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FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

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0	on 16. Form 4 or Form 5 ations may continue. See

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

OMB APPRC	VAL
OMB Number:	3235-0287
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		()										
1. Name and Address of Reporting Person [*] <u>AMEN ROBERT M</u>	INTE	er Name and Ticker	<u>L FL</u>	ÁV(<u> ORS &</u>		5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner					
	FRA	<u>GRANCES I</u>	NC	IFF .				Director	10%0 C	when		
							X	Officer (give title		(specify		
(Last) (First) (Middle)	3. Date	of Earliest Transac	tion (M	onth/C	Day/Year)		below)	below	' I			
521 WEST 57TH STREET	11/26/	11/26/2008						Chairman & CEO				
(Street)	4. If Am	nendment, Date of (Original	Filed	(Month/Day/Ye	6. Indiv Line)	6. Individual or Joint/Group Filing (Check Applicable Line)					
NEW YORK NY 10019								Form filed by One Reporting Person				
							Form filed by More than One Reporting					
(City) (State) (Zip)							Person		J			
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned												
	2. Transaction Date (Month/Day/Year)	Execution Date, ay/Year) if any		3. Transaction Code (Instr. 8)4. Securities Acquired Disposed Of (D) (Instr. 5)				5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1150.4)		
Table II - D	Derivative Sec	curities Acquir	ed, D	ispo	sed of, or	Benefi	icially O	wned				
		ls, warrants, c					-					

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. Transa Code (8)		of Deriv Secu Acqu (A) or Dispo of (D)	posed D) str. 3, 4		Amount of		Derivative Security (Instr. 5) curity	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	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				
Stock Equivalent Unit	\$0 ⁽¹⁾	11/26/2008	11/28/2008	A		325		(2)	(2)	Common Stock	325	\$30.49	26,594	D	

Explanation of Responses:

1. The Stock Units ("Units") convert to Common Stock on a one-for-one basis.

2. Units under the Company's deferred compensation plan resulting from (a) deferral of compensation and Company match (in shares), (b) premium (in shares) to participants deferring compensation into Units and (c) dividends (in shares) on Units. 65 of the acquired Units are subject to vesting based on employment through December 31, 2009.

Remarks:

By: Dennis Meany, attorney in 12/01/2008 fact

** Signature of Reporting Person Date

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

 \ast 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.