## 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

OMB APPROVAL OMB Number: Estimated average burden hours per response: 0.5

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

1. Name and Address of Reporting Person* <u>HAFFNER DAVID S</u>														5. Relationship of Reporting Person(s) to Issuer (Check all applicable)						
													)	C Direction	ctor		10% Owner			
(Last) (First) (Middle) NO 1 LEGGETT ROAD					3. Date of Earliest Transaction (Month/Day/Year) 12/24/2003								3	belov	Officer (give title below)  Pres & Chief Operating Officer					
					$\vdash$															
(Street)					4. If	Amei	ndment	, Date o	of Origin	al File	ed (Month/Da	ay/Year)		6. Individual or Joint/Group Filing (Check Applicable Line)						
CARTHA	AGE M	0	64836											2	K Forn	Form filed by One Reporting Perso			son	
(City)	(S	tate)	(Zip)												Forn Pers	n filed by M son	lore than	One Re	porting	
		Tak	le I - No	on-Deriv	ative	Sec	curitie	s Ac	quired	l, Di	sposed o	f, or E	Benefi	ciall	y Own	ed				
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 a 5)				5. Amount of Securities Beneficially Owned Following		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Direct ndirect r. 4)	7. Nature of Indirect Beneficial Ownership				
									Code	v	Amount	(A) o	Price	e	Reporte Transac (Instr. 3	tion(s)			(Instr. 4)	
Common Stock		12/24/2003				A		65	A	\$18	8.16 682,22		2,224	Г	)					
Common Stock													14,678		I		Held in Trust under Issuer's Retirement Plan			
Common Stock														14,354		I		Custodian - daughters		
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)	if any	on Date,	4. Transactic Code (Ins 8)		of	r osed (1, 3, 4	6. Date Expirat (Month)	ion Da /Day/Y			3 Discourse of the state of the	8. Price of Derivative Security (Instr. 5)  (Instr. 5)  (Instr. 5)  (Instr. 5)  (Instr. 4)  9. Number derivative Securities Beneficial Owned Following Reported Transactic (Instr. 4)		O' Fo Di OI (I)	). wnership orm: irect (D) · Indirect (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)		

**Explanation of Responses:** 

John A. Lyckman

12/29/2003

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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.

<sup>\*</sup> If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

<sup>\*\*</sup> Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).