SEC Form 4	
------------	--

 \square

FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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

STATEMENT OF 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 APPROVAL
OMB Number: 3235-0287
Estimated average burden

hours per response:	0.5
Estimateu average buruen	

			01 00			mpany / lot 01 1040	_				
1. Name and Address of Reporting Person* RICHARDS PAULINE				uer Name and Tick NDANT COF	0	Symbol	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)				
		1						Director	10% 0	Dwner	
(Last)	(First)	(Middle)		te of Earliest Trans 4/2003	action (Month	'Day/Year)		Officer (give title below)	Other below	(specify)	
			4. If A	Amendment, Date o	f Original File	d (Month/Day/Year)		idual or Joint/Group	Filing (Check A	pplicable	
(Street)							Line)				
` ,							X	Form filed by One	e Reporting Pers	son	
(City)	(State)	(Zip)						Form filed by Mor Person	e than One Rep	orting	
		Table I - No	n-Derivative	Securities Acc	quired, Dis	posed of, or Benefi	cially	Owned			
1 Title of Security (Instr. 3) 2. Transacti				2A. Deemed	3	4. Securities Acquired (A) of	or	5. Amount of	6. Ownership	7. Nature	

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)						Securities Beneficially	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)
Common Stock (series designated CD stock)	07/24/2003		A		696	A	\$17.94 ⁽¹⁾	5,880	Ι	Dirs. NQ Def. Comp. Plan

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 Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	Transaction of Code (Instr. Deriv 8) (A) (A) or Dispo of (D) (Instr		Transaction Code (Instr.		Transaction Code (Instr.		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		Expiration Date		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: 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										

Explanation of Responses:

1. Award represents quarterly non-employee director retainer fee. All shares are deferred into the 1999 Non-Employee Directors Deferred Compensation Plan and converted into deferred stock unites thereunder. Payable upon termination of service as a director.

Lynn A. Fledman, Attorney-in-	
fact on behalf of Pauline	07/28/2003
<u>Richards</u>	

** 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.