

OMB Number: 3235-0287  
Expires: January 31, 2005  
Estimated average burden  
hours per response, . . . 0.5


Explanation of Responses:

\* Share units accrued under the Non-Employee Director Deferred Compensation Plan on 3/31/03.

/s/ Joanne Hawkins

\*\* Signature of Reporting Person

4/2/03

Date

Joanne Hawkins as Attorney-in-Fact for Alan G. Spoon pursuant to a Power of Attorney filed with Form 4 dated 3/11/03.

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.