## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

OMB Number:	3235-0287
Estimated average I	burden
hours per response:	0.5

Common Stock				(Month/Day/Year)	8) Code	v	Amount	nount (A) or (D) P		Owned Followin Reported Transaction(s) (Instr. 3 and 4)	(l) (Instr. 4)	Ownership (Instr. 4)	
Date			2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr.		4. Securities Disposed Of 5)			5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial	
	Та	ble I - Nor	n-Derivative \$	Securities Acq	uired,	Dis	posed of,	or Bei	neficially	/ Owned			
(City)	(State)	(Zip)								Person		9	
SPRINGFIE	CLD MA	01104						X	X Form filed by One Reporting Person Form filed by More than One Reporting				
(Street)		4. If <i>i</i>	4. If Amendment, Date of Original Filed (Month/Day/Year)						6. Individual or Joint/Group Filing (Check Applicable Line)				
(Last) 2100 ROOS	(First) EVELT AVENUE		ate of Earliest Trans 06/2021	action (N	/lonth	/Day/Year)		See Remarks					
Cicero Ro			suer Name <b>and</b> Tick ITH & WESS BI]		0	,		ationship of Repo k all applicable) Director Officer (give tit below)	orting Person(s) to Issuer 10% Owner itle Other (specify below)				
to Section 2	16. Form 4 or Form 5 may continue. See	STAT	Filed pursua	ant to Section 16(a) ection 30(h) of the Ir	of the S	ecuriti	es Exchange	Act of 1		Est	mated average bur rs per response:		
	box if no longer subject	SIA	EMENT O	F CHANGE	5 IN I	BEL			INERS		B Number:	3235- don	

Common	Stock		03/06/	2021				F	54	<b>40</b> <sup>(1)</sup>	D	<b>\$16</b>	.69 6	5,254	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)	Title of 2. 3. Transaction 3A. Deemed Execution Date Conversion or Exercise (Month/Day/Year) if any		4. Transa Code ( 8)		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)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisabl		ration	Title	Amount or Number of Shares				

Explanation of Responses:

1. Represents shares of common stock withheld by the Issuer to satisfy certain tax withholding obligations associated with the vesting of restricted stock units.

## **Remarks:**

The reporting person is Senior Vice President, General Counsel, Chief Compliance Officer, and Secretary.

## Robert J. Cicero

\*\* Signature of Reporting Person Date

03/09/2021

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.