SEC Form 4	
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## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

OMB Number:	3235-0287								
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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

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 and Addres <u>SYKES OLL</u>	1 0	son <sup>*</sup>		er Name <b>and</b> Ticker RLES & CO				R ]		ationship of Reportir k all applicable) Director	0 ()	ssuer Owner
(Last) 170 SOUTHPOR	(First) RT DRIVE	(Middle)	3. Date 12/28	of Earliest Transac 2020	ction (Mo	onth/D	ay/Year)		Officer (give title below)	Other below	(specify )	
(Street)		275(0	4. If An	nendment, Date of (	Original	Filed	(Month/Day/Ye	ear)	6. Indi Line) X	vidual or Joint/Grou	U U U	
MORRISVILLE (City)	(State)	27560 (Zip)								Form filed by Mo Person	re than One Rep	porting
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned											
1. Title of Security (Instr. 3) 2. Transa Date (Month/E				2A. Deemed Execution Date, if any (Month/Day/Year)	Code (Instr. 5)				5. Amount of Securities Beneficially Owned Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership	
				Code V Amount (A) or Pri						Reported Transaction(s) (Instr. 3 and 4)		(Instr. 4)

				. ,		,		
Common Stock						1,180,002	Ι	By Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985 <sup>(1)</sup>
Common Stock						135,000	Ι	By SEP IRA
Common Stock						92,323	I	By ROTH IRA
Common Stock						100,000	Ι	By IRA
Common Stock						45,787	Ι	By spouse
Common Stock	12/28/2020	М	55,555	A	<b>\$0.9</b>	404,039	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)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code ( 8)		of Deri Seci Acq (A) o Disp of (E	umber vative urities uired or oosed 0) (Instr. and 5)	6. Date Exercisable and Expiration Date (Month/Day/Year)			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)	
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Stock Option (right to buy)	<b>\$</b> 0.9	12/28/2020		М			55,555	05/16/2018	05/17/2027	Common Stock	55,555	\$0	0	D	

Explanation of Responses:

1. Ollin Sykes is the co-trustee of the Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985. The aggregate shares of the Issuer's common stock reported as held by the plan include 418,108 shares 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.

/s/ Clint J. Pete, Attorney-In-12/29/2020

Fact

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

 $^{\ast}$  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.

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