## 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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP
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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*							ker or Tra		Symbol						p of Reportin blicable) ctor	g Perso	10% C	wner	
	(Fi IE CENTE ALKER RO	R	(Middle)			of Earlies 2003	st Trans	action (M	Day/Year)					Offic belov	er (give title v)	Other ( below)		(specify			
(Street) AVON L.	AKE O	Н	44012 (Zip)		4. If <i>i</i>	Ame	endment,	, Date o	f Original	Filed	(Month/Da	ay/Ye	ear)		6. Indiv Line) X	Forn Forn	or Joint/Group Filing (Check Applicable orm filed by One Reporting Person orm filed by More than One Reporting erson				
		Tab	le I - No	n-Deriv	ative	Se	curitie	s Acc	quired,	Dis	posed o	f, c	r Bei	nefi	cially	Owne	ed				
Da			Date	2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 5)				Securi Benefi Owne	5. Amount of Securities Beneficially Owned Following Reported		ership Direct Indirect tr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			
									Code	v	Amount		(A) or (D)	Pri	ice	Transaction(s) (Instr. 3 and 4)				(5 4)	
Common Stock 12				12/31	/2003				A		2,121		A	\$	6.335	53,961		I		Deferred Comp Plan	
Common Stock 1				12/31	12/31/2003						670		A	\$	6.335	54,631		I		Deferred Comp Plan	
Common Stock																1,056		D			
		Ta	able II - I								sed of, onvertib					wned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security		3A. Deem Execution if any (Month/Da	ed n Date,	4. Fransaction Code (Instr. 3)		5. Number of		6. Date E Expiratio	6. Date Exercis Expiration Date (Month/Day/Ye		7. T Am Sei Un De Sei	7. Title and Amount of Securities Underlying Derivative Security (Ins and 4)		8. P Deri Sec (Ins:	Price of rivative curity str. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction ((Instr. 4)	Ownersh Form: Direct (D or Indire (I) (Instr.	nership m: ect (D) Indirect	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
			Code	code V (A) (D		(D)	Date Exercisa		Expiration Date	Titl	of	ımbe	r								

**Explanation of Responses:** 

By: Wendy C. Shiba, Power of Attorney For: Farah M. Walters

01/02/2004

Date

\*\* Signature of Reporting Person

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.