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

+	+	+	+	+	++
1. Title of Security	2. Trans-  2A.Exec	u-  3. Trans- 4. Secur	ities Acquired (A) 5. Amount	of  6. Owner-	-  7. Nature
1	action  acti	on   action  or Di	sposed of (D)  Securitie	s   ship	of In-
	Date   Date	Code	Beneficia	lly   Form:	direct
			Owned	Direct	t   Bene-
	(Month/   (Mont	h/	Following	(D) or	r   ficial
	Day/   Day/	+++	++Reported	Indire	ect  Owner-
	Year)   Year	)  Code  V  Amount	A/D Price  Transacti	on(s)  (I)	ship
+	+	+	++	+	++
Common Stock	11/22/2002	G V -715	D \$0.0000 374528	D	
Common Stock			0	I	Custodian

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-	1 1
						l	- 1			of	ship	I I
						l	- 1			Deriv-	Form of	I I
						l	Ti	tle and Amou	nt	ative	Deriv-	I I
						l	of	Underlying		Secur-	ative	Nature
	Conver-	Trans-	Execu-		Number of		Se	curities		ities	Secur-	of
	sion or	action	tion		Derivative	Date Exercisable	+	+	+	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expiration Date	9	Amount		cially	Direct	direct
	Price of			•		(Month/Day/Year)	- 1	or		Owned	(D) or	Bene-
1		(Month/		•		+	+	Number	Price of		In-	ficial
Derivative	ative	Day/	Day/ ·	+		+Date Exer- Expira-	- 1	of	Derivative		direct	Owner-
Security	Security	Year)	Year)	Code  V	(A)  (D)	cisable  tion Da	te  Ti	tle  Shares	Security		(I)	ship

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 11/25/2002