## 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

STATEMENT	<b>OF CHANGES</b>	IN BENEFICIAL	<b>OWNERSHIP</b>

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*  HAFFNER DAVID S													5. Relationship of Reporting Person(s) to Issuer (Check all applicable)								
HAFFNER DAVID 3														C Direct	ctor		10% (	Owner			
(Last)	(Fi	rst) (	Middle)	3. Date of Earliest Trans 12/12/2003				nsaction (Month/Day/Year)					)	belov	•		below	´			
NO 1 LEGGETT ROAD				12,	12/12/2003									Pres	res & Chief Operating Officer			icer			
					4. If Amendment, Date of Original Filed (Month/Day/Ye							y/Year)			6. Individual or Joint/Group Filing (Check Applicable						
(Street)	AGE M	0 6	64836											1 1	Line)  X Form filed by One Reporting Person						
-					-										Forn	oorting					
(City)	(St	ate) (	Zip)												Pers	on					
		Tabl	e I - No	on-Deriv	ative/	Sec	curiti	es Ac	quirec	l, Di	sposed o	f, or E	enefi	ciall	y Owne	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)		7. Nature of Indirect Beneficial Ownership					
							Code	v	Amount	(A) o	Pric	e	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)				
Common Stock			12/12/2003					A		66	A	\$1	7.88	682,159		D					
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	med on Date, Day/Year)	Code 8)	5. Number of Derivative		6. Date Exercisable and Expiration Date (Month/Day/Year)  Date Exercisable Date			7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)  Amount or Number of Title Shares		3  Discontinuous (in the continuous continuo	Price of derivative decurity security securities Beneficial Owned Following Reported Transactic (Instr. 4)		ly D	0. Ownership Form: Direct (D) or Indirect () (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)			

**Explanation of Responses:** 

12/15/2003 John A. Lyckman

\*\* 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).