

Edgar Filing: DELMENHORST HERMAN F - Form 4

Director 10% Owner
 Officer (give title below) Other (specify below)

Vice President - Human Resources

7. Individual or Joint/Group Filing (Check applicable line)

Form filed by one Reporting Person
 Form filed by more than one Reporting Person

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) or Disposed of (D) (Instr. 3, 4 and 5)	Amount	or Price
			Code			
			V			
Common Stock	4/11/03		S		400	D \$14.6775
Common Stock						
Common Stock						
Common Stock						

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly by the reporting person.
 * If the Form is filed by more than one Reporting Person, see Instruction 4 (b) (v).

Persons who respond to the collection of information contained in this form are not required to provide the information unless the form displays a currently valid OMB control number.

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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. Conver- sion or Exer- cise Price of Deriv- ative Secur- ity	3. Trans- action Date (Month/ Day/ Year)	3A. Execu- tion Date, if any (Month/ Day/ Year)	4. Trans- action Code (Instr. 8) ----- Code V	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) ----- (A) (D)	6. Date Exercisable and Expiration Date (Month/Day/Year) ----- Date Expira- tion Date	7. Title and Amount of Underlying Securities (Instr. 3 and 4) ----- Amount or Number of Shares Title
Employee Stock Option/Grant Date: 6/22/93	\$10.00					(2) 6/22/03	* 4,500
Employee Stock Option/Grant Date: 12/17/93	\$12.00					(2) 12/17/03	* 4,500
Employee Stock Option/Grant Date: 6/13/94	\$11.83					(2) 6/13/04	* 4,500
Employee Stock Option/Grant Date: 6/22/95	\$13.00					(2) 6/22/05	* 4,500
Employee Stock Option/Grant Date: 6/26/96	\$16.75					(3) 6/26/06	* 3,750
Employee Stock Option/Grant Date: 6/26/97	\$16.50					(3) 6/26/07	* 3,750
Employee							

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Stock Option/Grant Date: 6/25/98	\$16.9375	(3)	6/25/08	*	3,750
Employee Stock Option/Grant Date: 6/30/99	\$12.3125	(3)	6/30/09	*	5,000
Employee Stock Option/Grant Date: 6/28/00	\$11.4375	(3)	6/28/10	*	15,000
Employee Stock Option/Grant Date: 7/12/01	\$14.05	(3)	7/12/11	*	15,000
Employee Stock Option/Grant Date: 7/11/02	\$15.55	(3)	7/11/12	*	10,000

Explanation of Responses:

- (1) Balance reflects the most current data available with regard to holdings in the 401(k) Plan.
- (2) Options vest and become exercisable as follows: 40% after 1st anniversary of the date of grant; 80% after 3rd anniversary; and 100% after 4 1/2 years.
- (3) Options vest and become exercisable as follows: 40% after 2nd anniversary of the date of grant; 80% after 4th anniversary; and 100% after 5 years.

HERMAN F. DELME

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations.

/s/ Ralph J. Gun

See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

** Signature of
By Ralph J. Gun

Note: File three copies of this Form, one of which must be manually signed.
If space is insufficient, see Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are
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