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(Instr. 3)	Derivative Security	(Month/Day/Year)	if any (Month/Day/Year)	(Instr. 8)		Securities (Year)		(Instr. 3 & 4)		Owned Following Reported Transaction(s) (Instr. 4)	of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	(Instr. 4)
				Acquired (A) or Disposed of (D)	(Instr. 3, 4 & 5)	Code	V	(A)	(D)			
Stock Option (Right to Buy)	\$3.15						(2)	12/11/07	Common Stock	107,830	107,830	D
Stock Option (Right to Buy)	\$3.15						(3)	2/11/08	Common Stock	5,000	5,000	D
Stock Option (Right to Buy)	\$9.63						(4)	9/18/10	Common Stock	25,000	25,000	D
Stock Option (Right to Buy)	\$9.63						(5)	9/18/10	Common Stock	25,000	25,000	D
Stock Option (Right to Buy)	\$8.38						(6)	11/26/10	Common Stock	35,000	35,000	D
Stock Option (Right to Buy)	\$11.00						(7)	7/11/10	Common Stock	300	300	D
Stock Option (Right to Buy)	\$8.04						(8)	10/15/11	Common Stock	70,000	70,000	D
Stock Option (Right to Buy)	\$5.90						(9)	10/15/12	Common Stock	75,000	75,000	D

Explanation of Responses:

(1) These shares were acquired under the Company's ESPP.

(2) 100% vested.

(3) 100% vested.

(4) 12,500 shares are exercisable; the remaining shares will become exercisable as follows: 6,250 shares on each of August 19, 2003 and 2004.

(5) 12,500 shares are exercisable; the remaining 12,500 shares will be exercisable as follows: (i) 6,250 shares on July 10, 2003; and (ii) 6,250 shares on July 10, 2004.

(6) 17,500 shares are exercisable; an additional 8,750 shares will vest on each of November 27, 2003 and 2004.

(7) 100% vested.

(8) 17,500 shares are exercisable; an additional 17,500 shares will become exercisable on each of October 15, 2003, 2004, and 2005.

(9) This option will become exercisable with respect to 25% of the shares on each of October 15, 2003, 2004, 2005, and 2006.

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By: /s/ Lori Cameron
Attorney-in-Fact for John D. Villas
**Signature of Reporting Person

January 6, 2003
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 is insufficient, See Instruction 6 for procedure.

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