SEC F	Form 4
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FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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

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OMB Number:	3235-0287							
Estimated average burde	en							
hours per response:	0.5							

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Instructio	ns may continue n 1(b).	e. See		File		to Section 16(a) on 30(h) of the Ir					34		hours	per res	sponse:	0.5
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(Street) PHOENIX (City)	C AZ		5034 Zip)		4. If Ame	ndment, Date of	Origina	al Filed	(Month/Day	/Year)	6. Inc Line)		ed by One	e Repo	(Check App rting Perso One Repo	n
		Tabl	e I - Nor	ו-Deriv	ative Se	curities Acq	Juired	l, Dis	posed of	, or Bene	eficially	Owned				
1. Title of Security (Instr. 3) 2. Transa Date (Month/D					Day/Year)	2A. Deemed Execution Date, f any Month/Day/Year)	Code	saction e (Instr. e V		es Acquired Of (D) (Instr. (A) or (D)		Beneficially Owned Following Reported		Form	: Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
		Т				urities Acqu s, warrants,						Dwned			1	
1. Title of Derivative Security (Instr. 3)	Derivative Conversion Date Execution Date, Security or Exercise (Month/Day/Year) if any			4. Transactior Code (Instr 8)	ansaction of Expiration Date of S ode (Instr. Derivative Securities Geurities Derivative Derivative Securities Expiration Date Derivative Deriv				7. Title and of Securitie Underlying Derivative	es Security	Derivative de Security Security (Instr. 5) B			10. Ownership Form: Direct (D) or Indirect	Beneficial Ownershi	

(Instr. 3)	Price of Derivative Security	(monumbay) (car)	(Month/Day/Year)	8)	Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			d d nstr.			Derivative Security (Instr. 3 and 4)		Beneficially Owned Following Reported Transaction(s) (Instr. 4)	Direct (D) or Indirect (I) (Instr. 4)	Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Supplemental Savings Plan Interests	(2)	12/26/2003		A ⁽¹⁾		53.923		(1)	(1)	Common Stock	53.923	\$32.81	1,362.536	D	

Explanation of Responses:

1. Reflects phantom shares of common stock represented by Company contributions to my account under the Executive Supplemental Savings Plan under Rule 16b-3 on 12/26/03.

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

Gail E. Lehman for Robert D. <u>Johnson</u>

12/29/2003

** 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.