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GROSS RICHARD M

Form 4 February 04, 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

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

OMB APPROVAL

OMB Number: 3235-0287 Expires: January 31, 2005 Estimated average burden hours per response. . .0.5

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

1. Name and A			Name and Tio		Pe	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
Gross, Richard M. (Last) (First) (Middle) 2030 Dow Center (Street) Midland, MI 48674				por	Identification ting Person, ty (voluntary)	Numb	5. If A	tement for h/Day/Year 33	to Issuer (Check all applicable) _ Director _ 10% Owner X Officer (give title below) Other (specify below) Corporate Vice President 7. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting		
									rson Form filed by eporting Perso	More than One	
(City 1. Title of Security (Instr. 3)	2. Trans- action Date (Month/ Day/	(Zip) 2A. Deemed Execution Date, if any (Month/Day/	3. Transaction Code (Instr. 8	S-		ecurities Acquired (posed of (D) tr. 3, 4 & 5)		ities Acquired, Disposed 5. Amount of Securities Beneficially Owned Following Reported	6. Owner-ship Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
Common	Year) 1/31/03	Year)	M		15,000.000	or (D)		Transactions(s) (Instr. 3 & 4)	(Instr. 4) D		
Stock(1) Common Stock	1/31/03		F (2)		4,992.000	D	\$28.6200	29,330.849) D		
Common Stock								12,759.702	2 I	by 401(k) Plan	
Common Stock								751.115	5 I	by 401(k) Plan ESOP	
Common Stock								489.344	I I	by Daughter	
Common Stock								76.888	B I	by Daughter 2	
Common Stock								600.000	I	by IRA 1	
Common Stock								972.000	I	by IRA 2	

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Common				792,265	I	by Son
Stock						

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

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

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

(e.g., puts, cans, warrants, options, convertible securities)															
1. Title of	2. Conver-	3.	3A.	4.		5. Number of		6. Date Exercisable		7. Title and Amount		8. Price of	9. Number of	10.	1
Derivative	sion or	Trans-	Deemed	Trans	-	Derivative		and Expiration		of Underlying		Derivative	Derivative	Owner-	o
Security	Exercise	action	Execution	action	ì	Securities		Date		Securities		Security	Securities	ship	В
	Price of	Date	Date,	Code		Acquired (A)		(Month/Day/		(Instr. 3 & 4)		(Instr. 5)	Beneficially	Form	C
(Instr. 3)	Derivative		if any		or Disposed of		Disposed of	Year)					Owned	of Deriv-	(.
	Security	(Month/	(Month/	(Instr	tr. (D)								Following	ative	
		Day/	Day/	8))							Reported	Security:		
		Year)	Year)			(Ins	tr. 3, 4 & 5)						Transaction(s)	Direct	
				Code	v	(A)	(D)	Date	Expira-	Title	Amount or		(Instr. 4)	(D)	
			loue,		. (11)	` ′	Exer-cisable	_		Number of			or		
								Exer cisuoie	Date		Shares			Indirect	
									Date		Shares			(I)	
														(Instr. 4)	
Performance	\$0.000	1/31/03		M			15,000.000		3/31/04	Common	15,000.000		0.000	D	
Linked										Stock	,				
Deferred															
Stock(1)															l

Explanation of Responses:

- (1) The plan pursuant to which the reported grant was made provides for tax withholding rights.
- (2) Shares withheld pursuant to tax witholding rights under award and option plans in a transaction exempt under Rule 16b-3.

By: /s/ Richard M. Gross
Richard M. Gross

2/3/03 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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^{*} 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).