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

	. ,	. ,		•			
1. Title of Security	2. Trans- 2A.Exe action act Date Dat (Month/ (Mon Day/ Day Year) Yea	ion action action		ities Acquir sposed of (C + A/D Pric	Beneficially Owned Following +Reported	ship Form Dire (D) Indi	of In- : direct ct Bene-
Common Stock Common Stock Common Stock	01/15/2003 01/15/2003	A A	11 27		6490 9400 31718 2159	D D I	Held in Trust under Issuer's Retirement Plan
Common Stock Common Stock Common Stock Common Stock					0 736 0 33	I I I	Family Member Child Spouse Family Trust

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

+	-+	+	+	+	+	+		+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
			1		[Number	Owner-	
			I		[of	ship	
			I		[1			Deriv-	Form of	
			I		[Title a	nd Amount		ative	Deriv-	
			I		[of Unde	rlying		Secur-	ative	Nature
	Conver-	Trans-	Execu-		Number of			Securit	ies		ities	Secur-	of
	sion or	action	tion		Derivative	Date Exerc:	isable	+	+	+	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expirat	tion Date	1	Amount		cially	Direct	direct
	Price of		I	Transac-	Acquired(A)	(Month/Day/	/Year)		or		Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+	+	Number	Price of	l	In-	ficial
Derivative	e ative	Day/	Day/	+	++	+Date Exer-	Expira-	1	of	Derivative	l	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 01/16/2003