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

+	2. Trans- 2A.Exec action acti Date Date (Month/ (Mont	on act Cod 	ion or Di	n or Disposed of (D) 		Securities Beneficially Owned Following	6. Owner ship Form: Direct	of In- direct Bene- ficial
 	Day/	++ Code ++	V Amount	A/D	+ Price +	-+Reported Transaction(s	Indire (I) -+	ect Owner- ship +
Common Stock Common Stock	01/24/2003	А	35	А	\$17.9180	270527 127207	D I	Held in Trust under
Common Stock						4635	I	Issuer's Retirement Plan Wife as Trustee

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

+	+		+	+	+	+		+		-	+	+	+ +	_
1. 	2. 	3.	3A. 	4 . 	5. 	6. 		7. 		8. 		10. Owner-	11. 	
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į	į į		ĺ	İ	İ	ĺ		İ		ĺ	Deriv-	Form of	į į	
			1		[Title a	nd Amount		ative	Deriv-		
			l					of Under	rlying		Secur-	ative	Nature	
	Conver-	Trans-	Execu-		Number of			Securit:	ies		ities	Secur-	of	
	sion or	action	tion		Derivative	Date Exerc:	isable	+	+	l	Benefi-	ity:	In-	
	Exercise	Date	Date		Securities	and Expira	tion Date		Amount		cially	Direct	direct	
1	Price of				Acquired(A)	, ,	,		or		Owned	(D) or	Bene-	
		•			Disposed(D)					Price of		In-	ficial	
Derivative		Day/	. ,		+					Derivative			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 01/27/2003