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

+	-+	+	+	-+			-+	+	++
1. Title of Security   	2. Trans-   action   Date     (Month/   Day/   Year)	2A.Execu-   action   Date     (Month/   Day/   Year)	3. Trans   actio   Code      +  Code  V		sposed (		) 5. Amount of  Securities  Beneficially  Owned  Following -+Reported  Transaction(s)	6. Owner-   ship   Form:   Direct   (D) or   Indirect   (I)	7. Nature     of In-     direct     Bene-     ficial     Owner-     ship
Common Stock Common Stock Common Stock	04/15/2003 04/15/2003		A A	36 1302	A A	\$16.7700 \$19.7300	678355 14678	D D I	Held in Trust under Issuer's Retirement
Common Stock							14354	I	Plan Custodian - daughters
Common Stock							7177	I	Custodian - son

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

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