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

+	+		+	+		+			+	-+		+		+
1. Title of Security	12.	Trans-	2A.Execu-	3.	Trans-	4.	Securities Acquired	(A)	5. Amount of	16.	Owner-	17.	Nature	- 1
		action	action		action	1	or Disposed of (D)		Securities		ship		of In-	
		Date	Date		Code	1			Beneficially		Form:		direct	
	1					1			Owned		Direct		Bene-	
		(Month/	(Month/						Following		(D) or		ficial	
		Day/	Day/	+	+	+			+Reported		Indirect	:	Owner-	
1		Year)	Year)		de  V		ount  A/D Price		Transaction(s	)	(I)		ship	
+	+		+	-+	+	+			+	-+		-+		+

Common Stock 7392 D

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

1.	2.	+   3.	+  3A.	+   4 .	5.		+  6.		7 <b>.</b>					11.
1		1	1	1	1		1				•	Number  of	Owner-	
												Deriv-		
T	1			I					Title a	and Amount	l	ative	Deriv-	1
	1	1		1					of Unde	erlying		Secur-	ative	Nature
	Conver-	Trans-	Execu-	1	Number	r of			Securit	ies		ities	Secur-	of
	sion or	action	tion	1	Deriva	ative	Date Exerc	isable	+	+	+	Benefi-	ity:	In-
	Exercise	Date	Date	1	Securi	ities	and Expira	tion Date	1	Amount		cially	Direct	direct
	Price of	I		Transac-	Acquir	ced(A)	(Month/Day	/Year)	1	or		Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Dispos	sed (D)	+	+	+	Number	Price of	I	In-	ficial
Derivative	ative	Day/	Day/	++	+	+	+Date Exer-	Expira-	1	of	Derivative	I	direct	Owner-
Security	Security	Year)	Year)	Code  V	(A)	(D)	cisable	tion Date	Title	Shares	Security		(I)	ship
+	+	+	+	++	+	(2) 	+	+	+	+	+	+	+	+

Stock \$21.01 01/22/2 A 18000 07/22/2004 01/21/2013 Common 18000 \$21.0100 18000 D

Options 003 Stock

(Right to

(Right to buy)

Explanation of Responses:

The option vests in three equal annual installments beginning July 22, 2004

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 01/24/2003