

By: Bryan Fick For: Gregory Pearce	02/15/2016
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Explanation of Responses:

* 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).

(1) Shares granted pursuant to a restricted stock award agreement. The related unvested shares will vest as follows: 3,756 on November 30, 2016, 3,756 on November 30, 2017, and 3,757 on November 30, 2018.

(2) Shares allocated to Mr. Pearce under the Company's 401(k) Plan as of February 12, 2016.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.