FORM 4
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U.S. SECURITIES AND EXCHANGE COMMISSION WASHINGTON, DC 20549

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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, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(f) of the Investment Company Act of 1940

1. Name and Zollars								6. Relationship of Reporting Person to Issuer (Check all applicable) X Director 10% Owner					
(Last) (First) (Middle		(Middle)	3. IRS Identification Number of Reporting Person, if an Entity (Voluntary)			4. Statement for Month/Year 1/01				X Officer (give title below) Other (specify below) Chairman, President & CEO			
(Street) Overland Park KS (City) (State)		66211 (Zip)	 			5. If Amendment, Date of Original (Month/Year)				7. Individual or Joint/Group Filing (Check applicable line) X Form Filed by One Reporting Person Form Filed by More than One Reporting Person			
		TABLE T. NO	 	IVATIVE SECURITIES ACQUIRED, DISPOSED OF, OR BENEFICIALLY OWNED									
1. Title of Security (Instr. 3)		2.	Transaction Date (Month/Day/ Year)	nte Code (Instr. 			n 4. Securities Acquire or Disposed of (D) (Instr. 3, 4 and 5			Securities Beneficially Owned at End of Month (Instr. 3 and 4)	ship Form: Direct (D) or Indirect (I)	of Indirect Bene- ficial	
Common Stock		1/30/01	M		20,000	['] A		375		 			
Common Stock		1/30/01	S	·- 	20,000	- 1	23		·- 	 D	-		
Common Stock		1/30/01	 M	·- 	5,000	 A	13	375	·- 	 D			
Common S	tock	 	1/30/01	S	·- 	5,000	 D	23	375	·- 	 D		
		 		· - 	· - · -	 	· - · · - ·	 		 2,000 	 D 		
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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).

FORM 4 (CONTINUED)	TABLE II D (E.G.		SECURITIES ACC LLS, WARRANTS,					' OWNED			
1. Title of Derivative Security (Instr. 3)	2. Conver- sion or Exercise Price of Deriv- ative Security	3. Trans- action Date (Month/ Day/ Year)	4. Trans- action Code (Instr. 8) 	5. Number of Derivative Securities Ac- quired (A) or Disposed of (D) (Instr. 3, 4, and 5)		6. Date Exer- cisable and Expiration Date (Month/Day/ Year)		7. Title and Amount of Underlying Securities (Instr. 3 and 4) 		8. Price of Deriv- ative Secur- ity (Instr. 5)	
			 	 			Expira- tion	 Title	Amount or Number of		
			Code V	(A)	(D)	cisable			Shares	 	
Employee Stock Option		1/30/01	,, 	 	20,000	 9/6/99	 9/6/06	Common Stock	 20,000	13.375	5
Employee Stock Option		1/30/01		 	5,000	 9/6/98	 9/6/06	Common Stock	 5,000	13.375	5
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		'		ı [']	_ '	ı	ı '	ı '	ı [']	<u> </u>	
9. Number of 1 Derivative Securities Beneficially Owned at End of Month (Instr. 4)	0. Ownership Form of Derivative Security: Direct (D) or Indirect	(I)	11. Nature of Indirect Benefic: Ownersh: (Instr.	t ial ip							

Explanation of Responses: Inadvertent error in calculation of amount of shares beneficially owned at end of month.

(1)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 provided is insufficient, see Instruction 6 for procedure.

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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.

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(Print or Type Responses)