

Andrew M. Sieg / Michael P. Lapp POA	02/08/2021
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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) Represents a charitable gift by the reporting person.
- (2) The share equivalents attributed to the reporting person's 401(k) balance increased 0.2557 shares due to dividend reinvestments and changes in the Net Asset Value (NAV) of the issuer's stock fund.

Note: File three copies of this Form, one of which must be manually signed. If space provided 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.