

7. Title and Amount of Underlying Securities (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of Derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form of Derivative Securities: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)				
<table border="1"><thead><tr><th data-bbox="25 145 284 212">Title</th><th data-bbox="284 145 507 212">Amount or Number of Shares</th></tr></thead><tbody><tr><td data-bbox="25 212 284 280">Common Stock</td><td data-bbox="284 212 507 280">50,000</td></tr></tbody></table>	Title	Amount or Number of Shares	Common Stock	50,000	N/A	100,000	D	
Title	Amount or Number of Shares							
Common Stock	50,000							

Explanation of Responses: (1) Employee Stock Options vest 1/48th each month from the date of grant.

Ron Henriksen

01/30/03

**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 5(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.