	longer subject to Section 16. ons may continue. See Instruct	ions 1(b).		
###-##### 4. Statement for Month/Ye January 1997 5. If Amendment, Date of (X) Director () 10% O (specify below) President and Chief Ex 7. Individual or Joint/Gr (X) Form filed by One () Form filed by More	or Trading Symbol ion Number of Reporting Person (Volar Original (Month/Year) ing Person(s) to Issuer (Check wher (X) Officer (give title be ecutive Officer oup Filing (Check Applicable La Reporting Person than One Reporting Person	all applicable) elow) () Other ine)		
Table I Non-Derivativ	e Securities Acquired, Dispose	d of, or Beneficial	ly Owned	
1. Title of Security	2. 3. 4.Securities Transaction or Disposed 		5.Amount of Securities Beneficially Owned at ! End of Month	6.Dir 7.Nature of Indirect ect Beneficial Ownership (D)or Indir ect(I)
Common Stock	1/21/9 A V 10,099	A 	33,740	D

Table II Derivativ	e Securit	ites A	cquir	ea,	Disposed	ОΤ,	0	r Bene	Ticlai	ту	ownea					
1.Title of Derivative	2.Con-	3.	4.		5.Number	of D	е	6.Dat	e Exer	7.	.Title and A	Amount	8.Price	9.Number	10.	11.Nature of
Security	version	Trans	actio	n	rivative	Sec	u	cisab	le and	1	of Underly	ing	of Deri	of Deriva	Dir	Indirect
	or Exer	İ	1	İ	rities A	cqui		Expir	ation	İ	Securities		vative	tive	ect	Beneficial
	cise	İ	Ì	İ	red(A) o	r Di	.S	Date(Month/	'İ			Secu	Securities	(D)	Ownership
	Price of	İ	İ	ĺ	posed of	(D)		Day/Y	ear)	Ĺ			rity	Benefi	or	ĺ
	Deriva-	İ	İ	Ĺ	•			Date	Expir	·j			İ	ficially	Ind	ĺ
	tive	İ	İ	Ĺ			A/	Exer-	ation	١ĺ	Title and	Number	İ	Owned at	ire	ĺ
	Secu-	İ	İ	Ιİ		Ĺ	D	cisa-	Date	Ĺ	of Shares		İ	End of	ct	ĺ
	rity	Date	Code	· V	Amount	Ì		ble	İ	İ			İ	Month	(I)	Í
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Explanation of Responses: SIGNATURE OF REPORTING PERSON /s/ Michael O. Maffie by Faye J. Ringler, Attorney in fact DATE 2/13/97

UNITED STATES SECURITIES AND EXCHANGE COMMISSION