FORM 4

UNITED STATES SECU

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Washington, D.C. 20549

RITIES AND EXCHANGE COMMISSI	Or	١
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UMB APPRO	VAL
OMB Number:	3235-028
Estimated average burden	

hours per response:

(A) or (D)

Price

Beneficially Owned Following Reported Transaction(s)

3,000

0.5

Ownership (Instr. 4)

D

	Check this box if no longer subject to
١	Section 16. Form 4 or Form 5
ı	obligations may continue. See
	Instruction 1(b).

Common Stock

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

monucuon 1(b).				tion 30(h) of the Inv		pany Act of 1940				
I. Name and Addres JAGER DUR		rson*		Name and Ticker o MAN KODA	0 ,			tionship of Reporting all applicable) Director	Person(s) to Issu	
(Last) 343 STATE STR	(First)	(Middle)	3. Date o 01/02/20	f Earliest Transaction	on (Month/Day	/Year)		Officer (give title below)	Other below	(specify)
Street) ROCHESTER NY 14650			4. If Amer	ndment, Date of Ori	ginal Filed (M	onth/Day/Year)	6. Indiv	idual or Joint/Group F Form filed by One Form filed by More	Reporting Person	n ,
(City)	(State)	(Zip)								
		Table I - Nor	n-Derivative S	ecurities Acqu	ired, Disp	osed of, or Benefici	ally O	wned		
Date			2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)	4. Securities Acquired (A) of Disposed Of (D) (Instr. 3, 4		5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

Code v

			-												
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Derivative Code (Instr. Securities		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		Transaction(s) (Instr. 4)		
Option (right to buy) ⁽¹⁾	\$65.625							(5)	01/02/2010	Common Stock	2,000		2,000	D	
Option (right to buy) ⁽¹⁾	\$38.7813							(5)	01/01/2011	Common Stock	2,000		2,000	D	
Option (right to buy) ⁽¹⁾	\$29.1							(5)	01/01/2012	Common Stock	2,000		2,000	D	
Option (right to buy) ⁽¹⁾	\$36.66							(5)	11/21/2012	Common Stock	2,000		2,000	D	
Option (right to buy) ⁽¹⁾	\$24.49							(5)	11/18/2013	Common Stock	2,000		2,000	D	
Phantom Stock Units	(2)	01/02/2004		A		1,266.5627 ⁽³⁾		(4)	(4)	Common Stock	1,266.5627	\$25.66	12,103.8111	D	

Explanation of Responses:

- 1. Stock option granted under the 2000 Omnibus Long-Term Compensation Plan in a transaction exempt under Rule 16b-3.
- 2. These units convert on a one-for-one basis.
- 3. These units were credited to the reporting person's phantom stock account in partial payment of the 2004 retainer.
- 4. This date is not applicable to phantom stock units.
- 5. These options vest one year after the date of grant.

Remarks:

James M. Quinn, as attorney in fact for Durk I. Jager

01/06/2004

** Signature of Reporting Person

Date

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.