FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	S IN BENEFICIA	L OWNERSHIP

l	OMB APPR	OVAL					
	OMB Number:	3235-0287					
l	Estimated average burden						
ı	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).

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

Name and Address of Reporting Person* BARTZ CAROL																Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner					
(Last) 111MCII	(F NNIS PARI	First)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 12/29/2003										Officer (give title below) Chairman, Preside		Other (s below)	· I		
(Street) SAN RA (City)		A State)	94903 (Zip)		4. 1	4. If Amendment, Date of Original Filed (Month/Day/Year)									Form fi	ual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Tak	le I - N	on-Deri	vativ	e Se	curit	ies Ac	quired	l, Di	sposed o	f, or Be	neficia	ally	Owned						
Date			Date	ate Ionth/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)					4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 a		and 5) Securiti Benefic Owned		es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership			
									Code	v	Amount	(A) or (D)	Price	Reported Transact (Instr. 3 a		tion(s)			Instr. 4)		
Common Stock 12/29/2					/2003	2003		M		15,000	A	\$11.5	.5625		2,150		D				
Common Stock				12/29	9/2003				S ⁽¹⁾		10,000	D	\$24	.3	242	2,150		D			
Common	Stock	ck 17			/2003	2003			s ⁽¹⁾ 5,000 D		\$24.	.29 237,150		,150	D						
		-	Table II								posed of, convertil				wned						
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security		3A. Deen Executio if any (Month/D	n Date,	Code (li		5. Number of		6. Date Exerci Expiration Dat (Month/Day/Ye		ate	7. Title and Amo of Securities Underlying Derivative Secur (Instr. 3 and 4)		D S	. Price of Perivative Security Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	ly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)		
					Code	v	(A)	(D)	Date Exercisa	able	Expiration Date	Title	Amour or Number of Shares	er							
Non- Qualified Stock Option (right to buy)	\$11.5625	12/29/2003			M			15,000	09/11/2	001	09/11/2006	Common Stock	15,00	0	\$0	712,69	8	D			

Explanation of Responses:

1. The sales reported in this Form 4 were effected pursuant to a Rule 10b5-1 trading plan adopted by the reporting person on May 21, 2002, as amended.

Kent Heinzman, Attorney-in-12/31/2003 fact for Carol Bartz

** Signature of Reporting Person

Date

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

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.

^{*} 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).