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

+	+	+	+		+	+	++
1. Title of Security 	action and action action action action because a decided action a	xecu- 3. Transction actio ate Code onth/ ay/ ++- ear) Code V		ities Acquired (A) sposed of (D)++	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	12/27/2002	А	72	A \$18.9400	661495 14362	D I	Held in Trust under Issuer's Retirement Plan
Common Stock					14354	I	Custodian - daughters
Common Stock					7177	I	Custodian - son

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

+		+	+	+	+	+	+		+		+	+	+	++
1.	•	2. 	3. 	3A. 	4. 	5. 	6. 		/ . 			9. Number	10. Owner-	11.
i		i	! 	i i	i İ	i I	İ		i			lof	lship	! !
i		į	İ	İ	İ	j	į		İ		İ	Deriv-	Form of	i i
									Title a	nd Amount		ative	Deriv-	l l
				1			[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 Expira	tion Date		Amount		cially	Direct	direct
		Price of	I	I	Transac-	Acquired(A)	(Month/Day	/Year)		or		Owned	(D) or	Bene-
Ti	itle of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+	+	Number	Price of	1	In-	ficial
De	erivative	ative	Day/	Day/	++	+	+Date Exer-	Expira-		of	Derivative	I	direct	Owner-
Se	ecurity	Security	Year)	Year)	Code V	(A) (D)	cisable	tion Date	Title	Shares	Security		(I)	ship
+		+	+	+	++	++	+	+	+	+	+	+	+	++

Stock \$4.32 12/03/2 A 41961 12/31/2002 12/02/2016 Common 41961 \$0.0000 41961 D
Options 001
(Right to

Explanation of Responses:

These options were granted pursuant to the Issuer's Deferred Compensation Program based on elections made in 2001 to defer income becoming payable in 2002. The options are exempt under Rule 16b-3. The number of shares subject to option could not be calculated and the option did not become reportable until final 2002 compensation amounts were determined.

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 12/31/2002

buy)