OMB APPROVAL

UNITED STATES ------SECURITIES AND EXCHANGE COMMISSION OMB Number.3225-0145
WASHINGTON, D.C. 20549 Expires: November 30

OMB Number.3225-0145 Expires: November 30, 1999 Estimated average burden hours per response...14.90

SCHEDULE 13G

UNDER THE SECURITIES EXCHANGE ACT OF 1934

(AMENDMENT NO.	) *
Akamai Technologies, Inc.	
(Name of Issuer)	
Common Stock, \$.01 par value	
(Title of Class of Securities)	
00971T101	
(CUSIP Number)	
December 31, 1999	
(Date of Event Which Requires Filing of this	Statement)

Check the appropriate box to designate the rule pursuant to which this Schedule is filed:

// Rule 13d-1(b) // Rule 13d-1(c) /X/ Rule 13d-1(d)

\*The remainder of this cover page shall be filled out for a reporting person's initial filing on this form with respect to the subject class of securities, and for any subsequent amendment containing information which would alter the disclosures provided in a prior cover page.

The information required in the remainder of this cover page shall not be deemed to be "filed" for the purpose of Section 18 of the Securities Exchange Act of 1934 ("Act") or otherwise subject to the liabilities of that section of the Act but shall be subject to all other provisions of the Act (however, see the Notes).

Page 1 of 16 pages

CUS	IP No.	009171T101	L	13G	Page	2	of	16 Pa	ges		
1	NAMES (	OF REPORTING	F PERSO	ons							
	I.R.S.	IDENTIFICAT	TION NO	DS. OF ABOVE PERSONS (ENT	ITIES ONLY	<b>'</b> )					
		Battery 04-33478		res IV, L.P.							
 2	CHECK :	гне Appropri	IATE BO	OX IF A MEMBER OF A GROUP	(SEE INST	· 'RUC	(	a) / b) /			
 3	SEC USI	E ONLY									
 4	CITIZE	 NSHIP OR PL <i>i</i>	ACE OF	ORGANIZATION							
		Delaware	e limit	ted partnership							
			5	SOLE VOTING POWER							
		BER OF		- 0 - shares							
	SHARES BENEFICIALLY	6	SHARED VOTING POWER								
	EAG	OWNED BY EACH		10,269,300							
	PER: WI:		7	SOLE DISPOSITIVE POWER							
	W I .	ın		- 0 - shares							
			8	SHARED DISPOSITIVE POWER	 R						
				10,269,300							
9	AGGREGA	ATE AMOUNT E	BENEFI	CIALLY OWNED BY EACH REPOR	RTING PERS	ON					
		10,269,3	300 sha	ares							
10		BOX IF THE ANSTRUCTIONS)		ATE AMOUNT IN ROW (9) EXCI	LUDES CERT	'AIN	SHA	RES			
 11	PERCEN'	T OF CLASS F	REPRESI	ENTED BY AMOUNT IN ROW 9							
		11.23%									
12	TYPE O	F REPORTING	PERSO	(SEE INSTRUCTIONS)							
		PN									

Page 2 of 16 pages

CUS	SIP No. 009171T10	1	13G	Page	3	of	16 Pages
1	NAMES OF REPORTIN	IG PERS	ONS				
	I.R.S. IDENTIFICA	TION N	OS. OF ABOVE PERSONS (ENT	ITIES ONL	Y)		
	Battery 04-3347		ers IV, LLC				
 2	CHECK THE APPROPE	RIATE B	OX IF A MEMBER OF A GROUP	(SEE INS	TRUC	(	NS) (a) / / (b) / /
 3	SEC USE ONLY						
 4	CITIZENSHIP OR PI	ACE OF	ORGANIZATION				
	Delawar	e limi	ted liability company				
		5	SOLE VOTING POWER				
	NUMBER OF		- 0 - shares				
	SHARES BENEFICIALLY	6	SHARED VOTING POWER				
	OWNED BY EACH		10,269,300				
	REPORTING PERSON	7	SOLE DISPOSITIVE POWER				
	WITH		- 0 - shares				
		8	SHARED DISPOSITIVE POWE	 R			
			10,269,300				
9	AGGREGATE AMOUNT	BENEFI	CIALLY OWNED BY EACH REPOR	RTING PER	SON		
	10,269,	300 sh	ares				
10	CHECK BOX IF THE (SEE INSTRUCTIONS		ATE AMOUNT IN ROW (9) EXC	LUDES CER	TAIN	I SHA	ARES
 11	PERCENT OF CLASS		ENTED BY AMOUNT IN ROW 9				
	11.23%						
12	TYPE OF REPORTING	F PERSC	N (SEE INSTRUCTIONS)				
	00						

Page 3 of 16 pages

	IP No. 009171T10		13G	_		of 16 Pages
	 NAMES OF REPORTIN					
	I.R.S. IDENTIFICA	TION N	OS. OF ABOVE PERSONS (ENT	ITIES ONLY	)	
			tment Partners IV, LLC	,		
	04-3352		ement rareners iv, and			
			OX IF A MEMBER OF A GROUP			
 3	SEC USE ONLY					
 4	CITIZENSHIP OR PL		ORGANIZATION			
	Delawar	e limi	ted liability company			
		5	SOLE VOTING POWER			
	NUMBER OF		- 0 - shares			
	SHARES BENEFICIALLY	6	SHARED VOTING POWER			
	OWNED BY EACH		10,269,300			
	REPORTING PERSON		SOLE DISPOSITIVE POWER			
	WITH		- 0 - shares			
		8	SHARED DISPOSITIVE POWER			
			10,269,300			
- <b>-</b> 9	AGGREGATE AMOUNT	BENEFI	CIALLY OWNED BY EACH REPOR	RTING PERS	ON	
	10,269,	300 sh	ares			
 10	(SEE INSTRUCTIONS	) / /				
 11	PERCENT OF CLASS		ENTED BY AMOUNT IN ROW 9			
	11.23%					
 12	TYPE OF REPORTING		N (SEE INSTRUCTIONS)			

Page 4 of 16 pages

CUSIP No. 009171T101			13G	Page 5 of 16 Pages					
1	NAMES OF REPORTING PERSONS								
	I.R.S. IDENTIFICA	TION N	OS. OF ABOVE PERSONS (ENTITI	ES ONLY	<u>(</u> )				
	Richard	D. Fr	isbie						
2	CHECK THE APPROPR	IATE B	OX IF A MEMBER OF A GROUP (S	SEE INST	·	(	IS) (a) / (b) /		
3	SEC USE ONLY								
4	CITIZENSHIP OR PL	ACE OF	ORGANIZATION						
	USA								
		5	SOLE VOTING POWER						
	NUMBER OF		- 0 - shares						
	SHARES BENEFICIALLY OWNED BY		SHARED VOTING POWER						
	EACH REPORTING		10,269,300						
	PERSON WITH	7	SOLE DISPOSITIVE POWER						
			- 0 - shares						
		8	SHARED DISPOSITIVE POWER						
			10,269,300						
9	AGGREGATE AMOUNT	BENEFI	CIALLY OWNED BY EACH REPORTI	NG PERS	SON				
	10,269,	300 sh	ares 						
10	CHECK BOX IF THE (SEE INSTRUCTIONS		ATE AMOUNT IN ROW (9) EXCLUI	DES CERT	'AIN	SHA	RES.		
11	PERCENT OF CLASS	REPRES	ENTED BY AMOUNT IN ROW 9						
	11.23%								
12	TYPE OF REPORTING	PERSO	N (SEE INSTRUCTIONS)						
	IN								

Page 5 of 16 pages

CUS	SIP No. 009171T10	l 	13G	Page	6 of	16	Pages
 1	NAMES OF REPORTING  I.R.S. IDENTIFICATE  Robert	rion n	OS. OF ABOVE PERSONS (ENTI	TIES ONLY)			
 2	CHECK THE APPROPR	 IATE E	OX IF A MEMBER OF A GROUP	(SEE INSTR	 RUCTIC	ONS) (a) / (b) /	
3	SEC USE ONLY						
 4	CITIZENSHIP OR PL	ACE OF	ORGANIZATION				
	NUMBER OF SHARES BENEFICIALLY OWNED BY EACH REPORTING PERSON WITH	6	SOLE VOTING POWER  - 0 - shares  SHARED VOTING POWER  10,269,300  SOLE DISPOSITIVE POWER  - 0 - shares  SHARED DISPOSITIVE POWER  10,269,300				
9	AGGREGATE AMOUNT :				)N		
10	CHECK BOX IF THE .		ATE AMOUNT IN ROW (9) EXCL		IN SH	IARES	
11	PERCENT OF CLASS	REPRES	ENTED BY AMOUNT IN ROW 9				
12	TYPE OF REPORTING	PERSC	N (SEE INSTRUCTIONS)			<del></del> -	

Page 6 of 16 pages

CUS	IP No. 009171T10	1	13G -	Page 7 of 16 Pages
1	NAMES OF REPORTIN	G PERS	SONS	
	I.R.S. IDENTIFICA	MOIT.	NOS. OF ABOVE PERSONS (ENTI	TIES ONLY)
	Oliver	D. Cui	rme	
2	CHECK THE APPROPR	IATE I	BOX IF A MEMBER OF A GROUP	(SEE INSTRUCTIONS) (a) / / (b) / /
3	SEC USE ONLY			
 4	CITIZENSHIP OR PI	ACE O	F ORGANIZATION	
	USA			
		5	SOLE VOTING POWER	
	NUMBER OF		- 0 - shares	
	SHARES BENEFICIALLY	6	SHARED VOTING POWER	
	OWNED BY EACH		10,269,300	
	REPORTING PERSON	7	SOLE DISPOSITIVE POWER	
	WITH		- 0 - shares	
		8	SHARED DISPOSITIVE POWER	
			10,269,300	
9	AGGREGATE AMOUNT	BENEF:	ICIALLY OWNED BY EACH REPOR	FING PERSON
	10,269,	300 sl		
10	CHECK BOX IF THE (SEE INSTRUCTIONS		GATE AMOUNT IN ROW (9) EXCL	
 11	PERCENT OF CLASS	REPRES	SENTED BY AMOUNT IN ROW 9	
	11.23%			
12	TYPE OF REPORTING		ON (SEE INSTRUCTIONS)	
	IN			

Page 7 of 16 pages

CUS	IP No. 009171T1	01	13G	Page	8	of	16	Pages
			-					
1	NAMES OF REPORTI	NG PER	sons					
	I.R.S. IDENTIFIC	ATION 1	NOS. OF ABOVE PERSONS (ENT	ITIES ONLY	<u> </u>			
	Thomas	J. Cro	otty					
 2	CHECK THE APPROP	 RIATE I	BOX IF A MEMBER OF A GROUP	(SEE INST	· PRUC	(	a)	/ / / /
 3	SEC USE ONLY							
4	CITIZENSHIP OR P	LACE O	F ORGANIZATION					
	USA							
		5	SOLE VOTING POWER					
	NUMBER OF SHARES		- 0 - shares					
	BENEFICIALLY OWNED BY	6	SHARED VOTING POWER					
	EACH REPORTING		10,269,300					
	PERSON WITH	7	SOLE DISPOSITIVE POWER					
	WIII		- 0 - shares					
		8	SHARED DISPOSITIVE POWE	R				
			10,269,300					
9	AGGREGATE AMOUNT	BENEF	ICIALLY OWNED BY EACH REPO	RTING PERS	SON			
	10,269	,300 sl	nares					
10	CHECK BOX IF THE (SEE INSTRUCTION			LUDES CERT				
11	PERCENT OF CLASS	REPRES	SENTED BY AMOUNT IN ROW 9					
	11.23%							
12			ON (SEE INSTRUCTIONS)					<b></b>
	IN							

Page 8 of 16 pages

CUSIP No. 009171T101			13G	Page 9 of 16 Pages					
1	NAMES OF REPORTING PERSONS								
	I.R.S. IDENTIFICA	TION N	OS. OF ABOVE PERSONS (ENTIT	IES ONLY	<u>/</u> )				
	Kenneth	P. La	wler						
2	CHECK THE APPROPR	IATE B	OX IF A MEMBER OF A GROUP (	SEE INST	 !RUC	(	IS) (a) / (b) /		
3	SEC USE ONLY								
4	CITIZENSHIP OR PL	ACE OF	ORGANIZATION						
	USA								
		5	SOLE VOTING POWER						
	NUMBER OF		- 0 - shares						
	SHARES BENEFICIALLY		SHARED VOTING POWER						
	OWNED BY EACH		10,269,300						
	REPORTING PERSON WITH	7	SOLE DISPOSITIVE POWER						
	WIII		- 0 - shares						
		8	SHARED DISPOSITIVE POWER						
			10,269,300						
9	AGGREGATE AMOUNT	BENEFI	CIALLY OWNED BY EACH REPORT	ING PERS	SON				
	10,269,	300 sh	ares						
10	CHECK BOX IF THE (SEE INSTRUCTIONS		ATE AMOUNT IN ROW (9) EXCLU	DES CERT	'AIN	SHA	RES		
11	PERCENT OF CLASS	REPRES	ENTED BY AMOUNT IN ROW 9						
	11.23%								
12	TYPE OF REPORTING	PERSO	N (SEE INSTRUCTIONS)						
	IN								

Page 9 of 16 pages

CUS	IP No. 009171T10	1	13G -	Page 10	of 16 Pages
1	NAMES OF REPORTIN	G PERS	SONS		
	I.R.S. IDENTIFICA	TION 1	NOS. OF ABOVE PERSONS (ENTI	TIES ONLY)	
	Todd A.	Dagre	es		
2	CHECK THE APPROPE	IATE I	BOX IF A MEMBER OF A GROUP	(SEE INSTRUCT	IONS) (a) / / (b) / /
3	SEC USE ONLY				
 4	CITIZENSHIP OR PI	ACE O	F ORGANIZATION		
	USA				
		5	SOLE VOTING POWER		
	NUMBER OF SHARES		- 0 - shares		
	BENEFICIALLY	6	SHARED VOTING POWER		
	OWNED BY EACH		10,269,300		
	REPORTING PERSON	7	SOLE DISPOSITIVE POWER		
	WITH		- 0 - shares		
		8	SHARED DISPOSITIVE POWER		
			10,269,300		
9	AGGREGATE AMOUNT	BENEF:	ICIALLY OWNED BY EACH REPOR	TING PERSON	
	10,269,	300 sl			
10	CHECK BOX IF THE (SEE INSTRUCTIONS		GATE AMOUNT IN ROW (9) EXCLU		SHARES
11	PERCENT OF CLASS	REPRES	SENTED BY AMOUNT IN ROW 9		
	11.23%				
12	TYPE OF REPORTING		ON (SEE INSTRUCTIONS)		
	IN				

Page 10 of 16 pages

- ITEM 1 (a). NAME OF ISSUER:
  Akamai Technologies, Inc.
- ITEM 1 (b). ADDRESS OF ISSUER'S PRINCIPAL EXECUTIVE OFFICES: 201 Broadway, Cambridge, MA 02139
- ITEM 2 (a). NAME OF PERSON FILING:

Battery Ventures IV, L.P. ("Battery Ventures"), Battery Partners IV, LLC ("Battery Partners"), Battery Investment Partners IV, LLC, ("Battery Investment Partners"), Richard D. Frisbie ("Frisbie"), Robert G. Barrett ("Barrett"), Oliver D. Curme ("Curme"), Thomas J. Crotty ("Crotty"), Kenneth P. Lawler ("Lawler") and Todd A. Dagres ("Dagres"). Frisbie, Barrett, Curme, Crotty, Lawler and Dagres are the member managers of Battery Partners, the sole general partner of Battery Ventures. Battery Investment Partners invests alongside Battery Ventures in all investments made by Battery Ventures. Frisbie and Barrett are the managers of Battery Investment Partners.

ITEM 2 (b). ADDRESS OF PRINCIPAL BUSINESS OFFICE OR, IF NONE, RESIDENCE:

The address of the principal business office of each of Battery Ventures, Battery Partners, Battery Investment Partners, Frisbie, Barrett, Curme, Crotty, Lawler and Dagres is c/o Battery Ventures, 20 William Street, Wellesley, MA 02481.

ITEM 2 (c). CITIZENSHIP:

Messrs. Frisbie, Barrett, Curme, Crotty, Lawler and Dagres are United States citizens. Battery Ventures is a limited partnership organized under the laws of the State of Delaware. Battery Partners and Battery Investment Partners are limited liability companies organized under the laws of the State of Delaware

ITEM 2 (d). TITLE OF CLASS OF SECURITIES:

Common Stock, \$.01 par value

- ITEM 2 (e). CUSIP NUMBER 00971T101
- ITEM 3. IF THIS STATEMENT IS FILED PURSUANT TO RULES 13d-1(b) OR 13d-2(b), CHECK WHETHER THE PERSON FILING IS A:
  - (a) [ ] Broker or Dealer registered under Section 15 of the Securities Exchange Act of 1934 (the "Act").
  - (b) [ ] Bank as defined in Section 3(a)(6) of the Act.
  - (c) [ ] Insurance Company as defined in Section 3(a)(19) of the Act.
  - (d) [ ] Investment Company registered under Section 8 of the Investment Company Act of 1940.
  - (e) [ ] Investment Advisor registered under Section 203 or the Investment Advisors Act of 1940.

  - (g) [ ] Parent Holding Company, in accordance with Rule  $13d-1\,(b)\,(ii)\,(G)$  of the Act.
  - (h) [ ] Group, in accordance with Rule 13a-1(b)(1)(ii)(H) of the Act.

Not Applicable

(a) Amount Beneficially Owned:

Battery Ventures owns beneficially and of record 9,875,708 shares of Common Stock of Akamai Technologies, Inc. as of December 31, 1999. Battery Investment Partners, which invests alongside Battery Ventures in all investments made by Battery Ventures, owns beneficially and of record 154,304 shares of Common Stock of Akamai Technologies, Inc. as of December 31, 1999. Battery Ventures and Battery Investment Partners may each be deemed to own beneficially the shares of Common Stock of Akamai Technologies, Inc. held by the other as of December 31, 1999. Battery Partners, the general partner of Battery Ventures, may be deemed to own beneficially the shares of Common Stock beneficially owned by Battery Ventures as of December 31, 1999. Frisbie and Barrett are the managers of Battery Investment Partners, and Frisbie, Barrett, Curme, Crotty, Lawler and Dagres are member managers of Battery Partners, and each therefore may be deemed to own beneficially the shares beneficially owned by Battery Investment Partners and Battery Ventures, respectively, as of December 31, 1999. Each of Battery Partners, Battery Investment Partners, Frisbie, Barrett, Curme, Crotty, Lawler and Dagres disclaims beneficial ownership of the shares held of record by Battery Ventures, except to the extent of their respective proportionate pecuniary interests therein. Each of Battery Ventures, Battery Partners, Frisbie, Barrett, Curme, Crotty, Lawler and Dagres disclaims beneficial ownership of the shares held of record by Battery Investment Partners, except to the extent of their respective proportionate pecuniary interests therein.

(b) Percent of Class:

Each of Battery Ventures, Battery Partners, Battery Investment Partners, Frisbie, Barrett, Crotty, Curme, Lawler and Dagres may be deemed to own beneficially 11.23% of the Common Stock of Akamai Technologies, Inc. The percentages are based on the 91,441,851 shares of Common Stock expected to be outstanding after the initial public offering of Akamai Technologies, Inc. as set forth in the Rule 424(b) (1) Prospectus dated October 29, 1999.

- (c) Number of Shares as to which such person has:
- (i) sole power to vote or direct the vote: Battery Ventures: 0; Battery Partners: 0; Battery Investment Partners: 0; Frisbie: 0; Barrett: 0; Curme: 0; Crotty: 0; Lawler: 0; and Dagres: 0.
- (ii) shared power to vote or to direct the vote: Battery Ventures: 10,269,300; Battery Partners: 10,269,300; Battery Investment Partners: 10,269,300; Frisbie: 10,269,300; Barrett: 10,269,300; Curme 10,269,300; Crotty: 10,269,300; Lawler 10,269,300; and Dagres 10,269,300.
- (iii) sole power to dispose or to direct the disposition
   of: Battery Ventures: 0; Battery Partners: 0;
   Battery Investment Partners: 0; Frisbie: 0;
   Barrett: 0; Curme: 0; Crotty: 0; Lawler: 0; and
   Dagres: 0.
- (iv) shared power to dispose or to direct the
   disposition of: Battery Ventures: 10,269,300;
   Battery Partners: 10,269,300; Battery Investment
   Partners: 10,269,300; Frisbie:

10,269,300; Barrett: 10,269,300; Curme: 10,269,300; Crotty: 10,269,300; Lawler 10,269,300; and Dagres 10,269,300.

ITEM (5).	OWNERSHIP	OF	FIVE	PERCENT	OR	LESS	OF	Α	CLASS:
	NOT APPLIC	CABI	Œ.						

ITEM (6). OWNERSHIP OF MORE THAN FIVE PERCENT ON BEHALF OF ANOTHER PERSON: NOT APPLICABLE.

ITEM (7). IDENTIFICATION AND CLASSIFICATION OF THE SUBSIDIARY WHICH ACQUIRED THE SECURITY BEING REPORTED ON BY THE PARENT COMPANY:

NOT APPLICABLE.

ITEM (8). IDENTIFICATION AND CLASSIFICATION OF MEMBERS OF THE GROUP: NOT APPLICABLE.

ITEM (9). NOTICE OF DISSOLUTION OF GROUP: NOT APPLICABLE.

ITEM (10). CERTIFICATION:
NOT APPLICABLE.

Not filed pursuant to Rule 13d-1(b).

Page 13 of 16 pages

## SIGNATURE

After reasonable inquiry and to the best of my knowledge and belief, I certify that the information set forth in this statement is true, complete and correct.

Dated: February 11, 2000 BATTERY VENTURES IV, L.P.

By: BATTERY PARTNERS IV, LLC

By: /s/ Richard D. Frisbie

Member Manager

BATTERY PARTNERS IV, LLC

By: /s/ Richard D. Frisbie
----Member Manager

BATTERY INVESTMENT PARTNERS IV, LLC

By: /s/ Richard D. Frisbie
----Member Manager

/s/ Richard D. Frisbie

Member Manager

\_\_\_\_\_

Robert G. Barrett

\_\_\_\_\_

Oliver D. Curme

^

Thomas J. Crotty

\_\_\_\_\_

Kenneth P. Lawler

\*

Todd A. Dagres

\*By: /s/ Richard D. Frisbie

Name: Richard D. Frisbie
-----Attorney-in-Fact

This Schedule 13G was executed by Richard D. Frisbie or Oliver D. Curme pursuant to Powers of Attorney which are incorporated herein by reference and copies of which are attached hereto as Exhibit II.

Pursuant to Rule 13d-1(f)(1) under the Securities Exchange Act of 1934, the undersigned hereby agree that only one statement containing the information required on Schedule 13G need be filed with respect to ownership by each of the undersigned of shares of Common Stock of Akamai Technologies, Inc.

This Agreement may be executed in any number of counterparts, each of which shall be deemed an original.

Dated: February 11, 2000 BATTERY VENTURES IV, L.P.

By: BATTERY PARTNERS IV, LLC

By: /s/ Richard D. Frisbie

Member Manager

BATTERY PARTNERS IV, LLC

By: /s/ Richard D. Frisbie
----Member Manager

BATTERY INVESTMENT PARTNERS IV, LLC

By: /s/ Richard D. Frisbie

Member Manager

/s/ Richard D. Frisbie

-----

Member Manager

\* ------

Robert G. Barrett

\*

Oliver D. Curme

------

Thomas J. Crotty

\*

Kenneth P. Lawler

\*

Todd A. Dagres

\*By: /s/ Richard D. Frisbie

Name: Richard D. Frisbie
-----Attorney-in-Fact

This Agreement was executed by Richard D. Frisbie or Oliver D. Curme pursuant to Powers of Attorney which are incorporated herein by reference and copies of which are attached hereto as Exhibit II.

## POWER OF ATTORNEY

KNOW ALL MEN BY THESE PRESENTS, that each person whose signature appears below hereby constitutes and appoints Oliver D. Curme and Richard D. Frisbie, and each of them, with full power to act without the other, his true and lawful attorney-in-fact, with full power of substitution, to sign any and all instruments, certificates and document that may be necessary, desirable or appropriate to be executed in his capacity as a general partner of ABF Partners, L.P., ABF Partners II, L.P., and Battery Partners III, L.P., or in his capacity as a member manager of Battery Partners IV, LLC, with respect to securities held by such signatory as a result of his relationship with any of the foregoing entities or with Battery Ventures, L.P., Battery Ventures II, L.P., Battery Ventures III, L.P. or Battery Ventures IV, L.P., pursuant to Section 13 or 16 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and any and all regulations promulgated thereunder, and to file the same, with all exhibits thereto, and any other documents in connection therewith, with the Securities and Exchange Commission, and with any other entity when and if such is mandated by the Exchange Act or by the By-laws of the National Association of Securities Dealers, Inc., granting unto said attorneys-in-fact full power and authority to do and perform each and every act and thing necessary, desirable or appropriate, fully to all intents and purposes as he might or could do in person, thereby ratifying and confirming all that said attorneys-in-fact, or their substitutes, may lawfully do or cause to be done by virtue hereof.

IN WITNESS WHEREOF, this Power of Attorney has been signed as of the  $14 \mathrm{th}$  day of February, 1997.

/s/ Richard D. Frisbie

Richard D. Frisbie

/s/ Robert G. Barrett

Robert G. Barrett

/s/ Oliver D. Curme

Oliver D. Curme

/s/ Thomas J. Crotty

-----

Thomas J. Crotty

/s/ Kenneth P. Lawler

\_\_\_\_\_

Kenneth P. Lawler

/s/ Todd A. Dagres

\_\_\_\_\_

Todd A. Dagres

Page 16 of 16 pages