



No Par Value	10/30/02	S	1,000	D	\$24.15	D
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Common Stock						
No Par Value					638,258	
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Common Stock						by 401(k)
No Par Value					29,433(1)	Plan (1)
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\* 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 Deriv- ative 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 Exer- cisable Date	7. Title and Amount of Underlying Securities (Instr. 3 and 4) Amount or Number of Shares Title	8. Price of Deriv- ative Secur- ity (Instr. 5)	9. Number of Deriv- ative Secur- ities Bene- ficially Owned at End Year (Instr. 4)	10. Owner- ship of Deriv- ative Secur- ity: Direct (D) or In- direct (I) (Instr. 4)	11. Nature of In- direct Owner- ship (Instr. 4)
Non-qualified stock options (Right to Buy)	\$3.76	N/A			05/07/99 11/07/03 (5)	Common Stock		125,000	D	
Non-qualified stock options (Right to Buy)	\$3.68	N/A			09/30/99 03/31/04 (6)	Common Stock		31,250	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)	\$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		62,500	D	
Non-qualified stock options (Right to Buy)	\$3.68	N/A			02/12/02 02/12/11 (2)	Common Stock		62,500	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)	\$13.5280	N/A			12/08/02 12/08/11 (3)	Common Stock		50,000	D	
Non-qualified stock options (Right to Buy)	\$16.99	N/A			05/23/02 05/23/12	Common Stock		10,000	D	

Explanation of Responses:  
 (1) Represent plan holdings as of 12/31/01 based upon most recent plan statement timely distributed  
 (2) Become Exercisable in equal annual installments of 20% commencing 02/12/02  
 (3) Become Exercisable in equal annual installments of 20% commencing 12/08/02  
 (5) Become Exercisable in equal annual installments of 20% commencing 05/07/99  
 (6) Become Exercisable in equal annual installments of 20% commencing 09/30/99

/s/ KENT W. STANGER 10/31/02  
 \*\*Signature of Reporting Person Date Kent W. Stanger as Attorney-in-Fact pursuant to a Power of Attorney dated August 10, 1992, a manually signed copy of which is on file with the Commission and is incorporated herein by reference.

\*\* 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.