FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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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(h) of the Investment Company Act of 1940

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OMB APPROVAL

1 0					er Name and Ticker o		ing Symbol	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)				
					, ,			_ Director	11 /			
(Last) (First) (Middle)				3. I.R.S. Identification Number of Reporting Person, if an entity (voluntary)			4. Statement for Month/Day/Year October 25, 2002	X Officer (give title below) Other (specify below) Senior Vice President				
(Street) Redmond, WA 98052							5. If Amendment, Date of Original (Month/Day/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				
(City) (State) (Zip)					Table I —	- Non-l	 Derivative Securiti	es Acquired, Disposed of, or Beneficially Owned				
1. Title of Security	2. Trans-	2A. Deemed	3. Trans	-	4. Securities Acquire	ed (A)	or Disposed of (D)	5. Amount of	6. Owner-	7. Nature of Indirect		
(Instr. 3)	Date	Date,	action C (Instr. 8)		(Instr. 3, 4 & 5)	, ,		Securities Beneficially	ship Form: Direct (D)	Beneficial Ownership (Instr. 4)		
	(Month/ Day/ Year)	if any (Month/Day/ Year)	Code	V	Amount	(A) or (D)	1 11100	Owned Follow- ing Reported Transactions(s) (Instr. 3 & 4)	or Indirect (I) (Instr. 4)			
Common Stock	10/25/02		М		140,310	A	\$13.83					
Common Stock	10/25/02		S		140,310	D	\$52.19	1,910) D			
Common Stock				Н				28:	l I	Held in IRA account		
Common Stock				\vdash				7,80	7 I	Held in 401(k) accoun		

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

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Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g., puts, calls, warrants, options, convertible securities) 1. Title of 5. Number of Derivative 6. Date 7. Title and Amount 8. Price of 9. Number of 11. Nature Conver-3. Trans-3A. 10. Derivative Deemed Trans-Securities Acquired (A) or Exercisable of Underlying Derivative Derivative of Indirect sion or action Owner-Security Exercise Execution action Disposed of (D) and Expiration Securities Security Securities ship Beneficial Price of Date, Code Date (Instr. 3 & 4) (Instr. 5) Beneficially Form Ownership (Month/ (Month/Day (Instr. 3) Derivative if any (Instr. 3, 4 & 5) Owned (Instr. 4) of Day/ Year) (Month/ Security (Instr. Following Deriv-

		,	Day/ Year)	8)								Reported Transaction(s)	ative Security:	
				Code	V	(A)	(D)	Date	Expira-	Title	Amount	r /	Direct	
					1			Exer-	tion		or		(D)	
					1			cisable	Date		Number		or	
					1						of		Indirect	
					1						Shares		(I)	
													(Instr. 4)	
Employee Stock	\$13.83	10/25/02		M	T		140,310	7/15/00	7/15/06	Common	140,310	0		
Option (right to					1					Stock				
buy)														

Explanation of Responses:

FORM 4 (continued)

By: /s/ Keith R. Dolliver

10/28/2002

Keith R. Dolliver, Attorney-in-Fact for D. Paul Flessner

Date

**Signature of Reporting Person

Note: File three copies of this Form, one of which must be manually signed.

If space is insufficient, See Instruction 6 for procedure.

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^{*} 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).