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

+	+	+	+			+	+
1. Title of Security 	2. Trans- 2A.Exed action act. Date Date (Month/ (Month/ Day/ Day/ Year) Year	ion act e Cod ih/ ' ++	ion or Di le +	rities Acqui Lisposed of (+	Beneficially Owned Following+Reported	ship y Form: Direc (D) o Indir	of In- direct direct direct
Common Stock Common Stock	03/21/2003	А	37	A \$16	.8100 272258 127207	D I	Held in Trust under Issuer's Retirement
Common Stock					4635	I	Plan Wife as Trustee

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

+	+		+	+	+	+	. +	+		+	+	++
 1. 	2. 2.	3.	3A . 	4 . 	5. 5.	6. 	7 .	į	8.		10. Owner-	11.
İ	i i		i	i	İ	i	i	i			ship	i i
İ	j i		j	İ	İ	İ	İ	j		Deriv-	Form of	j i
			l			1	Title and	Amount		ative	Deriv-	
					[of Underl	ying		Secur-	ative	Nature
	Conver-	Trans-	Execu-		Number of	1	Securitie	es		ities	Secur-	of
	sion or	action	tion		Derivative	Date Exercisable	++-	+	-	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expiration Date	A	Mount		cially	Direct	direct
	Price of			Transac-	Acquired(A)	(Month/Day/Year)	0	or		Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)-	+	-+ N	lumber	Price of		In-	ficial
Derivative	ative	Day/	Day/ -	+	++	+Date Exer- Expira-	0)f	Derivative		direct	Owner-
Security	Security	Year)	Year)	Code V	(A) (D)	cisable tion Date	Title S	Shares	Security		(I)	ship
L .			L .	L L .			T T	_	_	L _	L _	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 03/24/2003