## SEC Form 4

## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB APPROVAL

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

## CHANGES IN BENEFICIAL OWNERSHIP

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

OMB Number: 3235-0287 Estimated average burden 0.5 hours per response:

(Last) (First) (Middle) 09/30/2004   8409 PICKWICK LANE #238 4. If Amendment, Date	saction (Month/Day/Year)	Officer (give title Other (specify below) below)
(Street)	of Original Filed (Month/Day/Year) 6. Individu	ual or Joint/Group Filing (Check Applicable
		Form filed by One Reporting Person
(City) (State) (Zip)		Person
Table I - Non-Derivative Securities A	cquired, Disposed of, or Beneficially Ov	vned

1. Title of Security (Instr. 3)	Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	Code (	ction	4. Securities A Disposed Of (			Securities	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1150.4)	

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

								<u>,                                     </u>							
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code ( 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		ate of Securities		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s)	e Ownership Form: Ily Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		(Instr. 4)		
Phantom Stock	\$0 <sup>(1)</sup>	09/30/2004		Α		161.247		(2)	(2)	Common Stock	161.247	\$37.21	1,097.4	D	

**Explanation of Responses:** 

1. The phantom stock converts into common stock on a one-for-one basis.

2. The units are to be settled 100% in cash upon the reporting person's election to distribute the funds in a lump sum upon termination of service.

Marcia R. Glick, as Attorneyin-Fact for Keith W. Hughes 10/01/2004 pursuant to a Power of Attorney on file

\*\* Signature of Reporting Person 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.