SEC Form 4	
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FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549 STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

	JVAL								
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Filed pursuant to Section 16(a) of the Securities
or Section 30(h) of the Investment Comp

Instruction	n 1(b).			nt to Section 16(a) o tion 30(h) of the In		es Exchange Act of 1934 Ipany Act of 1940			per response.	0.5		
1. Name and Address of Reporting Person* HOLLICK CLIVE R				r Name and Ticker EYWELL IN		^{mbol} ' <u>IONAL INC</u> [tionship of Reporting all applicable) Director Officer (give title	10% (Dwner		
(Last)	(First)	(Middle)	3. Date 01/05/2	of Earliest Transact 2004	tion (Month/Da	ay/Year)	1	below)	Other (specify below)			
(Street)							6. Indiv Line) X	,				
(City)	(State)	^(Zip) Table I - Non-D	erivative S	ecurities Acq	uired, Disp	oosed of, or Benefic	ially C		re than One Repo	orting Person		
Date			Transaction te onth/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)	4. Securities Acquired (A) o Disposed Of (D) (Instr. 3, 4		5. Amount of Securities Beneficially Owned Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership		

					' '			, °,						ransaction(s) nstr. 3 and 4)			(Instr. 4)	
								Code	v	Amount	(A) or (D)	Price	Transactio				insu. 4)	
	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. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year) 4. 5. Number of Derivative Securities 8) 6. Date Exercisable a Expiration Date (Month/Day/Year) 3A. Deemed Execution Date, (Month/Day/Year) 4. 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) 6. Date Exercisable a Expiration Date (Month/Day/Year)					te	of Securities			9. Number of derivative Securities Beneficially Owned Following Reported	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)				
				Code	v	(A)	(D)	Date Exercisa		Expiration Date	Title	Amount or Number of Shares		Transac (Instr. 4)				
Deferred Compensation (Phantom	(2)	01/05/2004		A ⁽¹⁾			1,794.79	08/08/19	988	08/08/1988	Common Stock	1,794.79	\$33.43	2,989).44	D		

Explanation of Responses:

Shares)

1. (1) Phantom shares accrued under the Deferred Compensation Plan for Non-Employee Directors and will be settled in cash following retirement.

2. (2) Instrument converts to common stock on a one-for-one basis.

Gail Lehman for Clive Hollick 01/07/2004

** 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.

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.