



Edgar Filing: LUDDECKE LOUIS - Form 4

(Instr. 3)	Derivative Security	(Month/Day/Year)	if any (Month/Day/Year)	(Instr. 8)		Acquired (A) or Disposed of (D)		Year		(Instr. 3 & 4)		Owned Following Reported Transaction(s) (Instr. 4)	of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	(Instr. 4)
				Code	V	(A)	(D)	Date Exer-cisable	Expira-tion Date	Title	Amount or Number of Shares			
<b>Employee Stock Option</b>	<b>18.70</b>	<b>12/11/02</b>		<b>A</b>		<b>10,000</b>		<b>(2)</b>	<b>12/10/12</b>	<b>Common Stock</b>	<b>10,000</b>	<b>10,000</b>	<b>D</b>	

Explanation of Responses:

(1) Includes 940 shares acquired as part of the Company's 5% stock dividend paid on November 15, 2002 to shareholders of record October 31, 2002.

(2) This stock option was granted pursuant to the Company's 2000 Equity Compensation Program and vests in 25% annual installments beginning on the first anniversary of the grant date.

By: /s/ **Louis Luddecke**

**12/23/02**

Date

\*\*Signature of Reporting Person

\*\*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.