FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

| Washington, I | D.C. 20549 |
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| Check this box if no longer subject |
|-------------------------------------|
| to Section 16. Form 4 or Form 5 |
| obligations may continue. See |
| Instruction 1(b). |

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

| OMB APPROVAL | | | | | | | | |
|--------------------------|--|--|--|--|--|--|--|--|
| OMB Number: 3235-0287 | | | | | | | | |
| Estimated average burden | | | | | | | | |
| hours per response: 0. | | | | | | | | |

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| 1. Name ar <u>Austin</u> | | Reporting Person* | | | | suer Na g <u>io, I</u> | | | er or Tra | ading | Symbol | | | | k all app Direc | tor | ng Perso | 10% Ov | vner |
|---|--|-------------------|-------------------------|---|---|--|---------------------------|--------------------------------|--|-----------------|-----------|-------|---|--|--|---|---|--|------------|
| (Last) | (Fir | st) (M | /liddle) | | 3. Date of Earliest Transaction (Month/Day/Year) 12/29/2023 | | | | | | | | | X | Officer (give title Other (spelow) SVP Chief People Officer | | | эресіту | |
| 11811 N. TATUM BLVD., SUITE 3031 | | | | 4. If A | 4. If Amendment, Date of Original Filed (Month/Day/Year) | | | | | | | | 6. Individual or Joint/Group Filing (Check Applicable Line) | | | | | | |
| (Street) PHOEN | IX AZ | 2 8 | 5028 | | | X Form filed by One Reporting Pe Form filed by More than One Re Person | | | | | | | | | | | | | |
| (City) | (St | ate) (Z | <u>Z</u> ip) | | Rule 10b5-1(c) Transaction Indication | | | | | | | | | | | | | | |
| Check this box to indicate that a transaction was made pursuant to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Institute of the conditions of Rule 10b5-1(c). | | | | | | | | | | | | | | | | | | | |
| | Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned | | | | | | | | | | | | | | | | | | |
| 1. Title of Security (Instr. 3) 2. Transac Date (Month/Da | | | Exec ny/Year) if any | | Deemed cution Date, ny nth/Day/Year) | | | | es Acquired (A) o Of (D) (Instr. 3, 4 | | | | ties cially Following | 6. Owner Form: D (D) or In (I) (Instr | Direct of direct of the contract of the contra | 7. Nature of Indirect Beneficial Ownership | | | |
| | | | | | | | | | Code | v | Amount | | (A) or (D) Price | | Reported Transaction(s) (Instr. 3 and 4) | | | | (Instr. 4) |
| Common Stock 12/29/ | | | | 12/29/ | 2023 | | | | F ⁽¹⁾ | | 14,224 | I | \$ | 0.34 | 455 | 5,877 ⁽²⁾ | D | | |
| | Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) | | | | | | | | | | | | | | | | | | |
| 1. Title of Derivative Security (Instr. 3) | Derivative Conversion Date Security or Exercise (Month/Day/Year) Execution Date, | | | 4. Transaction Code (Instr. 8) | | of Deriv | r osed) r. 3, 4 | 6. Date Expirati (Month/ | ion Da | | Amount of | | De Se (In | Price of erivative ecurity estr. 5) | 9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4) | y Ow Fo Dir or (I) | vnership rm: rect (D) Indirect (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) | |
| | | | | Code | | v | (A) | (D) | Date Exercis | Expiration Date | | Title | Amour or Number of Shares | er | | | | | |

Explanation of Responses:

- 1. The forfeiture reported in this row represents restricted stock units that were withheld by the Company solely for the purpose of satisfying tax obligations arising upon the automatic vesting of 44,600 restricted stock units.
- 2. This includes 156.312 unvested restricted stock units

Remarks:

Executed pursuant to the Limited Power of Attorney for Section 16 reporting obligations dated August 26, 2022.

Kathy Austin /s/ Richard Diegnan, Attorney-In-Fact

** Signature of Reporting Person

01/03/2024

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.