

1. Title of Derivative Security of Indirect (Instr. 4) Beneficial Ownership (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
Date	Expiration Date	Title	Amount or Number of Shares		
Options to Purchase	1/18/00* 3/17/09	Class A Common Stock	6,447	\$12.41	D

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Explanation of Responses:

* 20% of the options will vest at this time. The remainder will vest ratably over the next six years.

/s/ H. Robert Heller	1/07/00
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** 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.