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

+  1. Title of Security		+ Execu-  3. Tran action   acti		ities Acquired sposed of (D)	(A) 5. Amount of		•
 		action   acti		sposed of (D)	Beneficially	shi   For	•
	l Date I	l code	<u> </u>		Owned	Dir	
	(Month/   (I	Month/	i		Following	(D)	
		Day/ ++-	+	++	+Reported		irect  Owner-
İ		Year)  Code  V	/  Amount	A/D Price	Transaction(	s)   (I)	j ship
Common Stock Common Stock	04/15/2003	А	30	A \$19.73	33527 2159	D I	Held in Trus under Issuer's
							Retirement Plan
common Stock					0	I	Family Membe
common Stock					736	I	Child
common Stock					0	I	Spouse
Common Stock					33	I	Family Trust

## ${\small \textbf{TABLE II -- Derivative Securities Acquired, Disposed of, or Beneficially Owned} \\$

+	+	+	+	+	+	+	+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.	7.		8.	9.	10.	11.
1	1		I				1		1	Number	Owner-	1 1
1	1		I				1		[	of	ship	
1	1		I				1		1	Deriv-	Form of	1 1
1	1		I				Title a	nd Amount	[	ative	Deriv-	
			I				of Unde	rlying	[	Secur-	ative	Nature
1	Conver-	Trans-	Execu-		Number of		Securit	ies	1	ities	Secur-	of
1	sion or	action	tion		Derivative	Date Exercisable	+	+	+	Benefi-	ity:	In-
1	Exercise	Date	Date		Securities	and Expiration Date	1	Amount	1	cially	Direct	direct
1	Price of		I	Transac-	Acquired(A)	(Month/Day/Year)	1	or	[	Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+	Number	Price of	I	In-	ficial
Derivative	ative	Day/	Day/	+	+	+Date Exer- Expira-	1	of	Derivative	1	direct	Owner-
Security	Security	Year)	Year)	Code  V	(A)  (D)	cisable  tion Date	Title	Shares	Security		(I)	ship

 ${\tt Explanation \ of \ Responses:}$ 

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 04/17/2003