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

1. Title of Security	2. Trans- :	2A.Execu-	3. Trans- 4	. Securities	Acquired (A)	5. Amount of	6. Owner-	7. Nature
	action	action	action	or Disposed	l of (D)	Securities	ship	of In-
1	Date	Date	Code			Beneficially	Form:	direct
1	1 1		1 1			Owned	Direct	Bene-
1	(Month/	(Month/	1 1			Following	(D) or	ficial
I	Day/	Day/	++-		-+	+Reported	Indirect	Owner-
ĺ	Year)	Year)	Code V A	mount A/	D Price	Transaction(s)	(I)	ship
+	+		-++-		-+	+	+	+

Common Stock 12/13/2002 A 63 A \$19.3400 15696 D

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

+	+	+	+	+	+	+	+	+		+		+
1.	2.	3.	3A.	4.	5.	6.	7.	į	8.	9.	10.	11.
[[[1			Number	Owner-	
[[[I			of	ship	
[[[1			Deriv-	Form of	
[[[Title and	Amount		ative	Deriv-	
[[[of Underly	/ing		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	Am	nount		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)-	+	+ Nu	ımber	Price of		In-	ficial
Derivative	ative	Day/	Day/	+	++	+Date Exer- Expira-	of	۱ ا	Derivative		direct	Owner-
Security	Security	Year)	Year)	Code V	(A) (D)	cisable tion Date	Title Sh	nares	Security		(I)	ship
L .	L 3	L .	L .	ь ь.			1 1		_	L .	L .	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 12/16/2002