1.

FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549												OMB APPROVAL						
Section 16. Form 4 or Form 5 obligations may continue. See					NT OF CHANGES IN BENEFICIAL OWNE ad pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940								ΗP	Expire	ated ave per		3235 cemb	
Name and Address of Reporting Person [*] HILD RICHARD N						r Name and Ti TEGY INC		ing Sy		lationship of ck all applica Director] Perso	on(s) to Issu 10% Ow					
ast) (First) (Middle)					3. Date 0 07/01/2	of Earliest Trar 2003	tion (Mo	nth/D		Officer (give title below)		e Other (spe below)		peci				
reet)					4. If Ame	4. If Amendment, Date of Original Filed (Month/Day/Year)								6. Individual or Joint/Group Filing (Check Applica Line) X Form filed by One Reporting Person				
ity) (State) (Zip)					Form filed by More than One Reporti Person									ing				
		Та	ble I - Nor	n-Deriv	ative Se	ecurities A	cqu	uired,	Disp	osed of	, or Bene	ficially	Owned					
Title of Security (Instr. 3)				2. Transa Date (Month/D		2A. Deemed Execution Dat if any (Month/Day/Ye	xecution Date, any		Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4		4 and 5) Securities Beneficially Owned Follo Reported		Form:	Direct I Indirect I str. 4)	7. Na Indire Bene Owne (Instr	
								Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)			ľ		
						curities Ac Is, warrant							Owned					
Fitle of rivative curity str. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)			ansaction ode (Instr.	ction of Exp			Date Exercisable and xpiration Date lonth/Day/Year)			Amount es Security d 4)	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securitie Beneficia Owned Following	e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Be Ov (In	

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CHILD	КІСПАІ	<u>ND N</u>		L								X	Director	r		10% Ow	/ner	
(Last) (First) (Middle)				3. Date of Earliest Transaction (Month/Day/Year) 07/01/2003								Officer (below)	(give title		Other (s below)	pecify		
(Street)					4. If Amendment, Date of Original Filed (Month/Day/Year)								6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person					
(City)	(S	tate)	(Zip)									Form filed by More than One Reporting Person						
		Та	ble I - Non	-Deriva	tive S	ecuriti	es A	cquired,	Dispose	d of,	or Bene	eficially	Owned					
Date					action 2A. Deemed Execution Date if any (Month/Day/Ye			Code (Instr.					Beneficial Owned Fo	s Ily ollowing	Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
							Code	V Amou	Amount (A) or Pi (D) Pi			Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)		
			Table II - I (quired, Di ts, option					Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Da if any (Month/Day/Y	Code	saction (Instr.	5. Numl of Derivati Securiti Acquire (A) or Dispose of (D) (I 3, 4 and	ive ies ed ed nstr.	6. Date Exer Expiration D (Month/Day/	ate		7. Title and of Securiti Underlying Derivative (Instr. 3 an	es 9 Security	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficia Owned Following Reported Transactie (Instr. 4)	ve es ally ng d tion(s)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
								Date	Expiratio	n		Amount or Number of						
				Code	v	(A)	(D)	Exercisable	Date		Title	Shares						

Explanation of Responses:

1. The phantom stock converts into common stock on a one-for-one basis.

2. The units are to be settled 100% in cash upon the reporting person's election to distribute the funds in a lump sum.

Marcia R. Glick, as attorney-infact for Richard N. Child 07/03/2003 pursuant to a Power of Attorney on File

Date

** Signature of Reporting Person

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.