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

+	+	+	+	+	+ -	+
1. Title of Security	2. Trans-  2A.Exec	u-  3. Trans- 4. Sec	urities Acquired (A)	5. Amount of  6.	. Owner-  7	. Nature
İ	action acti	on   action  or	Disposed of (D)	Securities	ship	of In-
	Date   Date	Code	[1	Beneficially	Form:	direct
	l l		19	Owned	Direct	Bene-
	(Month/  (Mont	h/	[1	Following	(D) or	ficial
	Day/   Day/	+++	+	Reported	Indirect	Owner-
	Year)   Year	)  Code  V  Amount	A/D Price	Transaction(s)	(I)	ship
+	+	+	+	+	+-	+
Common Stock	11/15/2002	A 37	A \$18.9000	375243 D		
Common Stock				0 I	C	ustodian

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

+	+		+	+	+	+		+	+	+	+		++
1.	2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
			l		ĺ						Number	Owner-	
İ	į į		ĺ	İ	ĺ	İ					of	ship	i i
									ĺ		Deriv-	Form of	
								Title ar	nd Amount		ative	Deriv-	l I
								of Under	lying		Secur-	ative	Nature
	Conver-	Trans-	Execu-		Number of			Securiti	ies		ities	Secur-	of
	sion or	action	tion		Derivative	Date Exercisa	ıble +	<b></b>	+	+	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expiratio	n Date		Amount		cially	Direct	direct
	Price of			Transac-	Acquired(A)	(Month/Day/Ye	ar)		or		Owned	(D) or	Bene-
Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)-	+		<b>-</b>	Number	Price of		In-	ficial
Derivative	ative	Day/	Day/	+	++	+Date Exer- Ex	pira-		of	Derivative		direct	Owner-
Security	Security	Year)	Year)	Code  V	(A)  (D)	cisable  ti	on Date	Title	Shares	Security		(I)	ship
			L	ш	L L	L		L		L	L	L	

Explanation of Responses:

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 11/18/2002