FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

OMB Number: 3235-0287

Estimated average burden
hours per response: 0.5

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person*					suer Name and Tic		-	•		5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
MICHAELS KIMON					ate of Earliest Tran				X	Director	10% Owner				
(Last) (First) (Middle)				31/2003	saction (i	vioritri	праулеат)	X	Officer (give title below)	Other below	(specify)				
333 WEST SAN CARLOS STREET										Co-VP of Client Services					
SUITE 700				4. If	Amendment, Date	of Origina	al File	d (Month/Day	y/Year)	6. Inc	lividual or Joint/Grou	p Filing (Check	Applicable		
(Street)									Line)	Form filed by One Reporting Person					
(Street) SAN JOSE CA 95110								^	Form filed by More than One Reporting						
											Person				
(City)	(State)	(Zip)													
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned															
Date					2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Disposed O			5. Amount of Securities Beneficially Owned	6. Ownership Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial Ownership		
			(Month/Day/	ear)				5)							
						Code	v	Amount	(A) or	Price	Following Reported Transaction(s)	(Instr. 4)	(Instr. 4)		
							Ĺ		(D)		(Instr. 3 and 4)				
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.98	1,643,916	D			
Common Stock			12/31/20	03		S ⁽¹⁾		67	D	\$14.28	1,643,849	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.35	1,643,749	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.96	1,643,649	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$13.85	1,643,549	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.33	1,643,449	D			
Common Stock			12/31/20	03		S ⁽¹⁾		130	D	\$14.93	1,643,319	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$13.9	1,643,219	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.24	1,643,119	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.94	1,643,019	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.01	1,642,919	D			
Common Stock			12/31/20	03		S ⁽¹⁾		300	D	\$14.02	1,642,619	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.36	1,642,519	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.05	1,642,419	D			
Common Stock			12/31/20	03		S ⁽¹⁾		200	D	\$14.03	1,642,219	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$13.92	1,642,119	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.11	1,642,019	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14	1,641,919	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.22	1,641,819	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.04	1,641,719	D			
Common Stock			12/31/20	03		S ⁽¹⁾		45	D	\$14.34	1,641,674	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.42	1,641,574	D			
Common Stock			12/31/20	03		S ⁽¹⁾		44	D	\$14.191	1,641,530	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.75	1,641,430	D			
Common Stock			12/31/20	03		S ⁽¹⁾		56	D	\$14.19	1,641,374	D			
Common Stock			12/31/20	03		S ⁽¹⁾		100	D	\$14.8	1,641,274	D			

		Tabl	e I - Non-Deriv	ative	Seci	urities	s Ac	quired,	Dis	posed of	f, or E	Benefic	ially	Own	ed		
1. Title of Security (Instr. 3)			Date	2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acqu Disposed Of (D) (II 5)				5. Amount of Securities Beneficially Owned Following		6. Ownership Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial Ownership
								Amount	(A) or (D)		e	Repo Trans		nstr. 4)	(Instr. 4)		
Common	12/31/2	003				S ⁽¹⁾		388	D	\$1	4.27	1,6	640,886	D			
Common	12/31/2	003	3			S ⁽¹⁾		100	D	\$1	4.2	1,640,786		D			
1. Title of Derivative Conversion Date (Month/Day/Year) Price of Derivative Security		(e.g., p 3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code	calls, warrants,		options, c		isable and ate 'ear)			8. P of Deri Seci (Ins	rice ivative urity tr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction((Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership		
				Code	v	(A)	(D)	Date Exercisa		Expiration Date	Title	or Numbe of Shares					

Explanation of Responses:

1. The sales reported in this Form 4 were effected pursuant to a Rule 10b5-1 sales plan adopted by the reporting person on August 8, 2003.

Remarks:

/s/ P. Steven Melman,
Attorney-in-Fact for Kimon 01/05/2004
Michaels

** Signature of Reporting Person Date

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

- * If the form is filed by more than one reporting person, see Instruction 4 (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.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.