

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			
1999 July Option (Right to Buy)	(1)	07/28/2009	Common Stock	6,000	\$11.13	D	
2004 March Option (Right to Buy)	(2)	03/03/2014	Common Stock	13,333	\$12.01	D	
2005 February Option (Right to Buy)	(2)	02/16/2015	Common Stock	14,167	\$10.52	D	
2006 February Option (Right to Buy)	(2)	02/22/2016	Common Stock	8,571	\$7.93	D	
2006 February Restricted Units	(3)	(3)	Common Stock	2,857	(3)	D	
2007 March Restricted Units	(3)	(3)	Common Stock	6,667	(3)	D	
2008 March Restricted Units	(3)	(3)	Common Stock	15,100	(3)	D	

Explanation of Responses:

See attached statement

** 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.

07/30/2008

** Signature of Reporting Person Date
Gary K. Ruff

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Explanation of responses:

- (1) These derivative securities (stock options) vested ratably on each of the first, second, and third anniversaries of the date of grant.
- (2) These derivative securities (stock options) vest ratably on each of the first, second and third anniversaries of the date of grant.
- (3) These restricted units vest ratably on each of the first, second and third anniversaries of the date of grant. Restricted Units are settled in shares of the Company's common stock upon vesting.