#### Edgar Filing: GRIGG RICHARD R - Form 4

GRIGG RIG Form 4	CHARD R											
March 04, 2	2008											
										OMB APPROVAL		
Washington, D.C. 20549									OMB Number:	3235-0287		
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subject Section Form 4	F CHAI			BENEFIC. RITIES	IAL	OWNE	CRSHIP OF	Estimated ar burden hour response	verage			
Form 5 obligation may con <i>See</i> Inst 1(b).	ons Section 17(	(a) of the l	Public U	Jtility H	ol		any A	Act of 1	Act of 1934, 935 or Section			
(Print or Type	Responses)											
GRIGG RICHARD R Symbol				mbol					5. Relationship of Reporting Person(s) to Issuer			
						CORP [FE	J		(Check all applicable)			
(Month				Date of Earliest Transaction Aonth/Day/Year) 3/03/2008					Director 10% Owner X Officer (give title Other (specify below) below) Chief Operating Officer			
				led(Month/Day/Year)					6. Individual or Joint/Group Filing(Check Applicable Line) _X_ Form filed by One Reporting Person Form filed by More than One Reporting Person			
(City)	(State)	(Zip)	<b>T</b> 1		T		•,•			D (* · 11	0	
1.Title of Security (Instr. 3)	<b>`</b>	. Transaction Date 2A. Deemed				4. Securities A for Disposed o (Instr. 3, 4 and	Acquir f (D) 1 5)	-	5. Amount of Securities Beneficially Owned Following Reported	or Beneficiall 6. Ownership Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code V	J	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)	(Instr. 4)		
Common Stock	03/03/2008			A		9,418 <u>(1)</u>	(D) A	\$ 68.52	17,394.577	D		
Common Stock	03/03/2008			М		13,849.37 (1)	A	\$ 68.52	31,243.947	D		
Common Stock	03/03/2008			F		10,634 <u>(1)</u>	D	\$ 68.52	20,609.947	D		
Common Stock									375.356	Ι	By Savings Plan	

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

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

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)	4.5. Number ofTransactiorDerivative SecuritiesCodeAcquired (A) or(Instr. 8)Disposed of (D)(Instr. 3, 4, and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amc Underlying Secu (Instr. 3 and 4)		
				Code V	(A)	(D)	Date Exercisable	Expiration Date	Title	Ar Nu Sh
RSUP1	\$ 1	03/03/2008		M	()	13,849.37	03/01/2008	03/01/2008	Common Stock	1
RSUP10	\$ 1 (2)	03/03/2008	03/03/2008	А	8,500 (3)		03/03/2011	03/03/2011	Common Stock	
RSUP4	\$ 1						03/01/2009	03/01/2009	Common Stock	1
RSUP6	\$ 1						03/01/2010	03/01/2010	Common Stock	10
RSUP9	\$ 1						06/30/2010	06/30/2010	Common Stock	
Stock Options (Right to buy)	\$ 39.46						08/20/2005	08/20/2014	Common Stock	

### **Reporting Owners**

Reporting Owner Name / Address	Relationships							
	Director	10% Owner	Officer	Other				
GRIGG RICHARD R 76 SOUTH MAIN STREET AKRON, OH 44308			Chief Operating Officer					
Signatures								
Edward j. Udovich, POA	03/04/200	)8						

Date

\*\*Signature of Reporting Person

**Reporting Owners** 

## **Explanation of Responses:**

- \* 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).
- On February 19, 2008 the Board approved a March 3, 2008 performance-adjusted restricted stock unit grant to Mr. Grigg in the amount of
  (3) 11,333 shares, of which 75% or 8,500 shares will be payable on March 3, 2011. 2,833 shares are subject to forfeiture if the performance goals are not met. The full grant can be adjusted upward by an additional 25% if the 3-year goals are achieved.
- (2) 1 for 1

The RSUP1 award listed in Table II has been reported at 75% of the original grant amount, as that represents the minimum amount guaranteed to be paid out upon vesting. Because of performance targets achieved, the award was paid out on March 3, 2008, at a

(1) guaranteed to be paid out upon vesting. Because of performance targets achieved, the award was paid out on March 5, 2008, at a performance-adjusted rate of 125%. The shares coded "A" represent that portion attributable to this performance adjustment. The shares coded "F" were sold to cover income tax obligations associated with the payout.

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.