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SKAU RICHARD A Form 4

February 05, 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

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1. Name and Add			me and Tice e Group, I		P	6. Relationship of Reporting Person(s)							
				orting	ntification g Person, voluntary)	Numbe	Mo	Statement for onth/Day/Year 5-03	1 X C	to Issuer (Check all applicable) _ Director _ 10% Owner X Officer (give title below) Other (specify below) Assistant Vice President - Human			
(Street) St. Louis, MO 63101							Da	te of Original (Check Aponth/Day/Year) X Form fil Person			al or Joint/Group Filing blicable Line) d by One Reporting d by More than One		
(City) (State) (Zip)				Table I Non-Derivative Securities Acquired, D						isposed of, or Beneficially Owned			
1. Title of Security (Instr. 3)	action	2A. Deemed Execution Date, if any (Month/Day/ Year)	3. Transaction C (Instr. 8 Code	ode	4. Securitie (A) or Disp (Instr. 3, 4) Amount	es Acqu posed o	iired	5. Amount of Securities Beneficially Owned Follow- ing Reported Transactions(s)		6. Owner- ship Form:	7. Nature of Indirect Beneficial		
common stock								(Instr. 3 & 4)	896.4074	I	401(k) plan		

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)

(**B*, F *****, *************************											
1. Title of	2. Conver-	3.	3A.	4.	5.	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Nature
Derivative	sion or	Trans-	Deemed	Trans-	Number	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indirect
Security	Exercise	action	Execution	action	of	Date	Underlying	Security	Securities	ship	Beneficial
	Price of	Date	Date,	Code	Derivative	(Month/Day/	Securities	(Instr. 5)	Beneficially	Form	Ownership
(Instr. 3)	Derivative		if any		Securities	Year)	(Instr. 3 & 4)		Owned	of Deriv-	(Instr. 4)
	Security	(Month/	(Month/	(Instr.	Acquired				Following	ative	
		Day/	Day/	8)	(A) or				Reported	Security:	

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

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		Year)	r) Year)		Disposed of (D) (Instr. 3, 4 & 5)							,	Direct (D) or Indirect (I)	
				Code V	(A)		Exer-cisable	Expira- tion Date		Amount or Number of Shares			(Instr. 4)	
employee stock options (right to buy)	\$23.27	2-5-03		A	5,000		(1)		common stock	5,000	0	5,000	D	

Explanation of Responses:

(1) The options vest in four equal annual installments beginning on February 6, 2004.

By: /s/ <u>Richard A. Skau</u> Richard A. Skau

2/5/03 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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^{**}Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).