FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APP	ROVAL
OMB Number:	3235-0287
Estimated average b	ourden

0.5

Jan 01, 1985

hours per response:

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

					` '											
1. Name and Address of Reporting Person* SYKES OLLIN B					suer Name and Tic ARLES & C				(Che	S. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner						
(Last) (F	First) DRIVE	(Middle)			ate of Earliest Trans 01/2017	saction	(Montl	n/Day/Year)		Officer (give title Other (specify below) below)						
(Street) MORRISVILLE NC 27560					Amendment, Date o	of Origir	nal File	ed (Month/Day	Line)	6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person						
(City) (S	State)	(Zip)														
1. Title of Security (Instr. 3)		Table I - N	2. Transaction Date (Month/Day/	on	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Acquired Disposed Of (D) (Insti		I (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 Owners (1)			
					Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(Instr. 4)				
Common Stock											348,484	D				
Common Stock			12/01/20	17		P		4,500	A	\$1.2499	837,147	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985 ⁽¹⁾			
Common Stock			12/01/20	17		P		500	A	\$1.249	837,647	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985			
Common Stock			12/01/20	17		P		10,000	A	\$1.26	847,647	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985			
Common Stock			12/01/20	17		P		20,000	A	\$1.27	867,647	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA			

1. Title of Security (Instr. 3)			2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)) Securit Benefic Owned	Beneficially Owned Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership		
									Code	v	Amount	(A) or (D)	Price	Reporte Transa (Instr. 3	ction(s)		(Instr. 4)
Common	Stock			12/04/	2017				P		500	A	\$1.25	86	8,147	I	By Ollin Sykes TR FBO Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985
Common Stock													10	0,000	I	By SEP IRA	
Common	Stock													35	5,787	I	By spouse
Common	Stock	s.												918	I	By Sykesco Investmer Partners ⁽²⁾	
Common Stock														17	7,323	I	By ROTH IRA
Common	Stock													17	7,096	I	By IRA
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																	
1. Title of Derivative Security 2. Conversion or Exercise Price of Derivative Security 3. Transaction Date (Month/Day/Year) 3. Transaction Date (Execution Date, if any (Month/Day/Year) 4. Transactic Code (Inst. 8)								e Exerc tion D n/Day/`		and 4)	t of ies ving	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	Owners Form: Direct (I or Indire (I) (Instr	Beneficial Ownership ct (Instr. 4)		
					Code	v	(A)	(D)	Date Exerci	sable	Expiration Date		or Number of Shares				

Explanation of Responses:

1. Ollin Sykes is the 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 132,176 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.

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

12/04/2017

** Signature of Reporting Person

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.