| SEC Form 4 |  |
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Instruction 1(b)

## FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB APPROVAL

| OMB Number: 3235-0287    |     |  |  |  |  |  |  |  |  |
|--------------------------|-----|--|--|--|--|--|--|--|--|
| Estimated average burden |     |  |  |  |  |  |  |  |  |
| hours per response:      | 0.5 |  |  |  |  |  |  |  |  |

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

|   |   |   |  |  | or S                         | Sectior  | n 30(h   | ) of the li                            | nvestme                            | nt Co                       | mpany Act               | of 1940  |  |   |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
|---|---|---|--|--|------------------------------|--|----------|--|------------------------------------|-----------------------------|-------------------------|--|--|---|---|---|--|---|-----|--|-----|--|-----|-----------------|-------|-----|-------|---|---|--|
| 1. Name and Address of Reporting Person*<br><u>Thurmond Mark C.</u> |   |   |  |  |                              |  |          |  |                                    |                             |                         |  |  |   | elationship of Reporting Person(s) to Issuer<br>ck all applicable)<br>Director 10% Owner                        |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| (Last)<br>C/O TENA  | (Firs<br>ABLE HOL   | st) (M<br>DINGS, INC.   | /liddle)                                   |  |                              | 3. Date of Earliest Transaction (Month/Day/Year)<br>05/23/2024 |          |  |                                    |                             |                         |  |  | X Officer (give title Other (specify below) below)<br>Chief Operating Officer           |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| 6100 MEF  | 4. lf.  | 4. If Amendment, Date of Original Filed (Month/Day/Year) 6. Individual or Joint/Group Filing (Check Applic<br>Line) |  |  |                              |  |          |  |                                    |                             |                         |  |  |   |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| (Street)<br>COLUME  | BIA MI  | ) 2   | 1044                                       |  |                              |  |          |  |                                    |                             |                         |  |  | X Form filed by One Reporting Person<br>Form filed by More than One Reporting<br>Person |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| (City)  | (Sta  | te) (Z  | Zip)                                       |  |                              | Rule 10b5-1(c) Transaction Indication                          |          |  |                                    |                             |                         |  |  | atract instruction  | on or written   | n lan ti  | nat is intende   | d to  |     |  |     |  |     |                 |       |     |       |   |   |  |
|   |   |   |  |  | X                            | satisfy  | y the af | ffirmative                             | defense o                          | conditio                    | ons of Rule 1           | 0b5-1(c). S  | ee Instruct                            | ion 10.   |   | i pian u  |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
|   |   | Tabl  | e I - Noi                                  | n-Deriv                                    | vative                       | Sec  | uriti    | es Acc                                 | uired,                             | , Dis                       | posed o                 | f, or Be   | neficia                                | lly Owned   | 1   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| 1. Title of Security (Instr. 3)                                     |   |   |  | 2. Transaction<br>Date<br>(Month/Day/Year) |                              | Execution Date,  |          | Transaction Disposed C<br>Code (Instr. |                                    | ies Acquire<br>Of (D) (Inst | d (A) or<br>r. 3, 4 anc | and 5) Securities<br>Beneficially<br>Owned Following                             |  | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4)                       |   | 7. Nature of<br>Indirect<br>Beneficial<br>Ownership |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
|   |   |   |  |  |                              |  |          | Code                                   | v                                  | Amount                      | (A) or<br>(D)           | Price  | Reporter<br>Transact<br>(Instr. 3      | tion(s)   |   |   | (Instr. 4)   |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| Common S  | ommon Stock   |   |  | 05/23                                      | 3/2024                       |  |          |  |                                    |                             | 2,371                   | 2,371 D \$   |  | 18 32   | 32,017  |   | D  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| Common S  | ommon Stock   |   |  | 05/23                                      | 05/23/2024                   |  |          |  | М                                  |                             | 1,362                   | A  | \$0                                    | 33  | 33,379  |   | D  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| Common S  | Common Stock  |   |  | 05/23                                      | 23/2024                      |  |          |  | М                                  |                             | 3,857                   | Α  | \$ <mark>0</mark>                      | 37,236  |   | D   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| Common S  | Stock   |   |  | 05/24                                      | /2024                        |  |          |  | <b>S</b> <sup>(2)</sup>            |                             | 875                     | D  | \$42.9                                 | 94 36,361 D   |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| Common Stock 05/  |   |   |  | 05/24                                      | 4/2024                       |  |          |  | <b>S</b> <sup>(1)</sup>            |                             | 2,506                   | D  | \$43.4                                 | 48 33   | 33,855  |   | D  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
|   |   | Ta  |  |  |                              |  |          |  |                                    |                             | osed of,<br>convertil   |  |  | / Owned   |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)                 | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year)  | 3A. Deen<br>Executio<br>if any<br>(Month/D | n Date,                                    | 4.<br>Transa<br>Code (<br>8) |  | n of E   |  | 6. Date E<br>Expiratio<br>(Month/I | on Dat                      |                         | 7. Title an<br>Amount o<br>Securities<br>Underlyin<br>Derivative<br>(Instr. 3 an | f<br>g<br>Security                     | 8. Price of<br>Derivative<br>Security<br>(Instr. 5)                                     | 9. Number<br>derivative<br>Securities<br>Beneficia<br>Owned<br>Following<br>Reported<br>Transacti<br>(Instr. 4) | e<br>s<br>ally<br>g                                 | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownershi<br>(Instr. 4) |     |  |     |  |     |                 |       |     |       |   |   |  |
|   |   |   |  |  | Code                         | v  | (A)      |  | Date<br>Exercisa                   |                             | Expiration<br>Date      | Title  | Amount<br>or<br>Number<br>of<br>Shares |   |   |   |  |   |     |  |     |  |     |                 |       |     |       |   |   |  |
| Performance<br>Restricted<br>Stock Units                            | (3)   | 05/23/2024  |  |  | М                            |  |          | 1,362                                  | (4)                                |                             | (4)                     |  | (4)                                    |   | (4)   |   | (4)  |   | (4) |  | (4) |  | (4) | Common<br>Stock | 1,362 | \$0 | 9,543 | 3 | D |  |
| Restricted  | (3)   | 05/22/2024  |  |  | м                            |  |          | 2.857                                  | (5)                                |                             | (5)                     | Common   | 2 857                                  | e0  | 26.00   | 0   | D  |   |     |  |     |  |     |                 |       |     |       |   |   |  |

## Explanation of Responses:

(3)

1. The sale reported on this Form 4 represents shares required to be sold by the Reporting Person to cover tax withholding obligations in connection with the vesting of restricted stock units. The sale occurred automatically to satisfy the tax withholding obligations to be funded by a "sell to cover" transaction and does not represent a discretionary trade by the Reporting Person.

3,857

(5)

(5)

Stock

3,857

\$<mark>0</mark>

2. The sales reported in this Form 4 were effected pursuant to a Rule 10b5-1 trading plan adopted by the Reporting Person.

3. Each restricted stock unit ("RSU") represents a contingent right to receive one share of Issuer common stock.

4. On February 22, 2023, the Compensation Committee of the Issuer's Board of Directors certified the achievement of the Performance Restricted Stock Units (PRSUs) granted on February 23, 2022 and determined a 106% payout for the measurement period based on the Issuer's fiscal year 2022 criteria. 25% of the shares underlying the PRSUs vested on February 23, 2023, with the remainder vesting in equal quarterly installments over 3 years, subject to the Reporting Person's continuous service with the Issuer as of the applicable vesting date, and subject to accelerated vesting in specified circumstances. 5. 25% of the shares underlying the RSUs vested on February 23, 2023, with the remainder vesting in equal quarterly installments over 3 years, subject to the Reporting Person's continuous service with the Issuer as of the applicable vesting date, and subject to accelerated vesting in specified circumstances

## **Remarks:**

Stock Units

/s/ David Bartholomew, Attorney-in-Fact \*\* Signature of Reporting Person

05/28/2024 Date

26,999

D

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).

05/23/2024

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

Μ

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.