FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

C. 20549	OMB APPROVAL

ı		
	OMB Number: Estimated average burd	3235-0287
	Estimated average burd	den

0.5

hours per response:

5. Relationship of Reporting Person(s) to Issuer

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

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

2. Issuer Name and Ticker or Trading Symbol

1. Name and Address of Reporting Person*		Issuer Name and Tick HARLES & CO				HR]		elationship of Reporti ck all applicable) Director		Owner
(Last) (First) (Middle) 170 SOUTHPORT DRIVE		Date of Earliest Transa /17/2017	action (N	Month	/Day/Year)			Officer (give title below)	e Othe belo	er (specify w)
(Street) MORRISVILLE NC 27560	4.	If Amendment, Date o	f Origina	al Filed	d (Month/Day/	Year)	6. Inc Line)	Form filed by O	up Filing (Check ne Reporting Per ore than One Re	son
(City) (State) (Zip)							41 1 11			
1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Yea	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transa Code (8)	ction	4. Securities Disposed Of	Acquired (D) (Instr.	(A) or	5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		<u> </u>
Common Stock								348,484	D	
Common Stock	06/02/2017		p		12,288	A	\$0.91	660,440	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985(1)
Common Stock	06/02/2017	,	P		400	A	\$0.945	660,840	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985
Common Stock	06/02/2017	,	P		457	A	\$0.9489	661,297	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985
Common Stock	06/02/2017		P		6,855	A	\$0.9499	668,152	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985

Common Stock			10	IDIC 1 - 14		iivatii	-	ecuities i	700	141166	ı, Di.	sposeu oi	, 0, 00	riciiciani	, Civileu				
Common Stock	1. Title of Security (Instr. 3)						ar)	Execution Date, if any		Transa Code (action Instr.	4. Securities Disposed Of	(D) (Instr.	(A) or 3, 4 and 5)	Securities Beneficially Owned Follov Reported	y llowing	Form: Direct (D) or Indirect	irect II direct E . 4)	ndirect Seneficial Ownership
Common Stock										Code	v	Amount	(A) or (D)	Price	Transactio	n(s) d 4)			
Common Stock	Common Stock		06/0	2/2017	7			P		200	A	\$0.96	668,3	352	I	5 H S H S H S	bykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA an 01,		
Common Stock	Common Stock		06/0	5/2017	7			P		20,000	A	\$0.92	688,3	352	I	S H S C H S H S	ykes TR PBO Sykes & Company PA 401(k) Profit Sharing Plan UA an 01,		
RA Common Stock	Common Stock			06/02/2017				P		1,800	A	\$0.915	33,399		I				
Common Stock	Common Stock		06/02/2017				P		3,600	A	\$0.9151	36,999		I					
P 4,000 A \$0.9199 43,099 I IRA	Common Stock		06/02/2017						2,100	A	\$0.9189	39,099		I					
Common Stock	Common Stock		06/0	2/2017	7			P		4,000	A	\$0.9199	43,0	99	I				
Common Stock Co	Common Stock		06/0	2/2017	7			P		100	A	\$0.92	43,1	99	I		-		
Common Stock Common Stock O6/02/2017 P 49 A \$0.94 S,524 I By ROTH IRA Common Stock O6/02/2017 P 49 A \$0.98 S,596 I By ROTH IRA Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) Conversion or Exercise Conversion or Exercise (Month/Day/Year) An Onderlying Derivative Securities Month/Day/Year) Security Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) Conversion or Exercise (Month/Day/Year) An Onderlying Derivative Securities Acquired (Month/Day/Year) An Onderlying Derivative Securities Acquired (Month/Day/Year) An Onderlying Derivative Securities Following Reported Transaction (instr. 4) Table II - Derivative Securities Acquired (Month/Day/Year) An Onderlying Derivative Securities Admount or Number of Derivative Securities Admount or Number of Derivative Securities Form: Derivative Securities Admount or Number of Derivative Securities Form: Derivative Secu	Common Stock		06/05/2017		7			P		26,187	A	\$0.95			I				
Common Stock Co	Common Stock				_								35,7	87	I	I	By spouse		
Common Stock Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) Table II - Derivative Securities Acquired (a) or Disposed (and the privative Security (lnstr. 3) or Disposed of (D) (lnstr. 3, 4 and 5) Amount or Number of Derivative Security (lnstr. 4) Compership Form: Direct (D) or Indirect (D) (lnstr. 4) Common Stock Table II - Derivative Securities Acquired (A) or Disposed of (D) (lnstr. 3, 4 and 5) Table III - Derivative Securities Acquired (A) or Disposed of (D) (lnstr. 3, 4 and 5)	Common Stock											918		I	I Sy.				
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 (Instr. 3) 3. Transaction Date (Month/Day/Year) 4. Transaction Date (Month/Day/Year) 5. Number of Derivative Security (Instr. 3) 4. Transaction Date (Month/Day/Year) 6. Date Exercisable and Execution Date (Month/Day/Year) 7. Title and Amount of Securities Security (Instr. 3) 7. Title and Amount of Securities Security (Instr. 3) 8. Price of Derivative Security (Instr. 5) 9. Number of Derivative Security (Instr. 4) 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) 11. Nature of Derivative Security (Instr. 4) 12. Amount of Securities (Instr. 5) 13. Transaction Date (Month/Day/Year) 14. Title and Amount of Securities (Indirect (Instr. 5) 15. Number of Derivative Security (Instr. 3) 16. Date Expiration Date (Month/Day/Year) 17. Title and Amount of Securities (Indirect (Instr. 4) 18. Price of Derivative Security (Instr. 3) 19. Number of Derivative Security (Instr. 4)	Common Stock												17,323						
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 Securities Security Security Security Security Security Security Sec	Common Stock				06/02/2017				P		49	A	\$0.94	5,524 I		By IRA			
(e.g., puts, calls, warrants, options, convertible securities) 1. Title of Derivative Security (Instr. 3) Derivative Security Securities Sendificially Owners (Instr. 4) Solution Securities Securities Solution Securities Securities Securities Securities Securities Solution Securities	Common Stock 06/02/2017						7			P		72	A	\$0.98	5,59	96	I	I	By IRA
1. Title of Derivative Security (Instr. 3) 2. Conversion or Exercise Price of Derivative Security Securities Security Securities Security Securities Seneficially Ownership Form: Ownership Securities Security (Instr. 4)				Table II	- Deriv	vative	Se . ca	curities A	cqu nts	iired,	Disp	oosed of, convertib	or Bend	eficially (Owned				
Amount or Number of Of	1. Title of Derivative Security (Instr. 3)	Conversion or Exercise Price of Derivative	Date	Execution if any	n Date, Transaction Code (Ins		ction	on Derivative Securities Acquired (A) or Disposed		Expiration (Month/Da		cisable and	7. Title a of Securi Underlyi Derivativ	nd Amount ities ng ve Security	Derivative Security	derivat Securit Benefit Owned Follow Report	iive ties cially l ing ed	Ownershi Form: Direct (D) or Indirec	Beneficia Ownersh (Instr. 4)
						Code		(A)	(D)		sable		Title	or Number of					

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

Stock Option (right to buy) Explanation of Responses:

\$0.9

05/16/2018

55,555⁽³⁾

A

Common stock

55,555

\$0.00

55,555

D

05/17/2027

05/17/2017

^{1.} Ollin Sykes is the frustee 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 99,377 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.

^{2.} Mr. Sykes is a partner within this investment partnership and has shared voting and investment power over these shares.

^{3.} Option vests and becomes exercisable on the date of the 2018 Annual Shareholders' Meeting.

/s/ Clint J. Pete, Attorney-In-**Fact**

** Signature of Reporting Person

Date

06/05/2017

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.