TABLE I -- Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

+	+	+	+		+	+	++
1. Title of Security	2. Trans- 2A.Exec	ı- 3. Trans-	4. Securities	Acquired (A)	5. Amount of	6. Owner-	7. Nature
	action acti	on action	or Disposed	of (D)	Securities	ship	of In-
	Date Date	Code	1		Beneficially	Form:	direct
İ	į į	İ	İ		0wned	Direct	Bene-
İ	(Month/ (Mont	n/	İ		Following	(D) or	ficial
İ	Day/ Day/	++	+	-+	+Reported	Indirect	Owner-
İ	Year) Year	Code V	Amount A/	D Price	Transaction(s)	(I)	ship
+	+	+	+	-+	+	+	++
Common Stock	03/21/2003	Α	73 A	\$16.8100	18909	D	

TABLE II -- Derivative Securities Acquired, Disposed of, or Beneficially Owned

+	-+	+	+	+	+	+	+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.	7.		8.	9.	10.	11.
	I									Number	Owner-	
	1	1	1							of	ship	l I
	I									Deriv-	Form of	
	1	1	1				Title and A	Amount		ative	Deriv-	l I
	I						of Underlyi	ing		Secur-	ative	Nature
	Conver-	Trans-	Execu-		Number of		Securities			ities	Secur-	of
	sion or	action	tion		Derivative	Date Exercisable	+		+	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expiration Date	Amc	ount		cially	Direct	direct
	Price of	1	1	Transac-	Acquired(A)	(Month/Day/Year)	or			Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+ Num	nber	Price of		In-	ficial
Derivativ	e ative	Day/	Day/	+	+	+Date Exer- Expira-	of		Derivative	l	direct	Owner-
Security	Security	Year)	Year)	Code V	(A) (D)	cisable tion Date	Title Sha	ares	Security		(I)	ship
_	_	_	1.		т т		1 1	_	ь .		L .	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 03/24/2003