

STARTEK INC  
Form SC 13G/A  
January 27, 2004

January 10, 2004

Securities and Exchange Commission  
450 Fifth Street NW  
Washington, DC 20549

RE: Amended Schedule 13G  
StarTek, Inc.  
As of December 31, 2003

Gentlemen:

In accordance with Section 13(d)(5) of the Securities Exchange Act of 1934, attached please find a copy of An amended Schedule 13G for the above named company showing beneficial ownership of 5% or more as of December 31, 2003 filed on behalf of Awad Asset Management, Inc.

Very truly yours,

Damian Sousa  
Vice President  
Chief Compliance Officer

DS:jmw  
Enclosures

cc: Office of the Corporate Secretary  
StarTek Incorporated  
100 Garfield Street  
Denver CO 80206

Securities Division  
New York Stock Exchange  
11 Wall Street  
New York, NY 10005

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SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

Schedule 13G

Under the Securities Exchange Act of 1934  
(Amendment No. 4 )\*

StarTek, Incorporated  
(Name of Issuer)

Common Stock par value \$.01 per share  
(Title of Class of Securities)

85569C107  
(CUSIP Number)

Check the following box if a fee is being paid with this statement  
\_\_\_\_\_. (A fee is not required only if the filing person: (1) has a  
previous statement on file reporting beneficial ownership of more than  
five percent of the class of securities described in Item 1; and (2) has  
filed no amendment subsequent thereto reporting beneficial ownership of five  
percent or less of such class.) (See Rule 13d-7.)

\*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).

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CUSIP NO. 85569C107

13G

NAME OF REPORTING PERSON

S.S. OR I.R.S. IDENTIFICATION NO. OF ABOVE PERSON

Awad Asset Management, Inc. 58-2372400

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2 CHECK THE APPROPRIATE BOX IF A MEMBER OF A GROUP\* (A) \_\_\_\_\_  
(B) \_\_\_\_\_

3 SEC USE ONLY

4 CITIZENSHIP OR PLACE OF ORGANIZATION

State of New York

|                   |   |                          |
|-------------------|---|--------------------------|
| NUMBER OF         | 5 | SOLE VOTING POWER        |
| SHARES            |   | 779,279                  |
| BENEFICIALLY      | 6 | SHARED VOTING POWER      |
| OWNED             |   | - - -                    |
| AS OF             |   |                          |
| DECEMBER 31, 2003 | 7 | SOLE DISPOSITIVE POWER   |
| BY EACH           |   | 779,279                  |
| REPORTING         | 8 | SHARED DISPOSITIVE POWER |
| PERSON WITH       |   | - - -                    |

9 AGGREGATE AMOUNT BENEFICIALLY OWNED BY EACH REPORTING PERSON

779,279

10 CHECK BOX IF THE AGGREGATE AMOUNT IN ROW (9) EXCLUDES CERTAIN SHARES\*

11 PERCENT OF CLASS REPRESENTED BY AMOUNT IN ROW 9

5.45%

12 TYPE OF REPORTING PERSON\*

IA

\*SEE INSTRUCTION BEFORE FILLING OUT!

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Item 1(a) Name of Issuer:

StarTek, Incorporated

Item 1(b) Address of Issuer's Principal Executing Offices:

100 Garfield Street  
Denver, CO 80206

Item 2(a) Name of Person Filing:

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Awad Asset Management, Inc.

- Item 2(b) Address of Principal Business Office:  
250 Park Avenue, 2nd Floor  
New York, NY 10177
- Item 2(c) Citizenship:  
New York
- Item 2(d) Title of Class of Securities:  
Common Stock par value \$.01 per share
- Item 2(e) CUSIP Number:  
85569C107
- Item 3 Type of Reporting Person:  
(e) Investment Adviser registered under Section 203 of  
the Investment Advisors Act of 1940

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- Item 4 Ownership as of December 31, 2003:
- (a) Amount Beneficially Owned:  
801,938 shares of common stock beneficially owned including:
- |                             | No. of Shares |
|-----------------------------|---------------|
| Awad Asset Management, Inc. | 779,279       |
- (b) Percent of Class: 5.45%
- (c) Deemed Voting Power and Disposition Power:
- |     |      |       |      |
|-----|------|-------|------|
| (i) | (ii) | (iii) | (iv) |
|-----|------|-------|------|

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|                                | Deemed<br>to have<br>Sole Power<br>to Vote or<br>to Direct<br>to Vote | Deemed<br>to have<br>Shared Power<br>to Vote or<br>to Direct<br>to Vote | Deemed<br>to have<br>Sole Power<br>to Dispose<br>or to<br>Direct the<br>Disposition | Deemed<br>to have<br>Shared Power<br>to Dispose<br>or to<br>Direct the<br>Disposition |
|--------------------------------|---|---|---|---|
|                                | 779,279   | ----  | 779,279   | ----  |
| Awad Asset<br>Management, Inc. |   |   |   |   |

Item 5 Ownership of Five Percent or Less of a Class:

If this statement is being filed to report the fact that as of the date hereof the reporting person has ceased to be the beneficial owner the beneficial owner of more than five percent of the class of securities, check the following.

(\_\_\_\_)

Item 6 Ownership of More than Five Percent on Behalf of Another Person:

N/A

Item 7 Identification and Classification of the Subsidiary which Acquired the Security Being Reported on by the Parent Holding Company:

N/A

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Item 8 Identification and Classification of Members of the Group: N/A

Item 9 Notice of Dissolution of Group: N/A

Item 10 Certification:

By signing below I certify that to the best of my knowledge and belief, the securities referred to above were acquired in the ordinary course of business and were not acquired for purpose of and do not have the effect of changing or influencing the control of the issuer of such securities and were not acquired in connection with or as a participant in any transaction having such purposes or effect.

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.

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Date: January 10, 2004

AWAD ASSET MANAGEMENT, INC.

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Damian Sousa  
Vice President  
Chief Compliance Officer

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