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

1. Title of Security 	action Date 	action Date (Month/	3. Trans- action Code 	4. Securities or Dispose		(A) 5. Amount of Securities Beneficially Owned Following	6. Owner- ship Form: Direct (D) or	7. Nature of In- direct Bene- ficial
 	Day/ Year) +	Day/ +- Year) (++ Code V	+- Amount A	+ /D Price +	+Reported Transaction(s)	Indirect (I) +	Owner- ship +
Common Stock Common Stock	,	·		·	·	137352 0	D I	By Thrift and Savings Plan

3984.18

Ι

By 401K Plan

+-----+

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

+	+	+	+	+	+	+		+		+	+	+	++
1.	2.	3.	3A.	4.	5.	6.		7.		8.	9.	10.	11.
Ì	İ	İ	İ	ĺ	ĺ	İ		İ			Number	Owner-	i i
1		I	I	1	ĺ	ĺ		1			of	ship	
1	1	I	I			[1			Deriv-	Form of	
1	1	I	I			[Title a	nd Amount		ative	Deriv-	
1	1	I	I			[of Under	rlying		Secur-	ative	Nature
1	Conver-	Trans-	Execu-		Number of	[Securit:	ies		ities	Secur-	of
1	sion or	action	tion		Derivative	Date Exerc:	isable ·	+	+	+	Benefi-	ity:	In-
	Exercise	Date	Date		Securities	and Expira	tion Date		Amount		cially	Direct	direct
1	Price of	I	I	Transac-	Acquired(A)	(Month/Day	/Year)	1	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-
Security	Security	Year)	Year)	Code V	(A) (D)	cisable	tion Date	Title	Shares	Security		(I)	ship
+	+	+	+	++	++	+	+	+	+	+	+	+	++

Phantom \$0 03/21/2 03/21/2 A 4.45 Common 4.45 \$0.0000 2047.07 D Stock 003 003 Stock Units

Explanation of Responses:

Common Stock

Includes shares acquired under the 401k Plan.

Conversion or Exercise Price of Derivative Security is 1 to 1.

Phantom Stock Units accrued under the Supplemental 401k Plan are to be settled in cash and/or the Company's common stock upon the reporting person's retirement from the company.

SIGNATURE OF REPORTING PERSON /s/ Mary F. Eure (POA)

DATE 03/25/2003