	NEFICIAL OWNERSHIP onger subject to Section 1 ns may continue. See Instr orting Person or Trading Symbol ration Number of Reporting Person r riginal (Month/Year)	ructions 1(b). n (Voluntary) neck all applicat				
(specify below) Vice President, Worldwi 7. Individual or Joint/Gro (X) Form filed by One R () Form filed by More	up Filing (Check Applicabl	e Line)				
Table I Non-Derivative	Securities Acquired, Disp	oosed of, or Bene	ficially	y Owned		
1. Title of Security		es Acquired (A) sed of (D)	Price	5.Amount of Securities Beneficially Owned at End of Month	6.Dir 7.Nature ect Benefi (D)or Indir ect(I)	of Indirect cial Ownership
Table II Derivative Se		<u> </u>				
1. Title of Derivative 2.C	on- 3. 4. 5.Numbe	er of De 6.Date	⊏xer /.	ille and Amount	8.Price 9.Number	10. 11.Nature of

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Explanation of Responses:
(1) Options vest in equal monthly increments over a 60 month period commencing March 1, 1997.
(2) On 4/4/97, options to purchase 2,283 shares were vested.

SIGNATURE OF REPORTING PERSON

David P. Vesty

DATE

April 9, 1997