Individual or Joint/Group Filing (Check Applicable Line)
(X) Form filed by One Reporting Person
() Form filed by More than One Reporting Person

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

		cu- 3. Tra ion act e Coo .th/	ns- 4. Securi ion or Dis de 	ties Adposed d	cquired (A) 5. Amount of Securities Beneficially Owned Following -+Reported Transaction(s)	6. Owner- ship Form: Direct (D) or Indirect	7. Nature of In- direct Bene- ficial
	03/21/2003	+	+	+	+	-+	+	+
Common Stock Common Stock	03/21/2003	A	128	А	\$16.8100	51015 11937	D I	Held in Trus under Issuer's Retirement Plan

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

+	+	+	+	+	+	+	+	-+	+	+	++
11.	12.	13.	3A.	4.	5.	16.	17.	18.	19.	110.	11.
		I		I				1	Number	Owner-	
		I		I				1	of	ship	
		I		I				1	Deriv-	Form of	
		I	I	I		1	Title and Amoun	t	ative	Deriv-	1
		I		I			of Underlying	1	Secur-	ative	Nature
	Conver-	Trans-	Execu-	I	Number of	1	Securities	1	ities	Secur-	of
	sion or	action	tion	I	Derivative	Date Exercisable	+	-+	Benefi-	ity:	In-
	Exercise	Date	Date	I	Securities	and Expiration Date	Amount	1	cially	Direct	direct
	Price of	I		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	e	direct	Owner-
Security	Security	Year)	Year)	Code V	(A) (D)	cisable tion Date	Title Shares	Security	1	(I)	ship
	1					and the second s					

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 03/24/2003