FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	S IN BENEFICIAL	OWNERSHIP

OMB APPI	ROVAL					
B Number:	3235-0287					
Estimated average burden						
rs per response:	0.5					
	B Number:					

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

l	nd Address of	Reporting Person*						ker or Trading <u>INC</u> [BII			(Ch	Relationship of the Relati	cable)	Perso	on(s) to Issu 10% Ow	
(Last) (First) (Middle) 14 CAMBRIDGE CENTER			3. Date of Earliest Transaction (Month/Day/Year) 01/03/2005						Officer below)	(give title		Other (s below)	pecify			
(Street) CAMBR (City)			02142 (Zip)	4.	If Ame	ndment, I	Date (of Original Fil	ed (Month/C	ay/Year)	Line	X Form f	iled by One iled by More	Repor	ting Persor	1
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																
Date			Transactio te onth/Day/Y	Execution Date,		Code (Ins	on Dispose	ities Acquired (A) or d Of (D) (Instr. 3, 4 an		Securitie Beneficia Owned F Reported Transact	Securities Form Beneficially (D)		Direct Indirect It. 4)	7. Nature of Indirect Beneficial Ownership Instr. 4)		
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)	rivative Conversion Date Execution Date, curity or Exercise (Month/Day/Year) if any		Code	ansaction of		6. Date Exercisable and Expiration Date (Month/Day/Year) 7. Title and An of Securities Underlying Derivative Sec (Instr. 3 and 4)		ies g Security	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					
Stock Option (right-to- buy) ⁽¹⁾	\$66.29	01/03/2005		A		12,500		(2)	01/03/2015	Common Stock	12,500	(1)	12,500		D	

Explanation of Responses:

- $1. \ Granted \ under \ one \ of \ the \ Issuer's \ stock \ option \ plans, \ in \ an \ exempt \ transaction \ under \ SEC \ rule \ 16(b)-3(d).$
- 2. Immediately exercisable for all the option shares on grant date of 01/03/2005 subject to Issuer's repurchase rights which lapse on 01/03/2006.

Remarks:

By: Benjamin S. Harshbarger; 01/05/2005 For: Robert W. Pangia

** 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.