



Paul E Landes	02/02/2009
**Signature of Reporting Person	Date

## Explanation of Responses:

- \* 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).
- (1) Required corrective distribution and associated forfeiture of excess aggregate contributions and income allocable to those contributions for the 2007 plan year.
- (2) All shares owned by virtue of participation in the Company's Employee Stock Purchase Plan through December 31, 2008.
- (3) Purchases made on behalf of the reporting person by the Company's Employee Stock Purchase Plan during the period January 1, 2008 to December 31, 2008.

Note: File three copies of this Form, one of which must be manually signed. If space provided is insufficient, *see* Instruction 6 for procedure.

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