

January 14, 2003

- [illegible]

1.	2.	3.	3A.	4.	5.	6.	7.
							Title and Amount
							of Underlying
							Securities
	Conversion or	Transaction	Execution		Number of	Date Exercisable	
	Exercise	Date	Date		Derivative	and Expiration Date	
	Price of			Transaction	Securities	(Month/Day/Year)	Amount
Title of	Deriv-	(Month/	(Month/	Code	Acquired (A)		or
Derivative	ative	Day/	Day/	+-----+--+-----+-----+Date Exer-	Disposed (D)	Expiration	Number
Security	Security	Year)	Year)	Code V (A) (D) cisable		tion Date	of
							Shares

1

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SIGNATURE OF REPORTING PERSON

/s/ John R. Held

DATE

01/14/2003