DE POUS OLIVIER

Form 4 January 21, 2003

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

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

OMB APPROVAL

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1. Name and A De Pous Olivie			me and Tic p, Inc, (AT		6. Relationship of Reporting Person(s) to Issuer (Check all applicable)							
(Last) 475 West Terr	of Reporting Person,					Statement for onth/Day/Year (20/03		— • • • • • • • • • • • • • • • • • • •				
								Executive Officer				
Crystal Lake,					Da	If Amendment, te of Original onth/Day/Year)	(Check Applica X Form filed by Person Form filed by	7. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person				
(City	y) (State)	(Zip)	T	able	e I Non-I	Derivat	Disposed of, or Beneficially Owned					
1. Title of Security (Instr. 3)	action	Execution Date,	3. Trans action C (Instr. 8) Code	ode	4. Securitie (A) or Disp (Instr. 3, 4 Amount	osed o		5. Amount of Securities Beneficially Owned Following Reported Transactions(s) (Instr. 3 & 4)	6. Owner-ship Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		

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 **FORM 4 (continued)**

(e.g., nuts, calls, warrants, ontions, convertible securities)

	(e.g., pais, cans, warrants, options, convertible securities)													
I	1. Title of	2. Conver-	3. Trans-	3A.	4.	5. Number	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Natu		
þ	Derivative	sion or	action	Deemed	Trans-	of	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indire		
ŀ	Security	Exercise	Date	Execution	action	Derivative	Date	Underlying	Security	Securities	ship	Beneficia		
		Price of		Date,	Code	Securities	(Month/Day/	Securities	(Instr. 5)	Beneficially	Form	Ownersh		
	(Instr. 3)	Derivative	(Month/	if any		Acquired	Year)	(Instr. 3 & 4)		Owned	of Deriv-	(Instr. 4)		
			-	(Month/	(Instr.	(A) or				Following	ative			
			Year)	Day/	8)	Disposed				Reported	Security:			
				Year)		of (D)				Transaction(s)	Direct			
										(Instr. 4)	(D)			
										, ,		1		

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

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					(Instr. 3, 4 & 5)							or Indirect	
			Code	V	(A)		Exer-cisable	Expira- tion Date		Amount or Number of Shares		(I) (Instr. 4)	
Stock Option	30.25	01/20/03	A		17,000		(1)		Common Stock	17,000	17,000	D	

Explanation of Responses:

(1) The option vests in three equal annual installments beginning on the first anniversary of the grant date.

By: /s/ Olivier De Pous by Stephen. J. Hagge as attorney-in-fact

01/21/03 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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