

SYKES ENTERPRISES INC

Reported by
MILANI ERNEST J

FORM 5

(Annual Statement of Changes in Beneficial Ownership)

Filed 02/13/04 for the Period Ending 12/31/03

Address	400 NORTH ASHLEY DRIVE TAMPA, FL 33602
Telephone	8132741000
CIK	0001010612
Symbol	SYKE
SIC Code	7373 - Computer Integrated Systems Design
Industry	Computer Networks
Sector	Technology
Fiscal Year	12/31

Explanation of Responses:

- (1) Grant of stock options to the reporting person pursuant to the Company's 1996 Non-Employee Director Stock Option Plan, which vest in three equal annual installments beginning one year after the date of grant; provided that all options vest upon completion of the initial term as a director and subsequent grants vest in full one year after the date of grant.
- (2) Pursuant to the Company's 1996 Non-Employee Director Stock Option Plan, which was previously approved and authorized by the Board of Directors and shareholders of the Company, stock options are to be granted on the day following the annual shareholders' meeting in accordance with the terms and conditions of the Plan. The reporting person has not previously disclosed this grant of stock options.
- (3) 1 for 1
- (4) The shares underlying the deferred stock units become payable to the Non-Employee Director upon the earliest of the date selected by the director on his/her Deferral Election Form, death, or disability.
- (5) Acquired pursuant to the Company's 1996 Non-Employee Directors Fee Plan at a price of \$3.769.
- (6) Acquired pursuant to the Company's 1996 Non-Employee Directors Fee Plan at a price of \$8.634.

Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
MILANI ERNEST J 98 MEADOW BROOK RD NORWELL, MA 02061	X			

Signatures

/s/ Martin A. Traber, Attorney in Fact for Ernest J. Milani

2/13/2004

** Signature of Reporting Person

Date

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.

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