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Explanation of Responses:

- (01) Grant of Stock Options vests in equal annual installments over three years (02) Options vest in equal installments annually over five years

**Intentional misstatements or omissions of facts constitute Federal 04/16/1997

/s/Daniel Bricklin

Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Bricklin, Daniel

**Signature of Reporting Person

Date

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

SEC 2270 (7-

Potential persons who are to respond to the collections of information contained in this form are not required to respond unless the form displays a currently valid OMD Number

</TABLE>

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