A. Title of Security (Instr. 3)

2. Transaction Date (Month/Day/Year)

3. Deemed Execution Date, if any (Month/Day/Year)

4. Transaction Code (Instr. 5)

5. Amount of Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)

6. Price of Securities (Instr. 4)

B. Deemed Execution Date, if any (Month/Day/Year)

C. Transaction Code (Instr. 5)

D. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)

E. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)

F. Nature of Indirect Beneficial Ownership (Instr. 4)

---

### Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

<table>
<thead>
<tr>
<th>Title of Security</th>
<th>Transaction Date</th>
<th>Deemed Execution Date</th>
<th>Transaction Code</th>
<th>Amount of Securities Acquired</th>
<th>Price</th>
<th>Ownership Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>Common Stock</td>
<td>11/10/2020</td>
<td></td>
<td></td>
<td>27,400</td>
<td>$17.918</td>
<td>D</td>
</tr>
<tr>
<td>Common Stock</td>
<td>11/10/2020</td>
<td></td>
<td></td>
<td>14,947</td>
<td>$94.98</td>
<td>D</td>
</tr>
<tr>
<td>Common Stock</td>
<td></td>
<td></td>
<td></td>
<td>6,202.001</td>
<td>I</td>
<td></td>
</tr>
<tr>
<td>Common Stock</td>
<td></td>
<td></td>
<td></td>
<td>283,475.5207</td>
<td>I</td>
<td></td>
</tr>
</tbody>
</table>

### Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

<table>
<thead>
<tr>
<th>Title of Derivative Security (Instr. 3)</th>
<th>2. Conversion or Exercise Price of Derivative Security</th>
<th>3. Transaction Date (Month/Day/Year)</th>
<th>4. Deemed Execution Date, if any (Month/Day/Year)</th>
<th>5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)</th>
<th>6. Date Exercisable and Expiration Date (Month/Day/Year)</th>
<th>7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)</th>
<th>8. Price of Derivative Security (Instr. 5)</th>
<th>9. Number of Derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)</th>
<th>10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)</th>
<th>11. Nature of Indirect Beneficial Ownership (Instr. 4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stock Appreciation Rights (sars)</td>
<td>$17.918</td>
<td>11/10/2020</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Explanation of Responses:

1. Common stock acquired upon the exercise of Stock Appreciation Rights (SARS).
2. Shares withheld for the cost of the Stock Appreciation Rights (SARS) and for payment of the tax obligation on the exercise of the Table II SARS.
3. Total number of 401(k) Plan shares acquired through periodic dividend reinvestment, participant's contributions and employer matching contributions.
4. The reporting person expressly disclaims beneficial ownership of these securities.

**Signature of Reporting Person**

11/12/2020

/\ Charles E. Baker, attorney-in-fact for Ms. Pauley

*If the form is filed by more than one reporting person, see Instruction 4 (b)(v).


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.