FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

ON	1B APPROVAL

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

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

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	nd Address of	f Reporting Person <sup>*</sup> JEL <u>H</u>	,						icker or Trad VICES II						Check	all application	able)	g Pers	on(s) to Iss 10% O Other (	wner
(Last) P.O. BO	X 9106	irst)	(Middle)				of Earl 2003	liest Tra	nsaction (Mo	onth/C	ay/Year)				X V	below)		& DE	below) VELOPM	
(Street)	OOD M	IA	02062910	6	4.	If Am	endme	ent, Date	e of Original	Filed	(Month/E	Day/Ye	ear)		i. Indiv ine) X	Form fil	led by One led by Mor	t/Group Filing (Check Appl by One Reporting Person by More than One Reporti		n
(City)	(S	state)	(Zip)																	
1. Title of	Security (Ins		ble I - Noi	2. Trans Date (Month/	action	Execution Date,		ae, Transa Code (I	4. Securition		of, or Benefic rities Acquired (A) ed Of (D) (Instr. 3, 4		I (A) oı		5. Amount of Securities Beneficially Owned Following		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
									Code	v	Amoun	t (A) or Pri		Price	е	Reported Transacti (Instr. 3 a	ion(s)			(Instr. 4)
Comm St		11/21	1/200	)3			М		6,00	00	A	\$7.375		6,000		D				
Comm St	cock-\$.16-2	/3 value		11/21	11/21/2003				S		6,00	00	D	\$47.05		0			D	
Comm St	ock-\$.16-2	/3 value-ESPP																	D	
			Table II -						quired, D ts, option							wned				
Derivative Conversion [		3. Transaction Date (Month/Day/Year)	Date, T		ansaction ode (Instr.		umber ivative urities juired or posed D) tr. 3, 4 5)	Expiration [	6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amou of Securities Underlying Deriv Security (Instr. 3 4)		ative Security (Instr. 5)		9. Numbe derivative Securities Beneficial Owned Following Reported Transactie (Instr. 4)	e s Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
				(	Code	v	(A)	(D)	Date Exercisable		piration te	Title		Amou or Numb of Share	er					
Non- Qualified Stock Option (right to buy)	\$7.375	11/21/2003			M			6,000	02/18/2001	02/	/18/2008	Stock	omm <-\$.16- value	6,00	00	\$0	27,334	4	D	
Non- Qualified Stock Option (right to buy)	\$39.06								07/18/2002	07/	/18/2011	Stock	omm k-\$.16- value	5,43	31		5,431	L	D	
Non- Qualified Stock Option (right to buy)	\$41.05								01/22/2005	01/	/22/2012	Stock	omm <-\$.16- value	40,0	00		40,000	0	D	
Non- Qualified Stock Option (right to buy)	\$8.905								12/07/1999	12/	/07/2008	Stock	omm k-\$.16- value	9,91	.7		9,917	7	D	
Non- Qualified Stock Option (right to buy)	\$12.705								12/07/1997	12/	/07/2006	Stock	omm k-\$.16- value	21,0	00		21,000	0	D	
Non- Qualified Stock Option (right to buy)	\$19.89								09/24/2003	09/	24/2012	Stock	omm <-\$.16- value	40,0	00		40,000	0	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			ansaction of		6. Date Exerc Expiration Da (Month/Day/Y	ate	7. Title and a of Securities Underlying Security (Insecurity (Inse	s Derivative	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						
Non- Qualified Stock Option (right to buy)	\$28.75							11/30/2002	11/30/2009	Comm Stock-\$.16- 2/3 value	80,000		80,000	D	
Non- Qualified Stock Option (right to buy)	\$44.5							11/10/2003	11/10/2010	Comm Stock-\$.16- 2/3 value	50,000		50,000	D	

**Explanation of Responses:** 

By: WILLIAM A. MARTIN,

11/25/2003

Attny In Fact

\*\* Signature of Reporting Person

Date

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

- $^{\star}$  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.