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

+ 1. Title of Security	+	+ cu- 3 Tran	+	ties Acquired (+ A) 5. Amount of	.+ 6. Owner-	-+
I		ion acti		sposed of (D)	Securities	l ship	of In-
i	Date Dat			,poseu or (b)	Beneficially	Form:	direct
İ	i i	İ	ĺ		0wned	Direct	Bene-
İ	(Month/ (Mor	th/	ĺ		Following	(D) or	ficial
	Day/ Day	/ ++-	+	++	+Reported	Indirec	t Owner-
İ	Year) Yea	r) Code V	Amount	A/D Price	Transaction(s))	j ship j
+	+	+-	+	++	+	+	-+
Common Stock	01/15/2003	Α	11	A \$18.6490	17715	D	

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

+	+	+	+	+	+	+		+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
					[[Number	Owner-	
	1	1		1	1	1		1			of	ship	
	1				[[1			Deriv-	Form of	
	1				[[Title a	nd Amount		ative	Deriv-	
					[[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	1	Amount		cially	Direct	direct
	Price of			Transac-	Acquired(A)	(Month/Day	/Year)	1	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-	1	of	Derivative	l	direct	Owner-
Security	Security	Year)	Year)	Code V	(A) (D)	cisable	tion Date	Title	Shares	Security		(I)	ship
+	+	+	+	+	+	+	+	+	+	+	+	+	++

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 01/16/2003