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| A/|Exer-|ation|

Title and Number Owned at ire	 D cisa- Date ble
Employee Stock Option 8.4375	 2/17/ 2/16/ 00 10
Employee Stock Option 9.3000	 2/8/0 2/8/1 1 1
Employee Stock Option 15.400	 2/7/0 2/7/1 2 2
Employee Stock Option 9.510 2/12/03 A 8,509 Common Stock 8,509 D	 A 2/12/ 2/12/ 03 13

Explanation of Responses: SIGNATURE OF REPORTING PERSON /s/ Donald H. Keens BY: K. Mendell DATE 2/14/03