

Explanation of Responses:

* 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).

(1) This reflects the number of shares that became vested as of February 16, 2021 upon the attainment of certain performance criteria.

(2) The reported shares were sold, in compliance with company policy as to delivery of compensation based equity, with proceeds from such being used to cover the Reporting Person's tax withholding liability in connection with a portion of a performance stock award that vested on February 16, 2021.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.