FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

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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

						. 500		(11) 01			ipariy Act (31 13-70						
1. Name and Address of Reporting Person* WELCH M SCOTT									Ticker or Tradi FINANCI				5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner					
(Last) (First) (Middle) 6 LONGWOOD CT.						of Earli 2003	iest Tr	ansaction (Moi	nth/D	ay/Year)		Officer (give title Other (specify below) below)				pecify		
(Street) ELKHART IN 4651				516			4. If Amendment, Date of Original Filed (Month/Day/Year)								6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting			
(City) (State)			(Zip)		Person													
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
1. Title of Security (Instr. 3) 2. Trans: Date (Month/L				action Day/Year)		2A. Deemed Execution Da if any (Month/Day/Y		ate, Transac Code (Ir	tion Disposed		ies Acquire Of (D) (Inst	d (A) or r. 3, 4 and	5. Amour Securitie Beneficia Owned F Reported	s ally following	Form	: Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership	
										v	Amount	(A) or (D)	Price	Transact (Instr. 3 a	Transaction(s) (Instr. 3 and 4)			(Instr. 4)
									cquired, Di nts, option					Owned				
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/	ate, Tr	ransa ode (I		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)		e and	7. Title and Amoun 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)
				Cc	ode	v	(A)	(D)	Date Exercisable	Exp Dat	oiration ee	Title	Amount or Number of Shares					
Stock Options (Right to buy)	\$13.5								06/13/2005	06	5/13/2010	Common Stock	500		500		D	
Stock Options (Right to buy)	\$13.625								01/09/2006	01	/09/2011	Common Stock	1,000		1,000	0	D	
Stock Options (Right to buy)	\$15.125								02/08/2005	02	2/08/2010	Common Stock	600		600		D	
Stock Options (Right to buy)	\$19.4375								02/09/2004	02	2/09/2009	Common Stock	575		575		D	
Phantom Stock	\$0								01/01/2003	01	/01/2003	Common Stock	2,084.9)	2,084	.9	D	
Phantom Stock	\$0								01/07/2003	01	/07/2013	Common Stock	297.3		297.3	3	D	
Phantom Stock	\$0								01/28/2003	01	/28/2013	Common Stock	17.3		17.3		D	
Phantom Stock	\$0								04/28/2003	04	/28/2013	Common Stock	16.5		16.5		D	
Phantom Stock	\$0								07/10/2003	07	7/10/2013	Common Stock	238		238		D	
Phantom Stock	\$0								07/30/2003	07	//30/2013	Common Stock	14		14		D	
Phantom Stock	\$0 ⁽¹⁾	10/27/2003		T	A		15		10/27/2003 ⁽²⁾	10/	27/2013 ⁽³⁾	Common Stock	15	\$34.41	15		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.

Teresa A. Bartman, Attorneyin-Fact

10/28/2003

** Signature of Reporting Person

Date

** 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.

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