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

+	+	-+	.+			+	+	++
1. Title of Security               	2. Trans-  2A.Execu-   action   action   Date   Date         (Month/   (Month/   Day/   Day/   Year)   Year)	action   Code 		osed -	of (D)	5. Amount of  Securities  Beneficially  Owned  Following +Reported  Transaction(s)	ship   Form:   Direct   (D) or   Indirect	7. Nature     of In-     direct     Bene-     ficial     Owner-     ship
Common Stock Common Stock Common Stock	04/15/2003 04/15/2003	A A	21 343	A A	\$16.7700 \$19.7300	272660 127207	D D I	Held in Trust under Issuer's Retirement Plan
Common Stock						4635	I	Wife as Trustee

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

+	+	+	+	+	+	+	+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.	7.		8.	9.	10.	11.
ĺ	İ	İ	ĺ	ĺ	ĺ	ĺ	İ		ĺ	Number	Owner-	i i
İ	İ	İ	ĺ	ĺ	ĺ		İ			of	ship	i i
					ĺ	1				Deriv-	Form of	1 1
İ	İ	İ	ĺ	ĺ	ĺ		Title a	nd Amount		ative	Deriv-	i i
							of Unde	rlying		Secur-	ative	Nature
1	Conver-	Trans-	Execu-		Number of		Securit	ies		ities	Secur-	of
	sion or	action	tion		Derivative	Date Exercisable	+	+	+	Benefi-	ity:	In-
1	Exercise	Date	Date		Securities	and Expiration 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	l	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

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 04/17/2003