Form 4 or Form 5 obligation 1. Name and Address of Repended Form 5 of	ENEFICIAL OWNERSHIP Longer subject to Section 16 ons may continue. See Instru porting Person or Trading Symbol ATION Number of Reporting Person	ctions 1(b).			
() Director () 10% Ow (specify below) SENIOR VICE PRESIDENT A 7. Individual or Joint/Gro (X) Form filed by One F	oup Filing (Check Applicable	below) () Other			
Table I Non-Derivative	e Securities Acquired, Dispo	sed of, or Beneficia	lly Owned		
1. Title of Security	2. 3. 4.Securitie Transaction or Dispos Date Code V Amount	s Acquired (A) ed of (D) A/ D Pric	5.Amount of Securities Beneficially Owned at e End of Month	6.Dir 7.Nature ect Benef (D)or Indir ect(I)	e of Indirect icial Ownership
COMMON STOCK	1 1 11	1 1	0	<u> </u>	

1.Title of Derivative	2.Con-	3.	4.	5.Number	of De	6.Dat	e Exer	7.Title and	Amount	8.Price	e 9.Number	10. 11.Natur	e of
Security	version	Trans	action	rivative	Secu	cisal	ole and	of Underly	ing	of Deri	i of Deriva	Dir Indirect	
	or Exer			rities A	Acqui	Expi	ration	Securities		vative	tive	ect Benefici	.al
	cise			red(A) (or Dis	Date	(Month/			Secu	Securities	(D) Ownershi	.p
	Price of	1		posed of	(D)	Day/	/ear)			rity	Benefi	or	
	Deriva-					Date	Expir				ficially	Ind	
	tive	1		l	A	/ Exer	- ation	Title and	Number	1	Owned at	ire	
	Secu-	1		l	D	cisa	- Date	of Shares		1	End of	ct	
	rity	Date	Code V	Amount	I	ble	1 1			1	Month	(I)	
Employee Stock Option	122.75	107-29	IA IV	I	ı	*	07-28		15,000	I	10,250	ID I	
(Right to Buy)	İ	j -99	i i	İ	j	İ	j-09 j		i ´	İ	i ´	i i	
	I	1	I I				I I		 I			I I	

Explanation of Responses:
*3,094 shares exercisable January 29, 2000; and 1,906 shares exercisable on January 1, 2001.
SIGNATURE OF REPORTING PERSON
Charles R. Phillips (Confirming Signature on File)
DATE

August 10, 1999