FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Washington, D.C. 20549

OMB APPROVAL

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

Section	nis box if no lon 16. Form 4 or F ons may continu on 1(b).	orm 5	STA		d pursua	F CHANGE) of the S	ecurit	ies Exchang	ge Act of 19		HIP	Estima	Number: ated average burde per response:	3235-0287 en 0.5
1. Name and Address of Reporting Person [*] <u>Thurmond Mark C.</u>				er Name and Tick Ible Holding					elationship of eck all applica Director	able)	g Person(s) to Iss 10% O				
(Last)	(Fire	st) (I DINGS, INC.	Middle)		3. Date of Earliest Transaction (Month/Day/Year) 05/21/2024							below)	give title	Other (below) ating Officer	specify
		IER DRIVE			4. If Ar	nendment, Date o	f Origina	l Filed	(Month/Da	y/Year)	Line)		Filing (Check Ap	
(Street) COLUME	BIA ME) 2	1044								-	d by One Reporting Person d by More than One Report		I	
(City)	(Sta	te) (ž	Zip)		Rule 10b5-1(c) Transaction Indication						t to a contr	act instruction	n or written	plan that is intende	ed to
		Tabl	e I - No	n-Deriv	A sa	ecurities Act	defense o	conditio	ons of Rule 1	0b5-1(c). Se	e Instructio	n 10.			
Date			2. Transa Date (Month/D		2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transactio Code (Inst 8)					4 and 5) Securities Beneficially Owned Follo		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership	
						Code	v	Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)			(Instr. 4)	
Common S	Common Stock 05/21/			/2024		S ⁽¹⁾		820	D	\$43.55	5 29,5	515	D		
Common Stock 05/22/			/2024		М		1,161	Α	\$ <mark>0</mark>	30,6	576	D			
Common Stock 05/22/			/2024		М		3,712	Α	\$ <mark>0</mark>	34,3	388	D			
		Ta				curities Acqu Ills, warrants						Owned			
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of	3. Transaction Date (Month/Day/Year)	if any	tion Date, h/Day/Year)			Expiration	Expiration Date Amount (Month/Day/Year) Securitie		7. Title and Amount of Securities Underlying		Derivative Security	9. Number derivative Securities Beneficial	Ownership Form:	11. Nature of Indirect Beneficial Ownership

Derivative Conversion Date		(Month/Day/Year)	SA. Deenled Execution Date, if any (Month/Day/Year)	Transaction Code (Instr. 8)		of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		(Month/Day/Year)		Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		Security (Instr. 5)	derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Performance Restricted Stock Units	(2)	05/22/2024		М			1,161	(3)	(3)	Common Stock	1,161	\$0	12,785	D	
Restricted Stock Units	(2)	05/22/2024		М			3,712	(4)	(4)	Common Stock	3,712	\$ <mark>0</mark>	40,843	D	

Explanation of Responses:

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

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

3. On February 21, 2024, the Compensation Committee of the Issuer's Board of Directors certified the achievement of the Performance Restricted Stock Units (PRSUs) granted on February 23, 2023 and determined a 93.9% payout for the measurement period based on the Issuer's fiscal year 2023 criteria. 25% of the shares underlying the PRSUs vested on February 22, 2024, 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. 4. 25% of the shares underlying the RSUs vested on February 22, 2024, 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:

/s/ David Bartholomew,	
Attorney-in-Fact	

05/23/2024

** Signature of Reporting Person Date

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).

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

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.