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

| +   | +          | +  | -+  |  | +  | +   | ++   |
|---|------------|--|-----|--|--|---|--|
| 1. Title of Security<br> <br>                       | action     | execu-  3. Trans<br>liction   actio<br>late   Code<br> |     | ties Acquired (A) posed of (D) ++  A/D Price | 5. Amount of<br> Securities<br> Beneficially<br> Owned<br> Following<br>+Reported<br> Transaction(s) | 6. Owner-<br>  ship<br>  Form:<br>  Direct<br>  (D) or<br>  Indirect<br>  (I) | 7. Nature     of In-     direct     Bene-     ficial     Owner-     ship |
| Common Stock<br>Common Stock                        | 02/28/2003 | А  | 705 | A \$16.2000                                  | 33251<br>2159  | D<br>I  | Held in Trust<br>under<br>Issuer's<br>Retirement<br>Plan                 |
| Common Stock Common Stock Common Stock Common Stock |            |  |     |  | 0<br>736<br>0<br>33  | I<br>I<br>I   | Family Member<br>Child<br>Spouse<br>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                   | 1           |       |            | Number  | Owner-  |        |
|   |            |          |         |         |           | [           | I                   |             |       |            | of      | ship    |        |
|   |            |          |         |         |           |             |                     |             |       |            | Deriv-  | Form of |        |
|   |            |          |         |         |           | [           | I                   | Title and A | mount |            | ative   | Deriv-  |        |
|   |            |          |         |         |           |             |                     | of Underlyi | .ng   |            | Secur-  | ative   | Nature |
|   |            | Conver-  | Trans-  | Execu-  |           | Number of   |                     | Securities  |       |            | ities   | Secur-  | of     |
|   |            | sion or  | action  | tion    |           | Derivative  | Date Exercisable    | +           | +     | +          | Benefi- | ity:    | In-    |
|   |            | Exercise | Date    | Date    |           | Securities  | and Expiration Date | Amo         | unt   |            | 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) | +                   | -+  Num     | ber   | 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  Sha  | ıres  | Security   |         | (I)     | ship   |
|   | L .        |          | L .     |         |           |             |                     | <b>T T</b>  |       | L .        |         |         |        |

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 03/04/2003