

1. These Performance Stock Options are subject to a four-year vesting schedule. 25% of the total number of options vest one year from grant date, and the remaining options vest monthly thereafter on a prorata basis.
2. Each Restricted Stock Unit converts into common stock on a one-for-one basis.
3. These Restricted Stock Units granted on December 10, 2021 vest 50% on December 10, 2023 and 50% on December 10, 2025. Vested shares will be delivered to the reporting person upon vest date.

**Remarks:**

 /s/ Mark S. Jonaitis 12/14/2021

\*\* 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.**