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

			// If Amendment Date of Original Filed (Month/Day/Year)	6 Indivi	dual or loint/Group Fili	ng (Check Annlicable	
(Street)			4. If Amendment, Date of Original Filed (Month/Day/Year)	6. Indivi	dual or Joint/Group Fili	ng (Check Applicable	
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(City)	(State)	(Zip)	1	- 1			

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned												
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) Disposed Of (D) (Instr. 3, 5)			5. Amount of Securities Beneficially Owned Following Reported	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)		(111341. 4)		
Common stock	11/25/2003		M		6,200	A	\$17.94	23,730	D			
Common stock	11/25/2003		S		100	D	\$22.66	23,630	D			
Common stock	11/25/2003		S		100	D	\$22.58	23,530	D			
Common stock	11/25/2003		S		300	D	\$22.59	23,230	D			
Common stock	11/25/2003		S		2,600	D	\$22.45	20,630	D			
Common stock	11/25/2003		S		3,100	D	\$22.65	17,530	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 Deri Secu Acq (A) o Disp of (E	osed D) tr. 3, 4	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				
Stock Option (right to buy) 2000	\$17.94	11/25/2003		S			100	07/18/2001	07/17/2010	Common stock	100	\$22.66	6,100	D	
Stock Option (right to buy) 2000	\$17.94	11/25/2003		S			100	07/18/2001	07/17/2010	Common stock	100	\$22.58	6,000	D	
Stock Option (right to buy) 2000	\$17.94	11/25/2003		S			300	07/18/2001	07/17/2010	Common stock	300	\$22.59	5,700	D	
Stock Option (right to buy) 2000	\$17.94	11/25/2003		S			2,600	07/18/2001	07/17/2010	Common stock	2,600	\$22.45	3,100	D	
Stock Option (right to buy) 2000	\$17.94	11/25/2003		S			3,100	07/18/2001	07/17/2010	Common stock	3,100	\$22.65	0	D	

Explanation of Responses:

Remarks:

By: Kathy M. Bailey, Attorney 11/26/2003 in Fact

** 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.

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