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

+  1. Title of Security               	2. Trans-   2A.Exect   action   action   action   Date   Date   Date   Day/   Day/   Year)   Year)	n   actio   Code 		posed	Acquired (A) of (D) -+ D Price	5. Amount of  Securities  Beneficially  Owned  Following +Reported  Transaction(s)	       	Owner- ship Form: Direct (D) or Indirect (I)	7. Nature   of In-   direct   Bene-   ficial   Owner-   ship
Common Stock Common Stock Common Stock	04/15/2003 04/15/2003	A A	49 61	A A	\$16.7700 \$19.7300	51257 11937	D D I		Held in Trust under Issuer's Retirement Plan

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

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

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 04/17/2003