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

+	+	-+			+ +
1. Title of Security	2. Trans-  2A.Execu-	3. Trans- 4. Securiti	es Acquired (A) 5. Amoun	nt of  6. Owner-	-  7. Nature
	action action	action  or Dispo	sed of (D)   Securiti	es   ship	j of In- j
	Date   Date	Code	Benefici	ally   Form:	direct
	1 1	I I	Owned	Direct	Bene-
	(Month/   (Month/	T I	Followin	ng   (D) or	-   ficial
	Day/   Day/	+++	++-eported	l   Indire	ect  Owner-
	Year)   Year)	Code  V  Amount	A/D Price  Transact	ion(s)  (I)	ship
+	+	-+	++	+	++
Common Stock	02/21/2003	A 364	A \$16.5400 368481	D	
Common Stock			0	Ī	Custodian

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

+	+		+	+	+	+	+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.	7.		8.	9.	10.	11.
						I	- 1			Number	Owner-	1 1
						l	- 1			of	ship	I I
						l	- 1			Deriv-	Form of	I I
						l	Ti	tle and Amou	nt	ative	Deriv-	I I
						l	of	Underlying		Secur-	ative	Nature
	Conver-	Trans-	Execu-		Number of		Se	curities		ities	Secur-	of
	sion or	action	tion		Derivative	Date Exercisable	+	+	+	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expiration Date	9	Amount		cially	Direct	direct
	Price of			•		(Month/Day/Year)	- 1	or		Owned	(D) or	Bene-
1		(Month/		•		+	+	Number	Price of		In-	ficial
Derivative	ative	Day/	Day/ ·	+		+Date Exer- Expira-	- 1	of	Derivative		direct	Owner-
Security	Security	Year)	Year)	Code  V	(A)  (D)	cisable  tion Da	te  Ti	tle  Shares	Security		(I)	ship

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 02/24/2003