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Common Stock								3,059	I	by CHAE Industries, LLC ⁽⁴⁾
Common Stock								47,157	I	by Beverly Geyer GRAT ⁽⁴⁾
Common Stock								32,295	I	by family foundation
Common Stock								138,000	I	by Transend Company II, LP ⁽⁴⁾
Common Stock	05/01/03		J ⁽²⁾		29,187	D	n/a	262,691	I	by ESOP

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 4(b)(v).

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FORM 4 (continued) 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. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 & 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Underlying Securities (Instr. 3 & 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 Security: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	V	(A)	(D)	Date Exercisable	Expiration Date					
Stock Option (right to buy)	\$ 3.15							⁽⁵⁾	12/11/07	Common Stock	294,574	294,574	D	
Stock Option (right to buy)	\$3.15							⁽⁵⁾	2/11/08	Common Stock	254,744	254,744	D	
Stock Option (right to buy)	\$9.63							⁽⁶⁾	9/18/10	Common Stock	30,000	30,000	D	
Stock Option (right to buy)	\$8.38							⁽⁷⁾	11/26/10	Common Stock	90,000	90,000	D	
Stock Option (right to buy)	\$ 11.00							⁽⁵⁾	7/11/10	Common Stock	300	300	D	

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Stock Option (right to buy)	\$8.04						(8)	10/15/11	Common Stock	120,000		120,000	D	
Stock Option (right to buy)	\$ 5.90						(9)	10/15/12	Common Stock	100,000		100,000	D	

Explanation of Responses:

- (1) This number was decreased by 16,430 shares which inadvertently included shares owned by Reporting Person's IRRA. Reporting Person's overall ownership of such shares did not change.
- (2) Reporting Person received a 10% in-service distribution from his ESOP on May 1, 2003.
- (3) This number includes 16,430 shares which had been inadvertently classified as shares owned by Reporting Person's trust. Reporting Person's overall ownership of such shares did not change.
- (4) This entity was formed as a part of a series of transactions for estate planning purposes.
- (5) 100% vested
- (6) 15,000 shares are exercisable; 7,500 additional shares will become exercisable on each of August 19, 2003 and 2004.
- (7) 45,000 shares are exercisable; an additional 22,500 shares will vest on each of November 27, 2003 and 2004.
- (8) 30,000 shares are exercisable; 30,000 additional shares will become exercisable on each of October 15, 2003, 2004 and 2005.
- (9) 25,000 shares will become exercisable on each of October 15, 2003, 2004, 2005 and 2006.

By: /s/ Lori Cameron
Attorney-in-Fact for Stan Geyer
 **Signature of Reporting Person

May 1, 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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