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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
5(b)(v).

(Form 3-07/98)

(Over)
SEC 1473 (7-96)

FORM 3 (CONTINUED)

TABLE II -- DERIVATIVE SECURITIES BENEFICIALLY OWNED
(E.G., PUTS, CALLS, WARRANTS, OPTIONS, CONVERTIBLE SECURITIES)

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Employee Stock Option	9/6/98	9/6/06	Common Stock	25,000	13.375	D	
Employee Stock Option	9/6/99	9/6/06	Common Stock	50,000	13.375	D	
Employee Stock Option	9/6/00	9/6/06	Common Stock	50,000	13.375	D	
Employee Stock Option	7/15/98	7/15/07	Common Stock	12,500	24.05	D	
Employee Stock Option	7/15/99	7/15/07	Common Stock	12,500	24.05	D	
Employee Stock Option	7/15/00	7/15/07	Common Stock	12,500	24.05	D	
Employee Stock Option	7/15/01	7/15/07	Common Stock	12,500	24.05	D	
Employee Stock Option	7/16/99	7/16/08	Common Stock	12,500	17.53125	D	
Employee Stock Option	7/16/00	7/16/08	Common Stock	12,500	17.53125	D	
Employee Stock Option	7/16/01	7/16/08	Common Stock	12,500	17.53125	D	
Employee Stock Option	7/16/02	7/16/08	Common Stock	12,500	17.53125	D	

Explanation of Responses:

/s/ D. L. Hornbeck for William D. Zollars

4/28/99

**Signature of Reporting Person

Date

** 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.

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.