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

+	+	-+		-++		++
1. Title of Security	2. Trans- 2A.Execu-	3. Trans- 4. Secur	ities Acquired (A) 5. Amount of	6. Owner-	7. Nature
j	action action	action or Di	sposed of (D)	Securities	ship	of In-
İ	Date Date	Code		Beneficially	Form:	direct
j	i i	i i		Owned	Direct	Bene-
İ	(Month/ (Month/	i i		Following	(D) or	ficial
İ	Day/ Day/	++	++	-+Reported	Indirect	Owner-
İ	Year) Year)	Code V Amount	A/D Price	Transaction(s)	(I)	ship
+	+	-+	++	-++		++
Common Stock	01/24/2003	A 38	A \$17.9180	368076	D	
Common Stock			*	0	I	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 01/27/2003