

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative (Instr. 3)	2. Conversion Date (Month/Day/Year)	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	Code V Transaction Code (Instr. 8)	(A) Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)	Date of Exercise (Month/Day/Year)	Expiration Date (Month/Day/Year)	Title and Amount of Underlying Derivative Security (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
<p>1. Clint Sykes is the trustee of the Sykes & Company IRA 401(k) Profit Sharing Plan U.S. Plan No. 1985. The aggregate shares of the issuer's common stock reported as held in Mr. Sykes's personal 401(k) account under the plan. Mr. Sykes disclaims beneficial ownership of the reported securities except to the extent of his pecuniary interest therein.</p> <p>2. Mr. Sykes is a partner within this investment partnership and has shared voting and control power over these shares.</p>												
								<p><u>/s/ Clint J. Pete, Attorney-In-Fact</u></p>		<p>11/15/2017</p>		
										<p>** Signature of Reporting Person</p>		
										<p>Date</p>		
<p>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. Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, attach additional sheets.</p>												

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