SEC	Form	4
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## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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

\$27.5

Stock Option (Right to Buy)

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

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	OMB APPRC	VAL										
	OMB Number:	3235-0287										
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	hours per response:	0.5										

Instruc	tion 1(d).			File					a) of the Se Investmer				1934						1	
1. Name and Address of Reporting Person <sup>*</sup> GROCE A BEN						Officer (give title											10% Ov	wner		
							3. Date of Earliest Transaction (Month/Day/Year) X Officer (give title below) Other (specify below)   10/31/2003 Sr. Vice President													
1111 W.	JEFFERSO	N ST.				6. 6											<b>F</b> ilia a	(Ob	- 1	
(Street) BOISE	II	)	83702		4.1	t Ame	endment, l	Jate o	of Original I	-iled (	Month/Da	y/year)		Line)		ed by One	e Repoi	rting Persor	n	
(City)	(S	itate)	(Zip)		,									Form filed by More than One Reporting Person						
		Та	ble I - Nor	n-Deriv	/ativ	e Se	curitie	s Ac	quired,	Disp	osed o	of, or Be	enefi	cially	Owned		-			
1. Title of	Security (Ins	tr. 3)		2. Trans Date (Month			2A. Deemed Execution Date, if any (Month/Day/Year)		Code (		Dispose	ities Acquired (A) d Of (D) (Instr. 3, 4			5. Amoun Securities Beneficial Owned Fo Reported	s lly bllowing	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)	
									Code	v	Amount	(A) (D)	or P	rice	Transactio (Instr. 3 ai					
Common	Stock														40,6	664		D		
Common	Stock														50.6	496		I	By 401(k) Plan <sup>(1)</sup>	
Preferred	Stock														338.8	3973		I	By ESOP Trust <sup>(1)</sup>	
			Table II -						uired, D , option						wned					-
1. Title of Derivative Security (Instr. 3)	le of 2. 3. Transaction 3A. Deemed ative Conversion Date Execution Date, rity or Exercise (Month/Day/Year) if any				e, 4. Code (Instr		5. Number of 6. Derivative Ex		6. Date Ex Expiration (Month/Da	ercisa Date	able and 7. Title and Amo			ount 8. Price of Derivative Security		9. Number derivative Securities Beneficiall Owned Following Reported	e s dly g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownershi (Instr. 4)	t
				Cod		v	(A) (D) Date Exercisable			xpiration ate	Amo or Num of Sh				Transacti (Instr. 4)					
Stock Option (Right to Buy)	<b>\$</b> 24.875								07/29/199	5 01	7/29/2004	Common Stock	12,	100		12,10	0	D		
Stock Option (Right to Buy)	\$43.875								07/28/199	6 0	7/28/2005	Common Stock	12,	100		12,10	0	D		
Stock Option (Right to Buy)	\$31.375								07/26/199	7 0	7/26/2006	Common Stock	12,	100		12,10	0	D		
Stock Option (Right to Buy)	\$36.875								07/25/199	8 0	7/25/2007	Common Stock	15,	,700		15,70	0	D		
Stock Option (Right to Buy)	<b>\$</b> 28.875								07/31/199	9 01	7/31/2008	Common Stock	16,	,300		16,30	0	D		
Stock Option (Right to Buy)	\$29.375								02/11/200	0 0:	2/12/2009	Common Stock	3,0	500		3,600	D	D		
					17			. 1												

Common Stock

24,100

24,100

D

07/27/2001 07/28/2010

			Table II - Deri (e.g.					luired, Dis s, options,				Owned															
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)	4. Transaction Code (Instr. 8)		Transaction Code (Instr.					Instr. Derivative Securities Acquired (A) or Disposed of (D) (Instr.			e (Instr. e (Instr. becomposed be		Derivative Securities Acquired (A) or Disposed of (D) (Instr.		Expiration Date of Securities (Month/Day/Year) Underlying		Expiration Date		Underlying Derivative Security		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)														
Stock Option (Right to Buy)	\$24.75							09/27/2001	09/28/2010	Common Stock	15,000		15,000	D													
Stock Option (Right to Buy)	\$35.6							07/26/2002	07/27/2011	Common Stock	47,600		47,600	D													
Stock Option (Right to Buy)	\$27.76							07/24/2003	07/25/2012	Common Stock	45,400		45,400	D													
Phantom Stock Units	(2)	10/31/2003		A		53.2439		(3)	(4)	Common Stock	53.2439	\$28.05	11,375.2048	D													

## Explanation of Responses:

1. Represents number of shares beneficially owned as of October 31, 2003, based on information from plan administrator.

2. Each phantom stock unit is equal in value to one share of the company's common stock.

3. Vested in participant stock units (and related dividend equivalent stock units) at all times. Company matching stock units (and related dividend equivalent stock units) vest as follows: (a) 100% upon participant's death, disability, or early or normal retirement; (b) 100% upon a change in control of the company; (c) 100% upon involuntary termination for reasons other than disciplinary reasons or termination as a result of the sale or permanent closure of a company facility, operating unit, or division; and (d) 20% on each anniversary of the date account was first credited with stock units under the plan. 20% is cumulative -- after 5 years, participant is completely vested in all stock units in his or her account, including any stock units allocated to the account in the future.

4. Shares of phantom stock are payable in shares of common stock in accordance with the participant's Deferred Compensation Distribution Election Agreement, except in the case of a change in control, in which case payment may be made in either cash or stock.

Remarks:

<u>A. Ben Groce</u>

11/03/2003

\*\* 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.