



\* If the form is filed by more than one reporting person, see Instruction 4 (How to file).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

(1) Reflects a payout of performance shares for the 2018-2020 performance period earned under the Issuer's 2015 Equity and Incentive Compensation Plan, as amended.

Note: File three copies of this Form, one of which must be submitted electronically.