FORM 4

_ Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility—Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940

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OMB APPROVAL

1. Title of Security (Instr. 3)	action		action C	ode	4. Securities Acquired (Instr. 3, 4 & 5)	l (A) or I		Securities	*	7. Nature of Indirect Beneficial Ownership
1		1	l .	ode		(A) or	Price	Securities Beneficially Owned Follow-		Beneficial Ownership (Instr. 4)
Common Stock	12/17/2002		S		600	(D) D	\$8.45	,	D	

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

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

(e.g., puts, calls, warrants, options, convertible securities) 1. Title of Conver-3A. 5. Number of Derivative 6. Date 7. Title and 8. Price of 9. Number of 10. 11. Nature Trans-Derivative -Deemed Securities Acquired (A) or sion or Trans Exercisable Amount of Derivative Derivative Ownerof Indirect Underlying Security Exercise action Execution action Disposed of (D) and Expiration Security Securities ship Beneficial Beneficially Ownership Price of Date Date, Code Date Securities (Instr. 5) Form Month/Day/ (Instr. 3) Derivative if anv (Instr. 3, 4 & 5) (Instr. 3 & 4) Owned ωf (Instr. 4) Year) Month (Month Following Security Deriv-(Instr. Day/ Day/ Reported ative Transaction(s) Security: (Instr. 4) Direct (D) Code (A) (D) Date Expira-Title Amount or or Number of Exerltion Indirect cisable Date Shares (I)(Instr. 4) Employee Stock D 29,375⁽¹⁾

Explanation of Responses:

Options - Right to Buy

FORM 4 (continued)

(1) Represents Incentive and Non-qualified Stock Options that are vested/unexercised.

By: /s/ Mads Bjerre-Petersen

<u>December 18, 2002</u>

Date

**Signature of Reporting Person

**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.

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^{*} If the form is filed by more than one reporting person, see Instruction 4(b)(v).