KEPLER DAVID E Form 4 March 03, 2003

FORM 4

_ Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

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OMB APPROVAL

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940

Filed By Romeo and Dye's Section 16 Filer www.section16.net

					me and Tic		V) P	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)			
Kepler II, David E. (Last) (First) (Middle) 2030 Dow Center				orting	entification g Person, (voluntary)	Numbo	Moı	tatement for nth/Day/Year 27/03	Director Officer (give title below) Other (specify below) Corporate Vice President &		
(Street) Midland, MI 48674							Date (Mc	Amendment, 7 e of Original (0 onth/Day/Year) R	. Individual or Joint/Group Filing Check Applicable Line) Form filed by One Reporting Person Form filed by More than One Reporting Person		
(City) (State) (Zip)				Fable				osed of, or Beneficially Owned			
Security (Instr. 3)	2. Trans- action Date (Month/ Day/ Year)	2A. Deemed Execution Date, if any (Month/Day/ Year)	3. Trans- action Code (Instr. 8)		4. Securities Acquired or Disposed of (D) (Instr. 3, 4 & 5)			Securities Beneficially Owned Follow-	6. Owner- ship Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial Ownership	
			Code	V	Amount	(A) or (D)	Price	ing Reported Transactions(s) (Instr. 3 & 4)	(Instr. 4)	(Instr. 4)	
Common Stock	02/27/03		M		2,025	A			D		
Common Stock	02/27/03		F (1)		719	D	\$26.83	3	D		
Common Stock	02/27/03		J (2)		1,306	D		0.000) D		
Common Stock								11,543.200	5 I	by 401(k) Plan	
Common Stock								634.221		by 401(k) Plan ESOP	
Common Stock	02/27/03		J (2)		1,306	A		10,279.652	2 I	by Trust(3)	

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

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^{*} If the form is filed by more than one reporting person, see Instruction 4(b)(v).

FORM 4 (continued) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g., puts, calls, warrants, options, convertible securities)

		` 0													
1. Title of	2. Conver-	3. Trans-	3A.	4.	5	5. Number		6. Date Exercisable		7. Title and		8. Price of	9. Number of	10.	11. ľ
Derivative	sion or	action	Deemed	Trans-	· c	of		and Expiration		Amount of		Derivative	Derivative	Owner-	of Ir
Security	Exercise	Date	Execution	action	Ι	Deri	ivative	Date		Underlying		Security	Securities	ship	Ben
	Price of		Date,	Code	S	Seci	ırities	(Month/Day/		Securities		(Instr. 5)	Beneficially	Form	Owr
(Instr. 3)	Derivative	(Month/	if any		A	Acq	uired	Year)		(Instr. 3 & 4)			Owned	of Deriv-	(Inst
	Security	Day/	(Month/	(Instr.	((A)	or						Following	ative	
		Year)	Day/	8)	I	Disp	osed of						Reported	Security:	
			Year)			(D)							Transaction(s)	Direct	
													(Instr. 4)	(D)	
					(Inst	tr. 3, 4						(Instr. 1)	or	
					Į	& 5))							Indirect	
				Code	_	_		Date	Expira-	Title	Amount	1		(I)	
				Code	1	(\mathbf{A})	(D)		. *	Title				(Instr. 4)	
									tion Data		or Number			Ì	
									Date						
											of				
	40.000	00/05/00		3.5	+		2.02=(5)	(6)	00/05/00	G	Shares	,	0.000	-	
Employee	\$0.000	02/27/03		M			2,025 (5)	(6)	02/27/03	Common	2,025		0.000	D	
Deferred										Stock					
Stock -															
Performance															
Shares ⁽⁴⁾															

Explanation of Responses:

- (1) Shares withheld pursuant to tax withholding rights under award and option plans in a transaction exempt under Rule 16b-3.
- (2) Change in form of ownership.
- (3) Patricia Anne Kepler Revocable Trust U/A 12/01/95, Patricia A. Kepler Trustee. Patricia Kepler is the spouse of the reporting person.
- (4) The plan pursuant to which the reported grant was made provides for tax withholding rights.
- (5) Shares indicated are one-half of the number of shares vested according to the terms of the plan. Delivery is in two equal annual installments.
- (6) 1998 Performance Shares vest upon meeting or exceeding specified Company performance criteria. Performance shares earned to be delivered in two equal installments on February 27, 2002 and February 27, 2003.

By: /s/ David E. Kepler II 03/03/03

David E. Kepler II Date

**Signature of Reporting Person

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

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^{**}Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).