FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGE	S IN BENEFICIAL	OWNERSHIP

OMB APPRO	VAL
OMB Number:	3235-0287
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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

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*							er or Tra	_	Symbol					all app Direc		g Perso	10% C	wner
	(F IE CENTE ALKER RO	R	Middle)		3. Date of Earliest Transa 12/31/2003				action (M	onth/[Day/Year)						Officer (give title below)		Other below)	(specify
(Street) AVON L.	AKE O	H 4	14012 Zip)		4. If A	Ame	endment	, Date o	of Original	Filed	(Month/Da	ay/Ye	ear)		6. Indi Line) X	Forn	r Joint/Group n filed by One n filed by Mor on	e Repor	ting Pers	on
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																				
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Year)) E	2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 5)			Secur Benef Owner	5. Amount of Securities Beneficially Owned Following Reported		nership Direct Indirect tr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)				
									Code	v	Amount		(A) or (D)	Pri	ce	Transa	action(s) 3 and 4)			(111501.4)
Common	Stock			12/31	/2003				A		2,121		A	\$	5.335	3	8,633		I	Deferred Comp Plan
Common	Stock			12/31	/2003				A		670		A	\$	5.335	3	9,303		I	Deferred Comp Plan
Common	Stock																3,890		D	
	Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																			
1. Title of Derivative Security (Instr. 3) 2. Conversion or Exercise (Instr. 3) Date (Month/Day/Year) Month/Day 3A. Deemer Execution I if any (Month/Day (Month/Day)			Date,	Code (Inst		on of E		6. Date E Expiratio (Month/D	n Date	•			ı	Deri Sec (Ins	rice of vative urity tr. 5)	9. Number o derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	Owi For Dire or Ii (I) (I	nership m: ect (D) ndirect Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisa		Expiration Date	Titl	of	mbe ares	r					

Explanation of Responses:

By: Wendy C. Shiba, Power of 01/02/2004 Attorney For: Carol A.

Cartwright

** Signature of Reporting Person

Date

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.

^{*} 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).