SEC 1	Form 4
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## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549 STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

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

Sectio obligat	this box if no lo n 16. Form 4 or ions may contir tion 1(b).		STAT		pursua	nt to Se	ection 1	L6(a) of the Sec	Curities Exchan	ge Act of 19		HIP	OMB Numbe Estimated av hours per res	rerage burden	0.5	
1. Name and Address of Reporting Person <sup>*</sup> FULMER L CRAIG														,		
(Last) (First) (Middle) 120 W. LEXINGTON, SUITE 310					3. Date of Earliest Transaction (Month/Day/Year) 01/26/2004 Officer (gi below)											
,					4. If Ar	nendm	ent, Da	te of Original F	iled (Month/Da	y/Year)	6. li Line		oint/Group Filing	(Check App	licable	
(Street) ELKHA	RT II	1	46516									X   Form filed by One Reporting Person     Form filed by More than One Reporting				
(City)	(S	itate)	(Zip)			Person										
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned   1. Title (2) 1. Derivative Let Derivative Let Derivative territed (b)															
1. Title of Security (Instr. 3) 2. Transa Date (Month/D			Execution Da			ate, Transaction Disposed C Code (Instr.		ies Acquired (A) or Of (D) (Instr. 3, 4 and 5		Beneficia Owned Fo	s Form Ily (D) o	: Direct I r Indirect E str. 4) (	7. Nature of ndirect Beneficial Dwnership			
								Code	V Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)			Instr. 4)	
	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 Da if any (Month/Day/Y	te, 4. Coo	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4			1	ate Exercisable and 7. Titl iration Date of Sec			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)	
					and 5)				Amo			-				
				Cod	ie V	(A)	(D)	Date Exercisable	Expiration Date	Title	or Number of Shares					
Stock Options (Right to buy)	\$13.5							06/13/2005	06/13/2010	Common Stock	500		500	D		
Stock Options (Right to buy)	\$13.625							01/09/2006	01/09/2011	Common Stock	1,000		1,000	D		
Stock Options (Right to buy)	\$15.125							02/08/2005	02/08/2010	Common Stock	600		600	D		
Stock Options (Right to buy)	\$19.4375							02/09/2004	02/09/2009	Common Stock	575		575	D		
Stock Options (Right to buy)	\$28							05/12/2003	05/10/2008	Common Stock	925		925	D		
Stock Options (Right to buy)	\$34.37							12/09/2008	12/09/2013	Common Stock	500		500	D		
Phantom Stock	\$0							01/01/2003	01/01/2003	Common Stock	4,775.6		4,775.6	D		
Phantom Stock	\$0							01/07/2003	01/07/2013	Common Stock	398.6		398.6	D		
Phantom Stock	\$0							01/28/2003	01/28/2013	Common Stock	37.4		37.4	D		
Phantom Stock	\$0							04/28/2003	04/28/2013	Common Stock	37.4		37.4	D		
Phantom Stock	\$0				1	$\top$	$\square$	07/10/2003	07/10/2013	Common Stock	261.5		261.5	D		
Phantom Stock	\$0						$\square$	07/30/2003	07/30/2013	Common Stock	31.5		31.5	D		
Phantom Stock	\$0							10/27/2003	10/27/2013	Common Stock	30		30	D		
Phantom Stock	\$0				+	╞	$\square$	01/16/2004	01/16/2014	Common Stock	299		299	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 Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code ( 8)		of		6. Date Exercisable and Expiration Date (Month/Day/Year)		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				
Phantom Stock	\$0 <sup>(1)</sup>	01/26/2004		A		28		01/26/2004 <sup>(2)</sup>	01/26/2014 <sup>(3)</sup>	Common Stock	28	\$37.87	28	D	

Explanation of Responses:

1. Each phantom stock unit exersises into 1 share of Common Stock.

2. Phantom stock is exercisable after the directors' retirement as a Board member.

3. Phantom shares expire after the directors' retirement as a Board member.

<u>Teresa A. Bartman, Attorney-</u> <u>in-Fact</u>

01/27/2004

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.