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WEBER ALAN J Form 4 November 12, 2002

FORM 4

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

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OMB APPROVAL

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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

Filed By Romeo & Dye's Instant Form 4 Filer www.section16.net

1 0					me and Tic s Schwab (Person(s)	6. Relationship of Reporting Person(s) to Issuer (Check all applicable)				
(Last) (First) (Middle)				rting	ntification g Person, voluntary)	Numbe	Mo	Statement for onth/Day/Year vember 8, 2002	_ Director 10% Owner X Officer (give title below) Other (specify below) Executive Vice President			
(Street) San Francisco, CA 94104							Da	if Amendment, te of Original onth/Day/Year)	(Check Applica <u>X</u> Form filed by Person	V One Reporting		
(City	(State)	(Zip)	Г	able	e I Non-I	Derivat	ive Sec	curities Acquired, Dis	sposed of, or Bene	ficially Owned		
1. Title of Security (Instr. 3)	le of 2. Trans- 2A. Deemed ity action Execution		3. Trans action C <u>(Instr. 8</u> Code	ode	4. Securities Acquire (A) or Disposed of (I (Instr. 3, 4 & 5)			5. Amount of Securities Beneficially Owned Follow- ing Reported Transactions(s) (Instr. 3 & 4)	F	7. Nature of Indirect Beneficial Ownership (Instr. 4)		

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 A(h)(y)

* If the form is filed by more than one reporting person, see Instruction 4(b)(v).

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FORM 4 (continued) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g.,	puts.	calls.	warrants.	options.	convertible	securities)
(B-7						~~~~~

1. Title of	2. Conver-	3.	3A.	4.	5. Number	6. Date Exercisable	7. Title and	8. Price of	9. Number of	10.	11. Na
Derivative	sion or	Trans-	Deemed	Trans-	of	and Expiration	Amount of	Derivative	Derivative	Owner-	of Indi
Security	Exercise	action	Execution	action	Derivative	Date	Underlying	Security	Securities	ship	Benefi
	Price of	Date	Date,	Code	Securities	(Month/Day/	Securities	(Instr. 5)	Beneficially	Form	Owner
(Instr. 3)	Derivative		if any		Acquired	Year)	(Instr. 3 & 4)		Owned	of Deriv-	(Instr. 4
	Security	(Month/	(Month/	(Instr.	(A) or				Following	ative	
		Day/	Day/	8)	Disposed				Reported	Security:	
		Year)	Year)		of (D)				Transaction(s)	Direct	
									(Instr. 4)	(D)	
	I		I	I	I	I			l	I	

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				(In & :	1str. 3 5)	, 4						or Indirect		
				Code	V (.	(A)		Exer-cisable	Expira- tion Date		Amount or Number of Shares		(I) (Instr. 4)	
Non-Qualified Stock Option (right to buy)	\$9.71	11/8/02		A ⁽¹⁾	75	5,000		11/8/04		Common Stock	75,000	75,000	D	

Explanation of Responses:

(1) The options were granted pursuant to the Company's 1992 Stock Incentive Plan and/or 2001 Stock Incentive Plan and vest on the following schedule: 25% on each of the second and third anniversary of the grant date and 50% on the fourth anniversary of the grant date.

By: /s/ Jane Fry, Attorney-in-fact Alan J. Weber **Signature of Reporting Person 11/12/02 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.

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POWER OF ATTORNEY

I, Alan J. Weber, appoint each of Carrie Dwyer, W. Hardy Callcott, Willie C. Bogan, R. Scott McMi (1) Execute on my behalf and in my capacity as an officer and/or director of the Company, For (2) Perform any and all acts on my behalf which may be necessary or desirable to complete and (3) Take any other action in connection with the foregoing which, in the opinion of such atto I grant to each such attorney-in-fact full power and authority to do and perform any act necessar I acknowledge that the attorneys-in-fact, in serving in such capacity at my request, are not assu This Power of Attorney shall remain in full force and effect until I am no longer required to fil