

KARTSOTIS TOM
Form 4
January 23, 2003

- TABLE I -- Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

TABLE II -- Derivative Securities Acquired, Disposed of, or Beneficially Owned

Explanation of Responses:

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SIGNATURE OF REPORTING PERSON

/s/ Tom Kartsotis

DATE

01/23/2003