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

+	+	+	-+		+	+	++
1. Title of Security	2. Trans- 2A.Ex			rities Acquired (A)		6. Owner-	7. Nature
Į.		tion actio	on Di	isposed of (D)	Securities	ship	of In-
ļ	Date Da	te Code	ļ		Beneficially	Form:	direct
					Owned	Direct	Bene-
	(Month/ (Mo	nth/			Following	(D) or	ficial
		y/ ++	-+		+Reported	Indirect	
	Year) Ye	ar) Code V	Amount	A/D Price	Transaction(s)	(I)	ship
0	+		-+		+	+	++
Common Stock	01/24/2003	Α	60	A \$17.9180	31778	D	
Common Stock					2159	I	Held in Trust under Issuer's Retirement Plan
Common Stock					0	I	Family Member
Common Stock					736	I	Child
Common Stock					0	I	Spouse
Common Stock					33	I	Family Trust

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

+		+	+	+	+	+	+	+		+	+	+	++
:	1.	2.	3.	3A.	4.	5.	6.	7.		8.	9.	10.	11.
				1		[Number	Owner-	
			l	1		[1	1			of	ship	
				1		[Deriv-	Form of	
			l	1		[1	Title and	Amount		ative	Deriv-	
				1		[of Underly	ying		Secur-	ative	Nature
		Conver-	Trans-	Execu-		Number of	1	Securities	S		ities	Secur-	of
		sion or	action	tion		Derivative	Date Exercisable	+		+	Benefi-	ity:	In-
		Exercise	Date	Date		Securities	and Expiration Date	An	mount		cially	Direct	direct
		Price of	l	1	Transac-	Acquired(A)	(Month/Day/Year)	or	r		Owned	(D) or	Bene-
- [-	Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+ Nu	umber	Price of		In-	ficial
[Derivative	ative	Day/	Day/ -	++	+	+Date Exer- Expira-	of	f	Derivative		direct	Owner-
5	Security	Security	Year)	Year)	Code V	(A) (D)	cisable tion Date	Title Sh	hares	Security		(I)	ship
-		L .						T T		L .			

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 01/27/2003