FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL								
OMB Number: 3235-028								
Estimated average burden								
h	0.5							

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

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porting Personan One Reporting Personan One Reporting Personan One Reporting Personan Persona	7. Nature of Indirect Beneficial Ownership
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rm: Direct or lirect (I)	of Indirect Beneficial Ownership
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D	401(1)
	401(k) Plan
of Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership
D	
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	I 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) 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)		4. Transaction Code (Instr. 8) 5. Numb of Deriva Secur Acqui (A) or Dispo of (D) (Instr.		5. Number of Expiration Date (Month/Day/Year) Derivative Securities Acquired (A) or Disposed		ate	·		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)	\$32.22							01/25/2004	01/25/2012	Common Stock	150,000		150,000	D	
Stock Option (Right to Buy)	\$25.11							(1)	01/24/2013	Common Stock	150,000		150,000	D	
Deferred Stock Units	\$0 ⁽²⁾							(3)	(3)	Common Stock	4,700		4,700	D	
Deferred Stock Units	\$0 ⁽²⁾							(3)	(3)	Common Stock	100,000		100,000	D	
Deferred Stock Units	\$0 ⁽²⁾							(3)(4)	(3)(4)	Common Stock	70,000		70,000	D	
Deferred Stock Units	\$0 ⁽²⁾							(3)(5)	(3)(5)	Common Stock	80,000		80,000	D	

Explanation of Responses:

- 1. One half of option vested on 1/24/2004 and the remainder vests on 1/24/2005.
- 2. 1 for 1.
- 3. Payment will begin within 30 days first beginning after the earliest of the date specified in advance of the deferral by the reporting person, death, disability, retirement, or termination of employment.
- 4. The units vest on the achievement of certain company initiatives over the 2002-2003 period.
- 5. The units vest on the achievement of certain company initiatives over the 2003-2005 period.

Remarks:

Jason D. Bartel under Power of 01/26/2004 Attorney for Dale F. Elliott

** 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.

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.