

1. Each Restricted Stock Unit converts into common stock on a one-for-one basis.
2. These shares represent shares withheld for satisfaction of a tax withholding obligation arising as a result of the vesting of the Restricted Stock Units reported herein.
3. The Restricted Stock Units granted on February 15, 2019 vest 25% each year for four years beginning on February 15, 2020. Vested shares will be delivered to the reporting person upon vest date.
4. These Restricted Stock Units granted on February 16, 2021 vest 50% on February 15, 2023 and 50% on February 15, 2025. Vested shares will be delivered to the reporting person upon vest date.

**Remarks:**

/s/ Kimberley Honeysett,

attorney-in-fact for Andrew 02/16/2023 Hartmann

\*\* 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.**