## United States Securities and Exchange Commission Washington, D.C. 20549

## Statement of Changes in Beneficial Ownership

FOR	_								OMB AP	PROVAL		
<ul> <li>         Check this box if no longer subject to     </li> <li>         Section     </li> </ul>				) of the	ion 16(a) of Public Utility of the Invest	OMB Number: 3235-0287 Expires: September 30, 1998 Estimated Average Burden Hours Per Response 0.5						
1. Name and A		Reporting Person			ame AND Ti poration (MI		Frading	Symbol		of Reporting Person all applicable)	on(s) to	
(Last) 250 South Was	(First)		· .	Number	ocial Security of Reporting	ľ	4. Statement for Month/Year		☐ Director ☑ Officer (giv	☐ 10% Ownee ☐ Other (spe	er ecify below)	
(Street) Chicago, IL 60606				Person (Voluntary) 11/1999  5. If Amendment.		title below)  President, Investment Company Services						
(City)	(State)	(Z	ip)				ate of Original Month/Year)		Applicable Li			
1. Title of (Inst	Security	2. Transaction Date (Month/ Day/Year)	3. Trai	re Secunsaction (Instr. 8)	4. Securitie or Disp	es Acquir osed of 3, 4 and	red (A) (D) 5)	5. Amo Benef En	or Beneficially ount of Securities icially Owned at nd of Month str. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
Common Stoc	k	11-23-99	D		45,300	D	\$22.00		0	D		

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

<sup>\*</sup> If the form is filed by more than one reporting person, SEE Instruction 4(b)(v).

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., Puts, Calls, Warrants, Options, Convertible Securities)

	2. Conversion or Exercise Price of Derivative	3. Transaction Date (Month/	4. Transaction Code (Instr. 8)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)		6. Date Exercisable and Expiration Date (Month/ Day/Year)	
1. Title of Derivative						Date	Expiration
Security (Instr. 3)	Security	Day/Year)	Code V	(A)	(D)	Exercisable	Date
Employee Stock Option (Right to Buy)	\$ 8.6875	11-23-99	D		2,000		3-15-2000
Employee Stock Option (Right to Buy)	\$ 8.125	11-23-99	D		16,000		4-10-2002
Employee Stock Option (Right to Buy)	\$ 8.125	11-23-99	D		16,500		3-25-2003
Employee Stock Option (Right to Buy)	\$ 11.6875	11-23-99	D		19,200		4-23-2002
Employee Stock Option (Right to Buy)	\$ 21.375	11-23-99	D		16,000		5-28-2003

## 7. Title and Amount of Underlying Securities

(Instr. 3 and 4)	8. Price of	9. Number of Derivative	10. Ownership Form of		
and .	Amount or Number of	Derivative Security	Securities Beneficially Owned at End of Month	Derivative Security: Direct (D) or Indirect	11. Nature of Indirect Beneficial Ownership
Title	Shares	(Instr. 5)	(Instr. 4)	(I) (Instr. 4)	(Instr. 4)
Common Stock	2,000	\$13.3125	0	D	
Common Stock	16,000	\$ 13.875	0	D	
Common Stock	16,500	\$ 13.875	0	D	
Common Stock	19,200	\$10.3125	0	D	
Common Stock	16,000	\$ 0.625	0	D	

Explanation of Responses:

(1) Adjusted to reflect a 2-for-1 stock split in the form of a 100% stock dividend October 15, 1997.



<sup>\*\*</sup> 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.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.