
OMB APPROVAL

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U.S. SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

FORM 5

ANNUAL STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

E	Section 17(a) of t		ding	es Exchange Act of 1934, Company Act of 1935 or any Act of 1940	
[_]	Check box if no long may continue. See Ir	-	on 16.	Form 4 or Form 5 obligations	3
[_]	Form 3 Holdings Repo	orted			
[_]	Form 4 Transactions	Reported			
1.	Name and Address of	Reporting Person*			-
Kloos	sterman	Harold		J.	
 (I	 Last)	(First)		(Middle)	
900 V	Victors Way, Suite 35				
		(Street)			
Ann A	Arbor	MI		48108	
(0	City)	(State)		(Zip)	
2.	Issuer Name and Tick	ker or Trading Symbol			-
3.		Number of Reporting Pe	erson,	if an Entity (Voluntary)	_
4.	Statement for Month,				_
5. 12/99		of Original (Month/Yea	ir)		
6.	Relationship of Repo (Check all applicabl	orting Person to Issue	er		-
	<pre>[x] Director [] Officer (give t</pre>	citle below)	[_]	10% Owner Other (specify below)	
7.	Individual or Joint/ (Check applicable li				
		one Reporting Person more than one Reportin	ng Per	son	
					-

Table I -- Non-Derivative Securities Acquired, Disposed of,

or Beneficially Owned

<TABLE>

<caption></caption>						_	_
			4.			5. Amount of	6.
Owner-			Securities Acqu Disposed of (D)		(A) or	Securities Beneficially	ship
Form: 7.			(Instr. 3, 4 ar			Owned at End	
Direct Nature of	2	2	(111501. 5, 4 a)				(D)
or Indirect	2.	3.				of Issuer's	(D)
1. Indirect Beneficial	Transaction	Transaction		(A)		Fiscal Year	
Title of Security Ownership	Date	Code	Amount	or	Price	(Instr. 3	(I)
(Instr. 3) (Instr.4) (Instr. 4)	(mm/dd/yy)	(Instr. 8)		(D)		and 4)	
<\$> <c></c>	<c></c>	<c></c>	<c></c>	<c></c>	<c></c>	<c></c>	<c></c>
Common	5/14/99	A*	50.927	A	\$25.2940		D
	0 /1 2 /00	7.4	66 552	2	610 0010		5
Common	8/13/99 	A* 	66.553 	A 	\$19.8910 		D
Common	11/15/99	A*	78.772	А	\$17.3970	23,504.252	D
Common **						13,269	I
* Shares acquired through Dividend F							
** Shares owned directly by spouse.							
<pre></pre>			see Instruction				
Reminder: Report on a separate line owned directly or indirectly.	for each class	s of securiti	es beneficially.	?			
(Form 5-07/98)			(Over)				
FORM 5 (continued)							
Table II Derivative Securities Acc	quired, Dispose	ed of, or Bene	eficially Owned				

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

<TABLE> <CAPTION>

10.

Owner-

OWIICI

ship

of

2.

9.

Number

f

Deriv-

Derivious 11. sion Sion Number of Title and Amount Securative Nature or Derivative 6. of Underlying 8. ities Secur- of Exer- ity: In- cise 3. Acquired (A) Exercisable and (Instr. 3 and 4) of ficially Direct direct (D) or Bene- 1. of action Trans- of (D) (Month/Day/Year) Amount ative at End Title of Owner- Derivative ative (Month/ Code 4 and 5) Date Expira- Number ity Year (I) Ship Secur- Day/ (Instr	
Secur- of Exer- cise 3.	
Secur- of Exer-	
ity: In- cise 3. Acquired (A) Exercisable and (Instr. 3 and 4) of ficially Direct direct Price Trans- 4. or Disposed Expiration Date	
Direct direct Price Trans- 4. or Disposed Expiration Date	
(D) or Bene- 1. of action Trans- of (D) (Month/Day/Year) Amount ative at End In- ficial Title of Deriv- Date action (Instr. 3,	
In- ficial Title of Deriv- Date action (Instr. 3,	
direct Owner- Derivative ative (Month/ Code 4 and 5) Date Expira- Number ity Year (I) ship	
Derivative ative (Month/ Code 4 and 5) Date Expira- Number ity Year (I) ship	
(Instr. (Instr. (Instr. 3) ity Year) 8) (A) (D) cisable Date Title Shares 5) 4) 4) 4)	
<pre><s></s></pre>	
Option (Right to Buy) 4,000	

</TABLE>

Explanation of Responses:

/s/ Harold J. Kloosterman	February 10, 1999
**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 procedure.