tive	A/ Exer- ation
Title and Number     Owned at	   D  cisa- Date
of Shares    End of  ct	
rity  Date  Code V  Amount    Month  (I)	ble
Month  (I)	
Employee Cheek Ontion 10 4075	_
Employee Stock Option  8.4375	2/17/ 2/16/
(Right to buy)	00  10
Employee Stock Option  9.3000	2/8/0 2/8/1
	1  1
	1 1- 1- 1
Employee Stock Option  15.400	2/7/0 2/7/1
30,000  D	
(Right to Buy)	2  2
Employee Stock Option  9.510	    2/12/ 2/12/
	2/12/ 2/12/
(Right to Buy)	03  13
Employee Stock Option  14.00  5/01/03 A    21,818	A  5/01/ 5/01/
Common Stock	03  13
	, , , , , , , , , , , , , , , , , , , ,

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

5/2/03