

Andrea B. Smith / Michael P. Lapp POA	02/08/2021
 Signature of Reporting Person	Date

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) 20,900 shares previously reported as being indirectly held by the reporting person in the 2018 GRAT were transferred from the 2018 GRAT to the reporting person as an annuity payment in accordance with the terms of the 2018 GRAT and are now owned directly by the reporting person.
- (3) 13,000 shares previously reported as being indirectly held by the reporting person in the 2019 GRAT were transferred from the 2019 GRAT to the reporting person as an annuity payment in accordance with the terms of the 2019 GRAT and are now owned directly by the reporting person.

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.