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

| + | ++ | + | + | | + | + | + | · - + |
|----------------------|-------------------|-------------|------------|---------------|-----------------|-----------|-----------|-------|
| 1. Title of Security | 2. Trans- 2A.Exec | | | | A) 5. Amount of | 6. Owner- | 7. Nature | Ţ |
| | action acti | on action | on or Dis | sposed of (D) | Securities | ship | of In- | |
| | Date Date | Code | 1 | | Beneficially | Form: | direct | |
| | | - 1 | 1 | | Owned | Direct | Bene- | |
| | (Month/ (Mont | h/ | 1 | | Following | (D) or | ficial | |
| | Day/ Day, | ++- | + | ++ | +Reported | Indirect | Owner- | - 1 |
| I | Year) Yea |) Code V | Amount | A/D Price | Transaction(s) | (I) | ship | |
| + | + + | + | + | ++ | + | + | + | · - + |
| Common Stock | 12/27/2002 | Α | 65 | A \$18.9400 | 15761 | D | | |

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

| + | -+ | + | + | + | + | + | | + | | + | + | + | ++ |
|-----------|----------|---------|---------|-----------|-------------|-------------|-----------|---------|-----------|------------|---------|---------|--------|
| 1. | 2. | 3. | 3A. | 4. | 5. | 6. | | 7. | | 8. | 9. | 10. | 11. |
| İ | İ | İ | İ | İ | İ | İ | | İ | | ĺ | Number | Owner- | i i |
| | | 1 | | | ĺ | | | | | | of | ship | l I |
| | 1 | 1 | | | 1 | 1 | | | | | Deriv- | Form of | 1 1 |
| | | 1 | | | ĺ | | | Title a | nd Amount | | ative | Deriv- | |
| | 1 | 1 | | | [| | | of Unde | rlying | | Secur- | ative | Nature |
| | Conver- | Trans- | Execu- | | Number of | 1 | | Securit | ies | | ities | Secur- | of |
| | sion or | action | tion | | Derivative | Date Exerc | isable | + | + | + | Benefi- | ity: | In- |
| | Exercise | Date | Date | | Securities | and Expira | tion Date | | Amount | | cially | Direct | direct |
| | Price of | Ί | | Transac- | Acquired(A) | (Month/Day | /Year) | | or | | Owned | (D) or | Bene- |
| Title of | Deriv- | (Month/ | (Month/ | tion Code | Disposed(D) | + | + | + | Number | Price of | I | In- | ficial |
| Derivativ | e ative | Day/ | Day/ | + | ++ | +Date Exer- | Expira- | | of | Derivative | I | direct | Owner- |
| Security | Security | Year) | Year) | Code V | (A) (D) | cisable | tion Date | Title | Shares | Security | | (I) | ship |
| + | -+ | + | + | + | ++ | + | + | + | + | + | + | + | ++ |

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 12/31/2002