instrand 4)		d f g nstr.	8. P Deri Sec (Ins:	ivative curity str. 5)	9. Number o derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	Ownersh Form: Direct (D or Indirec (I) (Instr.	nership rm: ect (D) Indirect	Beneficial Ownership (Instr. 4)		
					(A)	(D)	Date Exercisa		Expiration Date	Numb of Title Share		ımbe	r							

Explanation of Responses:

By: Wendy C. Shiba, Power of

01/02/2004

Date

Attorney For: Gordon D.

<u>Harnett</u>

\*\* Signature of Reporting Person

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

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.

<sup>\*</sup> If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

<sup>\*\*</sup> Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).