FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

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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* MICHAELS KIMON					suer Name and Tic OF SOLUTIO				(Check	Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner					
(Last)	(First)	(Middle)			ate of Earliest Trans 24/2003	saction (N	onth	/Day/Year)	X	Officer (give title Oth below) bel		er (specify ow)			
333 WEST SAN CARLOS STREET SUITE 700					VP, Integration & Practice										
					Amendment, Date	of Origina	II File	d (Month/Day	6. Indi	6. Individual or Joint/Group Filing (Check Applicable Line)					
(Street) SAN JOSE	CA	95110								X	Form filed by One Form filed by Mon Person				
(City)	(State)	(Zip)													
	Ta	able I - N	Non-Deriva	tive	Securities Acc	quired,	Dis	posed of,	or Ber	eficially	Owned				
Date			2. Transaction Date (Month/Day/)		2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Disposed Of 5)			5. Amount of Securities Beneficially Owned	6. Ownership Form: Direct (D) or Indirect (I)	7. Nature of Indirect Beneficial Ownership		
						Code	v	Amount	(A) or (D)	Price	Following Reported Transaction(s) (Instr. 3 and 4)	(Instr. 4)	(Instr. 4)		
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.424	1,647,146	D			
Common Stock			12/24/20	03		S ⁽¹⁾		3	D	\$13.631	1,647,143	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.561	1,647,043	D			
Common Stock			12/24/20	03		S ⁽¹⁾		300	D	\$13.53	1,646,743	D			
Common Stock			12/24/20	03		S ⁽¹⁾		200	D	\$13.45	1,646,543	D			
Common Stock			12/24/20	03		S ⁽¹⁾		200	D	\$13.73	1,646,343	D			
Common Stock			12/24/20	03		S ⁽¹⁾		200	D	\$13.71	1,646,143	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.66	1,646,043	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.59	1,645,943	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.54	1,645,843	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.47	1,645,743	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.69	1,645,643	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.67	1,645,543	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.65	1,645,443	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.38	1,645,343	D			
Common Stock			12/24/20	03		S ⁽¹⁾		400	D	\$13.42	1,644,943	D			
Common Stock			12/24/20	03		S ⁽¹⁾		300	D	\$13.44	1,644,643	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.5	1,644,543	D			
Common Stock			12/24/20	03		S ⁽¹⁾		130	D	\$13.3	1,644,413	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.37	1,644,313	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.21	1,644,213	D			
Common Stock			12/24/20	03		S ⁽¹⁾		97	D	\$13.63	1,644,116	D			
Common Stock			12/24/20	03		S ⁽¹⁾		100	D	\$13.56	1,644,016	D			

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)															
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	Price of (Month/Day/Ye		Code (Instr. 8)		of		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number 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 12/29/2003 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.