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

+	+	+	-+		+	+	++
1. Title of Security	2. Trans-  2A.Ex			ities Acquired (A)		6. Owner-	7. Nature
I	action  ac	tion   actio	n  or Di	sposed of (D)	Securities	ship	of In-
I	Date   Da	te   Code			Beneficially	Form:	direct
					Owned	Direct	Bene-
	(Month/   (Mo	nth/			Following	(D) or	ficial
	Day/   Da		-+		+Reported	Indirect	
	Year)   Ye	ar)  Code  V	Amount	A/D Price	Transaction(s)	(I)	ship
+	+	+	-+	++	+	+	++
Common Stock	04/04/2003	Α	66	A \$16.3200	33470	D	
Common Stock					2159	I	Held in Trust under Issuer's Retirement Plan
Common Stock					0	I	Family Member
Common Stock					736	I	Child
Common Stock					0	I	Spouse
Common Stock					33	I	Family Trust

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

-	+	+	+	+	+	+	+		+		+	+	+	++
	1.	2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
		İ	İ	İ	ĺ	ĺ	ĺ		İ			Number	Owner-	i i
		1	I	I	1							of	ship	
		1	l	1								Deriv-	Form of	l l
		1	l	1					Title ar	nd Amount		ative	Deriv-	l l
		[		l					of Under	rlying		Secur-	ative	Nature
		Conver-	Trans-	Execu-		Number of			Securit:	ies		ities	Secur-	of
		sion or	action	tion		Derivative	Date Exerci	isable ·	+	+	+	Benefi-	ity:	In-
		Exercise	Date	Date		Securities	and Expirat	ion 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		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
_	L		L	L	·	L L		L	4	L J		L a	L	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 04/07/2003