



Common Stock No Par Value	A	85,173	I	Family limited partnership
Common Stock No Par Value	N/A	26,078	I	by 401(k) plan (1)
Common Stock No Par Value	N/A	1,923	D	Emp stock pur- chase Plan

\* If the form is filed by more than one Reporting Person, see Instruction 4(b)(v).

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

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. Conver- sion or Exer- cise Price of Deriva- tive Secur- ity	3. Trans- action Date (Month Day/ Year)	4. Trans- action /Code (Instr. 8 Code V)	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) (A) (D)	6. Date Exercisable and Expiration Date (Month/Day/Year) Date Expira- tion Date	7. Title and Amount of Underlying Securities (Instr. 3 and 4) Amount or Number of Shares Title	8. Price of Deriva- tive Secur- ity (Instr. 5)	9. 10. Number Owner- of ship Deriva- tive Secur- ities Benefi- cially Owned at End Year (Instr. 4)	11. Nature of Deriv- ative Secur- ity: Direct (D) or In- direct Owner (I) (Instr. 4)
Non-qualified stock options (Right to Buy)	\$3.68	N/A			09/30/99 03/31/04	Common Stock		15,625	D
Non-qualified stock options (Right to Buy)	\$3.76	N/A			05/26/99 05/26/04	Common Stock		11,719	D
Non-qualified stock options (Right to Buy)	\$4.1997	N/A			04/23/00 10/23/04	Common Stock		13,673	D
Non-qualified stock options (Right to Buy)	\$2.88	N/A			05/24/00 05/24/05	Common Stock		11,719	D
Non-qualified stock options (Right to Buy)	\$2.88	N/A			01/24/01 05/24/05	Common Stock		31,250	D
Non-qualified stock options (Right to Buy)	\$3.68	N/A			02/12/02 02/12/11	Common Stock		31,250	D
Non-qualified stock options (Right to Buy)	\$5.0624	N/A			05/23/01 05/23/11	Common Stock		15,625	D
Non-qualified stock options (Right to Buy)	\$13.528	N/A			12/08/02 12/08/11	Common Stock		25,000	D
Non-qualified stock options (Right to Buy)	\$16.99	N/A			05/23/02 05/23/12	Common Stock		10,000	D
Non-qualified stock options (Right to Buy)	\$17.32	02/06/03	A	20,000	02/06/04 02/06/13	Common Stock		20,000	D

Explanation of Responses:

- (1) Represents plan holdings as of 10/28/02
- (5) Become exercisable in equal installments of 20% commencing 12/08/02
- (7) Become exercisable in equal installments of 20% commencing 09/30/99
- (8) Become exercisable in equal installments of 20% commencing 04/23/00
- (9) Become exercisable in equal installments of 20% commencing 02/12/02
- (10) Become exercisable in equal installments of 20% commencing 02/06/04

/s/ KENT W. STANGER

02/14/03

\*\*Signature of Reporting Person

Date

\*\* 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 provided is insufficient, see Instruction 6 for procedure.

