FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL	OWNERSHIP
STATEMENT OF CHANGES IN BENEFICIAL	

OMB	APPROVAL

hours per response:

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0.5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

						or Sec	tion 3	O(h) of the	ne Investr	nent C	Company A	ct of 1940									
									icker or T VICES		Symbol	l			tionship of all applica Director) Perso	on(s) to Issu 10% Ov			
	X 9106	ŕ	(Middle)			. Date 1/05/2		liest Tra	nsaction	(Monti	n/Day/Year)			X	below)	RESIDENT AND CEO			ecify		
(Street) NORWC	OOD M	IA	02062910	06	_	. If Am	endm	ent, Date	e of Origin	nal File	ed (Month/E	Day/Year)		Indivine) X	Form file	ed by One	Repoi	(Check App rting Persor One Repor	1		
(City)	(S	<u> </u>	(Zip)																		
1. Title of S	Security (Inst		able I - No	2. Trans Date (Month/	saction	ı 2 Ear) i	A. De Execut		3. Trans	saction (Instr.	4. Securi	of, or Bei	(A) or		5. Amoun Securities Beneficial Owned Fo	i Iy	Form	: Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership		
								Code	v	Amount	(A) or (D) Price		Report Trans (Instr.					(Instr. 4)			
Comm St	ock-\$.16-2/	/3 value		01/05)5/2004				М		20,00	0 A	\$6.6	25	52,4	123	D				
P.O. BOX 9106 THREE TECHNOLOGY WAY (Street) NORWOOD MA 020 (City) (State) (Zip) Table 1. Title of Security (Instr. 3) Comm Stock-\$.16-2/3 value Comm Stock-\$.16-2/3 value Tal 1. Title of Security (Instr. 3) Conversion of Exercise Price of Date (Month/Day/Year) (Month/Day/Year) Security Non-Qualified Stock Option (right to buy) Non-Qualified Stock Option (right to buy)				01/05					S		20,00		\$47.1		32,4	123		D			
			Table II									f, or Bene tible secu			vned						
Derivative Security (Instr. 3) Conversion or Exercise Price of Derivative Date (Month/Day/	Date	3A. Deeme Execution if any (Month/Day	Date,	Code (I		nsaction of		Expirati	6. Date Exercisable an Expiration Date (Month/Day/Year)		7. Title and Amou Securities Underly Derivative Securit (Instr. 3 and 4)				9. Number derivative Securities Beneficia Owned Following Reported Transacti (Instr. 4)	e s ully g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)			
							Code	v	(A)	(D)	Date Exercisa		Expiration Date	Title	Amoun or Numbe of Shar	r					
Non- Qualified Stock Option (right to buy)	\$6.625	01/05/2004			M			20,000	09/04/2	001	09/04/2008	Comm Stock-\$.16- 2/3 value	20,00	00	\$0	100,00	00	D			
Non- Qualified Stock Option (right to buy)	\$39.06								07/18/2	002	07/18/2011	Comm Stock-\$.16- 2/3 value	13,96	54		13,96	54	D			
Non- Qualified Stock Option (right to buy)	\$41.05								01/22/2	005	01/22/2012	Comm Stock-\$.16- 2/3 value	530,00	00		530,000		D			
Non- Qualified Stock Option (right to buy)	\$19.89								09/24/2	003	09/24/2012	Comm Stock-\$.16- 2/3 value	500,00	00		500,000		500,000		D	
Non- Qualified Stock Option (right to buy)	\$45.27								12/10/2	006	12/10/2013	Comm Stock-\$.16- 2/3 value	400,00	00		400,00	00	D			
Non- Qualified Stock Option (right to buy)	\$7.375								09/08/2	001	02/20/2007	Comm Stock-\$.16- 2/3 value	540,00	00		540,00	00	D			
Non- Qualified Stock Option (right to	\$7.375								09/08/2	001	12/16/2007	Comm Stock-\$.16- 2/3 value	600,00	00		600,00	00	D			

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)															
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	Transaction Code (Instr. 5 5 6 6 6 6 6 6 6 6		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Non- Qualified Stock Option (right to buy)	\$28.75							11/30/2002	11/30/2009	Comm Stock-\$.16- 2/3 value	600,000		600,000	D	
Non- Qualified Stock Option (right to buy)	\$44.5							11/10/2003	11/10/2010	Comm Stock-\$.16- 2/3 value	600,000		600,000	D	

Explanation of Responses:

By: WILLIAM A. MARTIN,

01/06/2004

Attny In Fact

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- * If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- ** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.