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

+	+		-+		+	+	++
1. Title of Security 	action Date (Month/	action action Date Code (Month/		les Acquired (A) osed of (D)	Securities Beneficially Owned Following	6. Owner- ship Form: Direct (D) or	7. Nature of In- direct Bene- ficial
 	Day/ Year) +	Day/ ++ Year) Code V	Amount	A/D Price -++	+Reported Transaction(s) +	Indirect (I) +	Owner- ship +
Common Stock Common Stock	12/27/2002	А	57	A \$18.9400	29209 2112	D I	Held in Trust under Issuer's Retirement
Common Stock Common Stock Common Stock Common Stock					0 736 0 33	I I I	Plan Family Member Child Spouse Family Trust

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			of	ship	
						[I			Deriv-	Form of	
						[Title a	nd Amount		ative	Deriv-	
						[of Unde	rlying		Secur-	ative	Nature
		Conver-	Trans-	Execu-		Number of			Securit	ies		ities	Secur-	of
		sion or	action	tion		Derivative	Date Exerc	isable	++		+	Benefi-	ity:	In-
		Exercise	Date	Date		Securities	and Expira	tion Date	I	Amount		cially	Direct	direct
		Price of			Transac-	Acquired(A)	(Month/Day	/Year)	I	or		Owned	(D) or	Bene-
Ι.	Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+	+	Number	Price of		In-	ficial
- [1	Derivative	ative	Day/	Day/ -	++	++	+Date Exer-	Expira-	1	of	Derivative		direct	Owner-
- [:	Security	Security	Year)	Year)	Code V	(A) (D)	cisable	tion Date	Title	Shares	Security		(I)	ship
+		+	+	+	++	++	+	+	+	+	+	+	+	++

Stock \$4.32 12/03/2 A 9426 12/31/2002 12/02/2016 Common 9426 \$0.0000 9426 D
Options 001
(Right to

Explanation of Responses:

These options were granted pursuant to the Issuer's Deferred Compensation Program based on elections made in 2001 to defer income becoming payable in 2002. The options are exempt under Rule 16b-3. The number of shares subject to option could not be calculated and the option did not become reportable until final 2002 compensation amounts were determined.

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 12/31/2002

buy)