FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

1. Name and Address of Reporting Person* BELDA RICARDO E				er Name and Ticke		ding S	ymbol		5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner				
(Last) (First) (Middle)				e of Earliest Transa /2003	ction (M	onth/E	Day/Year)	X	Director Officer (give title below) Executive V	Other (specify below) Vice President			
(Street)			4. If An	nendment, Date of	Original	Filed	(Month/Day/Ye	ear)	Line)	vidual or Joint/Group			
(City)	(State)	(Zip)							X Form filed by One Reporting Person Form filed by More than One Reporting Person				
		Table I - No	n-Derivative S	Securities Acq	uired	Dis	posed of,	or Ben	eficially (Owned			
and or ecounty (mounty)		2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Disposed Of			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) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)		(Instr. 4)	
Common Sto	ock		07/22/2003		M		83,200	A	17.6875	108,746	D		
Common Sto	ock		07/22/2003		S		66,680	D	24.13	42,066	D		
Common Sto	ock		07/22/2003		M		83,200	A	21.0468	125,266	D		
Common Stock			07/22/2003		S		75,385	D	24.13	49,881	D		

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

(c.g., pats, cans, 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)		5. Numl Derivati Securiti Acquire Dispose (D) (Instand 5)	ive ies ed (A) or ed of	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)	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		(Instr. 4)		
Employee Stock Option (right to buy)	17.6875	07/22/2003		M			83,200	01/13/1998	01/13/2007	Common Stock	83,200	\$ 0 ⁽¹⁾	0 ⁽²⁾	D	
Employee Stock Option (right to buy)	24.13	07/22/2003		A ⁽³⁾		66,540		01/22/2004	01/13/2007	Common Stock	66,540	\$ 0 ⁽¹⁾	66,540 ⁽²⁾	D	
Employee Stock Option (right to buy)	21.0468	07/22/2003		M			83,200	01/13/2000	01/13/2009	Common Stock	83,200	\$ 0 ⁽¹⁾	0 ⁽²⁾	D	
Employee Stock Option (right to buy)	24.13	07/22/2003		A ⁽³⁾		75,227		01/22/2004	01/13/2009	Common Stock	75,227	\$ 0 ⁽¹⁾	75,227 ⁽²⁾	D	

Explanation of Responses:

- 1. Employee stock options are granted without payment of consideration.
- 2. In the aggregate, a total of 563,921 employee stock options (with various exercise prices and expiration dates) were beneficially owned by the reporting person as of the date of this report.
- 3. These are reload stock options granted in connection with the reporting person's exercise of outstanding options and payment of the option exercise costs by delivering to the Company (or selling) shares, as applicable, as reported herein.

Brenda Hart (Assistant Secretary), by power of attorney 07/23/2003

** 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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