FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPRO	DVAL
OMB Number:	3235-0287
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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person*  MATHRANI ARJUN K										or Tradii <u>NCI</u>		ymbol <mark>GROU</mark>		neck all app	,		rson(s) to Is: 10% O Other (	wner		
(Last) 711 HIG	(Fi H STREET	irst) (		Date o		st Trar	nsacti	ion (Mor	nth/C	ay/Year)		belov			below)	эрсыну				
(Street) DES MC			50392 (Zip)		4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)										e) <mark>X</mark> Form	Joint/Group Filing (Check Applicable filed by One Reporting Person filed by More than One Reporting on			
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																			
Dat				Date	2. Transaction Date Month/Day/Year)			2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Dispos Code (Instr. 5)				d (A) or r. 3, 4 an	Benefi Owned	ties cially Following	Forn (D) c	n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
									ſ	Code	v	Amount	:	(A) or (D)	Price	Transa	Reported Transaction(s) (Instr. 3 and 4)			(11150.4)
Common	Common Stock			12/17	7/2004					A		35		A	\$0 <sup>(1</sup>	.) 2	2,594		D	
	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. Deeme Execution if any (Month/Day	Date,	4. Transaction Code (Instr. B)				Expi	ate Exer iration D nth/Day/	ate		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)			8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactic (Instr. 4)	e s Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exer	e rcisable		piration te	Title		Amount or Number of Shares					
Phantom Stock Units	(2)	12/17/2004			A		44.7			(3)		(3)	Comn		44.7	\$39.86	4,027.5	5	D	

## Explanation of Responses:

- Grant of restricted stock units.
- 2. Security converts to common stock on a one-for-one basis.
- 3. The reported phantom stock units were acquired pursuant to the Principal Deferred Compensation Plan for Non-Employee Directors and will be settled on the reporting person's retirement.

## Remarks:

<u>Joyce N. Hoffman, by Power</u> of Attorney 12/21/2004

\*\* Signature of Reporting Person Date

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

- $^{\star}$  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.