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

+	+ +	+		++-	+	+
1. Title of Security 	2. Trans- 2A.Exe action act Date Dat (Month/ (Mon Day/ Day Year) Yea	ion action e Code th/	Securities Acquired (A) or Disposed of (D) +	5. Amount of 6 Securities Beneficially Owned Following +Reported Transaction(s)	S. Owner- ship Form: Direct (D) or Indirect (I)	7. Nature of In- direct Bene- ficial Owner- ship
Common Stock Common Stock	02/07/2003	A 65	A \$16.6345	31843 D 2159 I	I.	Held in Trust under Issuer's Retirement Plan
Common Stock Common Stock Common Stock Common Stock				0 I 736 I 0 I 33 I	[[[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.
		İ	İ	İ	ĺ	ĺ	ĺ		İ			Number	Owner-	i i
		1	I	I	1		1					of	ship	
		1	l	1					1			Deriv-	Form of	
		1	l	1					Title ar	nd Amount		ative	Deriv-	
		[l					of Under	rlying		Secur-	ative	Nature
		Conver-	Trans-	Execu-		Number of			Securit:	ies		ities	Secur-	of
		sion or	action	tion		Derivative	Date Exerci	sable ·	+	+	+	Benefi-	ity:	In-
		Exercise	Date	Date		Securities	and Expirat	ion Date		Amount		cially	Direct	direct
		Price of			Transac-	Acquired(A)	(Month/Day/	Year)		or		Owned	(D) or	Bene-
	Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	++		+	Number	Price of		In-	ficial
	Derivative	ative	Day/	Day/ -	++	++	+Date Exer-	Expira-		of	Derivative		direct	Owner-
	Security	Security	Year)	Year)	Code V	(A) (D)	cisable	tion Date	Title	Shares	Security		(I)	ship
_	L		L	L	·	L L				L	L		L	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 02/10/2003