Transaction   or Disposed of (D)	r of Reporting Person (Voluntary)  al (Month/Year)  rson(s) to Issuer (Check all applicable) (X) Officer (give title below) ( ) Other  ling (Check Applicable Line) ing Person One Reporting Person  rities Acquired, Disposed of, or Beneficially Owned   3.  4.Securities Acquired (A)  5.Amount of  6.Dir  7.Nature of Indirect ansaction   or Disposed of (D)   Securities  ect   Beneficial Ownership
4. Statement for Month/Year 11/14/00 5. If Amendment, Date of Original (Month/Year) 6. Relationship of Reporting Person(s) to Issuer (Check all applicable) (X) Director () 10% Owner (X) Officer (give title below) () Other (specify below) President and C.O.O. 7. Individual or Joint/Group Filing (Check Applicable Line) (X) Form filed by One Reporting Person () Form filed by More than One Reporting Person  Table I Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  1. Title of Security    2.   3.   4. Securities Acquired (A)   5. Amount of   6. Dir     Transaction   or Disposed of (D)   Securities   lect     Beneficially   (D) or	Al (Month/Year)  rson(s) to Issuer (Check all applicable)  K) Officer (give title below) ( ) Other  Ling (Check Applicable Line)  ing Person One Reporting Person  rities Acquired, Disposed of, or Beneficially Owned   3.  4.Securities Acquired (A)  5.Amount of  6.Dir  7.Nature of Indirect ansaction   or Disposed of (D)   Securities  ect   Beneficial Ownership
11/14/00  5. If Amendment, Date of Original (Month/Year)  6. Relationship of Reporting Person(s) to Issuer (Check all applicable) (X) Director ( ) 10% Owner (X) Officer (give title below) ( ) Other (specify below) President and C.O.O.  7. Individual or Joint/Group Filing (Check Applicable Line) (X) Form filed by One Reporting Person ( ) Form filed by More than One Reporting Person  Table I Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  1. Title of Security    2.   3.   4.Securities Acquired (A)   5.Amount of   6.Dir     Transaction   or Disposed of (D)   Securities   ect     Beneficially   (D) or	rson(s) to Issuer (Check all applicable) (X) Officer (give title below) ( ) Other  Ling (Check Applicable Line) ing Person One Reporting Person  rities Acquired, Disposed of, or Beneficially Owned   3.  4.Securities Acquired (A)  5.Amount of  6.Dir  7.Nature of Indirect ansaction   or Disposed of (D)   Securities  ect   Beneficial Ownership
(X) Director ( ) 10% Owner (X) Officer (give title below) ( ) Other (specify below) President and C.O.O.  7. Individual or Joint/Group Filing (Check Applicable Line) (X) Form filed by One Reporting Person ( ) Form filed by More than One Reporting Person  Table I Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  1. Title of Security   2.   3.   4.Securities Acquired (A)   5.Amount of   6.Dir     Transaction   or Disposed of (D)   Securities   ect         Beneficially   (D) or	Ling (Check Applicable Line) ing Person One Reporting Person  rities Acquired, Disposed of, or Beneficially Owned   3.  4.Securities Acquired (A)  5.Amount of  6.Dir  7.Nature of Indirect ansaction   or Disposed of (D)   Securities  ect   Beneficial Ownership
1. Title of Security   2.   3.   4. Securities Acquired (A)   5. Amount of   6. Dir   Transaction   or Disposed of (D)   Securities   ect   Beneficially   (D) or	3.  4.Securities Acquired (A)  5.Amount of  6.Dir  7.Nature of Indirect ansaction   or Disposed of (D)   Securities  ect   Beneficial Ownership
Transaction   or Disposed of (D)   Securities   ect	ansaction   or Disposed of (D)
	A/    Owned at   Îndir

Common Stock	11/  00	14/ A 	V 5 	,000		A  :	\$25.938	12,230 			 		
Table II Derivativ	e Securit	ites A	cquire	d, Dispose	d of, d	or Ben	eficial.	ly Owned					 
L.Title of Derivative Security		Trans             	4. action                Code	rivativ rities red(A) posed o	e Secu Acqui or Dis f(D)   A/   D	cisal  Expi  Date  Day/  Date  Exer	ble and ration	Securities                Title and	ing Number		9.Number  of Deriva  tive  Securities  Benefi  ficially  Owned at  End of  Month	Dir   ect	 
Employee Stock Option Right to Buy)	\$28.9375 	 		l I		*	5/10/  09	Common Stock 	25,000 	\$28.937  5	D		       
Employee Stock Option (Right to Buy)	\$25.938 	11/14  /00	A   	V 30,000 	IA I	* 	11/13  /10	Common Stock 	30,000 	\$25.938 	D 		
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UNITED STATES SECURITIES AND EXCHANGE COMMISSION WASHINGTON, D.C. 20549 FORM  $4\,$ 

Explanation of Responses:
\*These securities become exercisable as follows: 30% upon the first
anniversary date of the grant; 60% upon the
second anniversary date of the grant; and 100% upon the third anniversary date

of the grant.
SIGNATURE OF REPORTING PERSON
/s/ Mary E. Junck
DATE

12/20/00