SEC Form 4

FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

OMB Number:	3235-0287							
Estimated average burden								
hours per response:	0.5							

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

						ivestine		Inpany Act of		5. Relationship of Reporting Person(s) to Issuer					
1. Name and Address of Reporting Person [*] SYKES OLLIN B					suer Name and Ticl				(Ch	elationship of Report eck all applicable) X Director	• • • •	Olssuer Owner			
(Last) (First) (Middle) 170 SOUTHPORT DRIVE				ate of Earliest Trans 25/2021	action (Month	/Day/Year)		Officer (give title below)		other (specify elow)				
(Street) MORRISVILLE NC 27560				4. If /	Amendment, Date c	of Origin	al File	d (Month/Day	Line	 Form filed by O Form filed by M 	vidual or Joint/Group Filing (Check Applic Form filed by One Reporting Person Form filed by More than One Reporting				
(City)	(State)	(Zip)									Person				
	Та	able I - No	on-Deriva	tive \$	Securities Acc	Juired	, Dis	posed of,	or Be	neficia	lly Owned				
1. Title of Security (Instr. 3)			2. Transacti Date (Month/Day		2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)				d (A) or r. 3, 4 and	5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership		
						Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(Instr. 4)		
Common Stock			02/25/2021			р		30,000	A	\$2.21	1,230,002	I	By Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985 ⁽¹⁾		
		02/25/2021			р		448	A	\$2.18	1,230,450	I	By Sykes & Company PA 401(k) Profit Sharing Plan UA Jan 01, 1985 ⁽¹⁾			
Common Stoc	k										135,000	I	By SEP IRA		
Common Stoc	k										92,323	I	By ROTH IRA		
Common Stoc	k										105,000	Ι	By IRA		
Common Stoc	k										45,787	I	By spouse		
Common Stoc											506,314	D			

(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. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities 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)	Beneficial Ownership (Instr. 4)	
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares					

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 350,000 shares (including the 30,000 shares reported as purchased herein) 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-03/01/2021

** Signature of Reporting Person Date

Fact

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.