FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	nd Address of MICHA	of Reporting Persor ELG	ı*		<u>PIX</u>	EL	WO	RK	icker or Trad SINC [P	XL	v]				heck all a		ng Person(s) to 10%	lssuer Owner
(Last) 8100 SV	(Fi V NYBERG	,	(Middle)		- 3. Da 10/2			est Tra	nsaction (Mo	onth/	Day/Yea	ar)				icer (give title ow) Fe	Othe below	r (specify v)
(Street) TUALA (City)			97062 (Zip)		- 4. lf /	Amen	ıdmer	nt, Dat	e of Original	Filed	(Month	/Day/Ye	ear)		ne) X Foi Foi	m filed by On	p Filing (Check e Reporting Pe re than One Re	rson
				lon-Deri	vative	Sec	uriti	es A	cquired, [Disp	osed	of. or	Bene	ficia	ally Ow	ned		
1. Title of	Security (Ins			2. Transa Date (Month/D	ction	2A. Exe if ar	Deem cutior 1y		3. Transact Code (In	ion	4. Seci	urities A sed Of (cquire	d (A)	or 5. A Secu Ben Own	mount of irities eficially	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
									Code	v	Amoui		A) or D)	Price	Rep Trar	orted saction(s) r. 3 and 4)	(1150.4)	(1150.4)
Commor	n Stock			10/29/					S		80,0		D	\$ <u>1</u>		750,060	D	
		Та	able II						uired, Dis s, options						y Owne	d		
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	if any	emed ion Date, /Day/Year)	4. Transac Code (li 8)		Secu Acqu (A) o	vative rities uired r osed) r. 3,	6. Date Exer Expiration I (Month/Day	Date		7. Title Amour Securi Underi Deriva Securi and 4)	nt of ties ying tive ty (Inst		8. Price of Derivativ Security (Instr. 5)	9. Number derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	Ownershi Form: Direct (D) or Indirec (I) (Instr. 4)	Beneficial Ownership
					Code	v	(A)	(D)	Date Exercisable	Exp Dat	iration e	Title	or Nui of	ount nber ares				
Incentive Stock Option (right to buy)	\$0.23								(1)	01/2	20/2009	Commo Stock		,000		15,000	D	
Incentive Stock Option (right to buy)	\$16.5								(2)	01/0)2/2012	Commo Stock		334		6,334	D	
Incentive Stock Option (right to buy)	\$22.063								(3)	01/0)2/2011	Commo Stock		,461		17,461	D	
Non- Qualified Stock Option (right to buy)	\$7.57								(4)	01/3	31/2013	Commo Stock		,000		25,000	D	
Non- Qualified Stock Option (right to buy)	\$16.5								(2)	01/0)2/2012	Commo Stock		,666		43,666	D	

		Та	able II - Deriva (e.g., p					uired, Dis s, options				y Owned			
1. Title of Derivative Security (Instr. 3)		3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transact Code (In 8)		of Deriv Secu Acqu (A) o	vative rities uired or osed) r. 3,	6. Date Exer Expiration D (Month/Day/	ate	7. Title an Amount of Securitie: Underlyin Derivativo Security and 4)	of s ng e	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Non- Qualified Stock Option (right to buy)	\$22.063							(3)	01/02/2011	Common Stock	13,789		13,789	D	

Explanation of Responses:

1. The options become exercisable over a 4-year period which commenced on January 31, 2000, as follows: 3,750 shares exercisable as of January 31, 2000 and 312.5 shares exercisable every month thereafter for 36 months.

2. The options become exercisable on a monthly basis over a 4-year period which commenced on January 31, 2002, as follows: 10% exercisable as of January 31, 2003, 20% exercisable as of January 31, 2004, 30% exercisable as of January 31, 2005 and 40% exercisable as of January 31, 2006.

3. The options become exercisable on a monthly basis over a 4-year period which commenced on January 31, 2001, as follows: 10% exercisable as of January 31, 2002, 20% exercisable as of January 31, 2003, 30% exercisable as of January 31, 2005.

4. The options become exercisable on a monthly basis over a 4-year period which commenced on January 31, 2002, as follows: 10% exercisable as of January 31, 2003, 20% exercisable as of January 31, 2004, 30% exercisable as of January 31, 2005 and 40% exercisable as of January 31, 2006.

<u>Michael G. West</u>

** Signature of Reporting Person D

n Date

10/30/2003

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).

** 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.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.