

Common Stock	To 9/30/99	629.772	I	(1)
Common Stock	To 10/31/99	115.365	I	(2)
Common Stock	To 9/30/99	3,638.830	I	(3)
Common Stock		300	I	(4)

* If the Form is filed by more than one Reporting Person, see Instruction 4(b)(v).

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

FORM 4 (continued)

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 of Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	4. Transaction Code (Instr. 8) Code V	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) (A) (D)	6. Exercisable and Expiration Date (Month/Day/Year) Date Expiration Date		7. Title and Amount of Underlying Securities (Instr. 3 and 4) Amount or Number of Shares	8. Price of Derivative Security (Instr. 5)	9. Number of Derivative Securities Beneficially Owned at End of Month (Instr. 4)	10. Ownership of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Beneficial Ownership (Instr. 4)
Stock Options	\$22.375	10/28/99	M	3,650	12/30/95	12/30/99	Common Stock	3,650	0	0	D
Stock Options	\$25.6875	10/28/99	M	5,400	12/07/96	12/07/00	Common Stock	5,400	0	0	D

Explanation of Responses:

- (1) Held by the trustee of the Company's 401(k) Plan, Boston Safe Deposit and Trust Company.
- (2) Held by the Company's Dividend Reinvestment Plan, Norwest Bank Minnesota.
- (3) Held by the trustee of the Company's Deferred Compensation Plan, The Northern Trust Company.
- (4) Held by spouse and/or immediate family member of reporting person. Beneficial ownership is disclaimed.

/s/John B. Jasko 11/03/99

**Signature of Reporting Person Date

** 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 provided is insufficient, see Instruction 6 for procedures.

Alternatively, this Form is permitted to be submitted to the
Commission in electronic format at the option of the reporting person
pursuant to rule 101(b)(4) of Regulation S-T.

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