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

+	-+	.+	+	+	++
1. Title of Security	2. Trans-  2A.Execu-	3. Trans- 4. Securities Acquired (A)	5. Amount of	6. Owner-	7. Nature
	action   action	action  or Disposed of (D)	Securities	ship	of In-
	Date   Date	Code	Beneficially	Form:	direct
	1		Owned	Direct	Bene-
	(Month/   (Month/		Following	(D) or	ficial
	Day/   Day/		+Reported	Indirect	:  Owner-
	Year)   Year)	Code  V  Amount  A/D Price	Transaction(s)	(I)	ship
Common Stock	-+	-+++	+ 390155	+ D	++
Common Stock			140736	T	Held in Trust
			2.0.00	-	under Issuer's Retirement Plan
Common Stock			50000	I	Spouse Trust

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

+		+	+	+	+	+	+		+		+	+	+	++
į	1.	2.	3.	3A.	14.	5.	6.		7.			9.	10.	11.
									1			Number	Owner-	1 1
							1					of	ship	
							1		1			Deriv-	Form of	1 1
							1		Title ar	nd Amount		ative	Deriv-	
									of Under	rlying		Secur-	ative	Nature
		Conver-	Trans-	Execu-		Number of	[		Securit:	ies		ities	Secur-	of
		sion or	action	tion		Derivative	Date Exerc:	isable	+	+	+	Benefi-	ity:	In-
		Exercise	Date	Date		Securities	and Expirat	tion Date		Amount		cially	Direct	direct
		Price of			Transac-	Acquired(A)	(Month/Day/	/Year)		or		Owned	(D) or	Bene-
- [	Title of	Deriv-	(Month/	(Month/	tion Code	Disposed(D)	+	+	+	Number	Price of		In-	ficial
	Derivative	ative	Day/	Day/	+	+	+Date Exer-	Expira-		of	Derivative		direct	Owner-
- [3	Security	Security	Year)	Year)	Code  V	(A)  (D)	cisable	tion Date	Title	Shares	Security		(I)	ship
+		+	+	+	+	+	+	+	+	+	+	+	+	++

Stock \$21.01 01/22/2 A 15000 07/22/2004 01/21/2013 Common 15000 \$21.0100 15000 D Options 003 Stock (Right to

Explanation of Responses:

The option vests in three equal annual installments beginning July 22, 2004

SIGNATURE OF REPORTING PERSON /s/ John A. Lyckman

DATE 01/24/2003

buy)