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SEBO J RO	DBERT											
Form 4	2005											
March 31, 2									OMB AI	PPROVAL		
FORM 4 UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549								MMISSION	OMB Number:	3235-0287		
Check t if no lo subject Section	MENT OF		U	Expires: Estimated a								
Form 4 Form 5 obligati may co	or Filed pu	(a) of the P	ublic U	16(a) of Utility Ho	the Securit	npany	y Act of 1	Act of 1934, 935 or Section	burden hou response	•		
(Print or Type	e Responses)											
1. Name and Address of Reporting Person <u>*</u> SEBO J ROBERT			8					. Relationship of Reporting Person(s) to ssuer				
					C [PAYX]		(Check all applicable)					
(Last) (First) (Middle) 911 PANORAMA TRAIL S.				/Day/Year)	Transaction		_X Director Officer (give ti elow)	Officer (give title Other (specify				
ROCHEST	(Street) TER, NY 14625			nendment, onth/Day/Ye	Date Origina ear)	1	A 	. Individual or Join applicable Line) X_ Form filed by Or Form filed by Mo erson	ne Reporting Pe	erson		
(City)	(State)	(Zip)	Tal	ble I - Non	1-Derivative	Secur		red, Disposed of,	or Beneficial	ly Owned		
1.Title of Security2. Transaction Date (Month/Day/Year)2A. Deemed Execution Date, any (Month/Day/Year)			tate, if TransactionDisposed of (D) Code (Instr. 3, 4 and 5)					5. Amount of Securities Beneficially Owned Following Reported Transaction(s)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
Common Stock	03/30/2005	03/30/200	5	Code V	Amount 236,800	(D) D	Price \$ 32.9563	(Instr. 3 and 4) 2,549,125	I	John Robert Sebo Revocable Trust		
Common Stock								628,172	D	Trust		
Common Stock								17,780	Ι	Spouse		
Common Stock								57,462	I	401(k)		

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Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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 control number.

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

1. Title o Derivativ Security (Instr. 3)	ve Conversion or Exercise	3. Transaction Date (Month/Day/Year)	4. Transac Code (Instr. 8	5. tionNumber of) Derivati Securiti Acquire (A) or Dispose of (D) (Instr. 3 4, and 5	(Month/Day. ive es d d	Date	Secur	int of rlying	8. Price of Derivative Security (Instr. 5)	
			Code	V (A) (D	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		

Reporting Owners

Reporting Owner Name / Address				
	Director	10% Owner	Officer	Other
SEBO J ROBERT 911 PANORAMA TRAIL S. ROCHESTER, NY 14625	Х			
Signatures				
John M. Morphy, Attorney-in-fact	()3/31/2005		
**Signature of Reporting Person		Date		

Explanation of Responses:

* 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. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.