





Edgar Filing: CRESSWELL MARK J - Form 3

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Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

Explanation of Responses:

- (1) Granted under the Issuer's 1999 Long Term Incentive Plan vesting is 25% at one year anniversary and quarterly vesting thereafter over twelve quarters.

/s/ Mark J. Cresswell	1/16/2001
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**Signature of Reporting Person	Date

\* If the form is filed by more than one reported person, see Instruction 5(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.