FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Washington, D.C. 20549	

OMB 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).

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

								,				.,,									
1. Name and Address of Reporting Person* NOVICH NEIL S																5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
					- -											Director			10% Ow	ner	
(Last)	`	irst)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 03/12/2014										Officer (below)	(give title		Other (specification)	pecify	
ONE TECHNOLOGY WAY																6. Individual or Joint/Group Filing (Check Applicable Line)					
(Street) NORWC	OOD M	IA	02062-910												X Form filed by One Reporting Person Form filed by More than One Reporting Person				ng		
(City)	(S	state)	(Zip)																		
		Та	ıble I - Nor	n-Der	rivati	ve S	ecurit	ies A	cqui	ired, D	isį	osed o	f, or Ber	nefi	cially	Owned					
Date			Date	nsactio		2A. Deemed Execution Date, if any (Month/Day/Year)		·, i	Transaction Dispo			es Acquire Of (D) (Inst			and 5) Securities Beneficial Owned Fo		Form ly (D) or		7. Nature of ndirect Beneficial Ownership		
									٥	Code V		Amount	(A) or (D)			Reported Transaction (Instr. 3 au				(Instr. 4)	
Comm Stock-\$.16-2/3 value 03/12/						/2014			M		1,940 A \$		0.0000	15,1	15,155		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/Ye	ite,	4. Transa Code (I 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		Expi	ate Exerc iration Da nth/Day/\	ate		7. Title and Amo of Securities Underlying Derivative Secur (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)	Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exer			Expiration Date			mount r lumber f hares						
Non- Qualified Stock Option (right to buy)	\$51.73	03/12/2014			A		9,660			(1)	C	3/12/2024	Comm Stock-\$.16 2/3 value	_ 9	9,660	\$0.0000	9,660	0	D		

Explanation of Responses:

\$0.0000

\$0.0000

Restricted Stock Unit (RSU)

Restricted

Stock Uni (RSU)

1. This option vests 100.00% on the earlier of the first anniversary of the original grant date, which was March 12, 2014, or the date of the Company's next Annual Meeting of Shareholders.

1,740

1,940

- 2. This RSU vested 100.00% on March 12, 2014. Upon the vesting date, each vested RSU automatically converted into one (1) share of common stock of the Company.
- 3. This RSU vests 100.00% on the earlier of the first anniversary of the original grant date, which was March 12, 2014, or the date of the Company's next Annual Meeting of Shareholders. Upon the vesting date, each vested RSU shall automatically convert into one (1) share of common stock of the Company.

03/12/2015(3)

Kevin P. Lanouette, Assistant General Counsel, by Power of 03/13/2014 **Attorney**

** Signature of Reporting Person Date

Comm Stock-\$.16-

2/3 value Comm Stock-\$.16-

2/3 value

1,940

1,740

\$0.0000

\$0.0000

0.0000

1,740

D

D

(2)

(3)

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).

03/12/2014

03/12/2014

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

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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.