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

+	+	+	+		+	+	++
1. Title of Security	2. Trans- 2A.Ex			rities Acquired (A)		6. Owner-	7. Nature
	action ac	tion actio	on or D:	isposed of (D)	Securities	ship	of In-
	Date Da	te Code			Beneficially	Form:	direct
	1 1				Owned	Direct	Bene-
	(Month/ (Mo	nth/			Following	(D) or	ficial
	Day/ Da		+		+Reported	Indirect	
	Year) Ye	ar) Code V	Amount	A/D Price	Transaction(s)	(I)	ship
	+		+		+	+	++
Common Stock	03/07/2003	Α	89	A \$15.6200	33340	D	
Common Stock					2159	I	Held in Trust under Issuer's Retirement Plan
Common Stock					0	I	Family Member
Common Stock					736	I	Child
Common Stock					0	I	Spouse
Common Stock					33	I	Family Trust

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

4		+	+	+	+	+	+	+		+	+	+	++
	1.	2.	3.	3A.	4.	5.	6.	7.		8.	9.	10.	11.
						[Number	Owner-	
- 1		1	I	I	1	1	1				of	ship	1 1
			l	1		[Deriv-	Form of	
		1	I	I	1	1	1	Title a	and Amount		ative	Deriv-	1 1
		1	I	I	1	1	1	of Unde	erlying		Secur-	ative	Nature
- 1		Conver-	Trans-	Execu-		Number of		Securi	ties		ities	Secur-	of
		sion or	action	tion	1	Derivative	Date Exercisable	+	-+	+	Benefi-	ity:	In-
		Exercise	Date	Date	1	Securities	and Expiration Date		Amount		cially	Direct	direct
- 1		Price of	I	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	l	In-	ficial
- 1	Derivative	ative	Day/	Day/ -	+	+	+Date Exer- Expira-		of	Derivative	l	direct	Owner-
- 1	Security	Security	Year)	Year)	Code V	(A) (D)	cisable tion Dat	e Title	Shares	Security		(I)	ship
_	L	_	L	L	L	<u> </u>	L			L	L	L	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 03/10/2003