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

+ 1. Title of Security	+	+ u- 13 Trans	+ s- 4 Securi	ties Acquired (+ A) 5. Amount of	.+ 6. Owner-	-+ 7. Nature	+ I
	action acti			posed of (D)	Securities	l ship	of In-	i
İ	l Date l Date	•	•	p (-)	Beneficially	Form:	direct	i
i	i i i	i	į		Owned	Direct	Bene-	i
	j (Month∕ j (Mont	h/ j	j		Following	(D) or	ficial	İ
I	Day/ Day/	++	+	+	+Reported	Indirect	t Owner-	
1	Year) Year) Code V	Amount	A/D Price	Transaction(s)) (I)	ship	
+	+	+	+	+	+	+	-+	+
Common Stock	12/13/2002	Α	32	A \$19.3400	6994	D		

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

+	-+	+	+	+	+	+		+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
İ	İ	İ	İ	İ	İ	İ		İ		ĺ	Number	Owner-	i i
		1		I	ĺ						of	ship	l I
	1	1		I	1	1					Deriv-	Form of	1 1
		1		I	ĺ			Title a	nd Amount		ative	Deriv-	
	1	1		1	[of Unde	rlying		Secur-	ative	Nature
	Conver-	Trans-	Execu-	I	Number of	1		Securit	ies		ities	Secur-	of
	sion or	action	tion	1	Derivative	Date Exerc	isable	+	+	+	Benefi-	ity:	In-
	Exercise	Date	Date	[Securities	and Expira	tion Date		Amount		cially	Direct	direct
	Price of	Ί		Transac-	Acquired(A)	(Month/Day	/Year)		or		Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+	+	Number	Price of	I	In-	ficial
Derivativ	e ative	Day/	Day/	+	++	+Date Exer-	Expira-		of	Derivative	İ	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 12/16/2002