FORM 4

to Section 16. Form 4 or Form 5

obligations may continue. See

Instruction 1(b).

Check this box if no longer subject

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

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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

Filed By Romeo & Dye's Instant Form 4 Filer

OMB APPROVAL

1. Name and Address of Reporting Person*				suei	Name and Ticker or T	Frading Sy	mbol	6. Relationship of Reporting Person(s)					
				LET	E (ALE)			to Issuer (Check all applicable)					
Bussmann Wynn V.								X Director 10% Owner					
(Last) (First) (Middle)					Identification Number	4. Sta	tement for	Officer (give title below) Other (specify below)					
			of R	epo	rting Person,	Mont	h/Day/Year						
5435 Corporate D	rive, Suite	300	if an	ent	ity (voluntary)	1/2/03	3		_				
	(Street)		\dashv				Amendment,	7. Individual or Joint/Group Filing (Check Applicable Line)					
						Date	of Original	X Form filed by One Reporting Person					
Troy, MI 48098						(Mon	th/Day/Year)	Form filed by More than One Reporting Person					
						ľ							
(City) (State) (Zip)					Table I — N	on-Deriv	ative Securitie	s Acquired, Disposed of, or Beneficially Owned					
1. Title of Security	2. Trans-	2A. Deemed	3. Trans-	-	4. Securities Acquired	(A) or Di	sposed of (D)	5. Amount of	6. Owner-	7. Nature of Indirect			
(Instr. 3)	action	Execution action Code (Instr. 3, 4 & 5)		Securities	ship Form:	Beneficial Ownership							
Date Date,		(Instr. 8))				Beneficially	Direct (D)	(Instr. 4)				
	(Month/ Day/	if any	Code	V	Amount	(A)	Price	Owned Follow-	or Indirect (I)				
	Year)	(Month/Day/				or		ing Reported Transactions(s)	(Instr. 4)				
		Year)				(D)		(Instr. 3 & 4)					
Common Stock								2569.355	D				

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)

1. Title of	2. Conver-	3.	3A.	4.		5. Number of Der	6. Date		7. Title and Amount		8. Price of	9. Number of	10.	11. Nature	
Derivative	sion or	Trans-	Deemed	Trans	-	Securities Acquire	Exercisa	ble	of Underlying		Derivative	Derivative	Owner-	of Indirect	
Security	Exercise	action	Execution	action	ı	Disposed of (D)	and Expi	ration	Securities		Security	Securities	ship	Beneficial	
	Price of	Date	Date,	Code			Date		(Instr. 3 & 4)		(Instr. 5)	Beneficially	Form	Ownership	
(Instr. 3)	Derivative		if any			(Instr. 3, 4 & 5)	(Month/Da	ay/		ľ	Owned	of	(Instr. 4)		
<u> </u>	Security	ľ	(Month/	(Instr.	.			Year)					Following	Deriv-	i
		Day/ Year)	Day/ Year)	8)									Reported	ative	
		11001)	l'eur)	 							Transaction(s)	Security:			
				Code	V	(A)	(D)	Date	Expira-	Title	Amount	1	(Instr. 4)	Direct	
				Couc		(11)	(2)	Exer-	tion		or		l` ´	(D)	
					Н				Date		Number			or	
					Н			CISGOIC	Butte	I .	of			Indirect	
					Н						Shares			(I)	
					Н						Silar es			(Instr. 4)	
Stock Option	23.20	1/2/03		Α	П	1500		see	1/2/13	Common	1500		1500	D	
(right to					$ \ $			below.(1)		Stock					
buy)					П			Delow.							

Explanation of Responses:

(1) Option vests annually, 50% in 2004 and 50% in 2005.

By: /s/ Philip R. Halverson
Philip R. Halverson for Wynn V. Bussmann
**Signature of Reporting Person

<u>January 3, 2003</u>

Date

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).