SEC F	form 4
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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

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

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1 Title of Coouri	ity (Instr 2)	2	Transaction	24 Deemed	2	4 Securities Acquired (A)	\ or	5 Amount of	6 Ownership	7 Nature of
		Table I - Non-D	Derivative S	Securities Acq	uired, Disp	osed of, or Benefi	cially (Owned		
(City)	(State)	(Zip)						Person		o. u. ig
(Street) SAN RAFAE	L CA	94903					Line) X	Form filed by One Form filed by Mo		
-			4. If Ar	mendment, Date of	Original Filed (Month/Day/Year)		idual or Joint/Group	Filing (Check A	pplicable
(Last) 200 SMITH R	(First) (Middle)		3. Date 11/17	e of Earliest Transa /2003	ction (Month/D	ay/Year)	X	Officer (give title below) V. P. and Ge	Other (spe below) eneral Counsel	ı)
1. Name and Address of Reporting Person [*] <u>FIKE ANDREA</u>				er Name and Ticke <u>R ISAAC CO</u>		mbol		tionship of Reportin all applicable) Director	Owner	

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transa Code (8)		4. Securities / Disposed Of (5)		3, 4 and	5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1130.4)	

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code (8)	action	of		6. Date Exerci Expiration Da (Month/Day/Ye	sable and te	7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Non- Qualified Stock Option (right to buy)	\$53.25	11/17/2003		A		15,000		11/17/2004 ⁽¹⁾	11/16/2013	Common Stock	15,000	\$0	15,000	D	

Explanation of Responses:

1. This option vests in four equal annual installments commencing on this date.

Remarks:

/s/ Andrea M. Fike

11/17/2003

Date

** Signature of Reporting Person

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 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).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.