Instruction 1(b).

FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549 STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OMB APPROVAL

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

Date			Transaction te onth/Day/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr. 8)	4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4	or	5. Amount of Securities Beneficially Owned Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership
(2.9)	()			Convrition And	wired Die	noood of or Bonof		Owned		
(City)	(State)	(Zip)						Form filed by Mo Person	re than One Re	porting
(Street) NORWELL	МА	02061	4. If A	mendment, Date o	of Original File	d (Month/Day/Year)	6. Indiv Line) X	idual or Joint/Grou Form filed by One		
(Last) 42 LONGWAT	(First) FER DRIVE	(Middle)		te of Earliest Trans 5/2022	action (Month	/Day/Year)	X	below) President, Ind	below)
1. Name and Address of Reporting Person [*] <u>Speights Robert</u>				uer Name and Tick EAN HARBO			(Check	tionship of Reportir all applicable) Director Officer (give title	10% C	

		(Month/Day/Year)	8)		,			Owned Following Reported	(l) (Instr. 4)	Ownership (Instr. 4)
			Code	v	Amount	(A) or (D)		Transaction(s) (Instr. 3 and 4)		(
Common Stock	03/15/2022		F		62 ⁽¹⁾	D	\$105.77	40,873	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)	4. Transa Code (8)		of		6. Date Exerc Expiration Da (Month/Day/Y	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				

Explanation of Responses:

1. Payment of tax liability by withholding of securities incident to vesting of securities in accordance with Rule 16b-3.

Robert Speights

03/17/2022

** 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.