FORM 4

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

☐ Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

OMB APPROVAL
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UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

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 *				2. Is	2. Issuer Name and Ticker or Trading Symbol								5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
HUBBARD I	LINDA				HI	BB	ETT I	NC [H	BB	3]					incusic)	100	/ O	
(Last)	(Last) (First) (Middle)			3. Г	3. Date of Earliest Transaction (MM/DD/YYYY)							X_ Director 10% Owner Officer (give title below) Other (specify below)						
2700 MILAN COURT						3/31/2024												
(Street)				4. It	4. If Amendment, Date Original Filed (MM/DD/YYYY)							6. Individual or Joint/Group Filing (Check Applicable Line)						
BIRMINGHAM, AL 35211 (City) (State) (Zip)												X _ Form filed by One Reporting Person Form filed by More than One Reporting Person						
			Table	I - No	n-Deri	ivati	ve Secu	rities Acq	uire	ed, Dis	posed of	f, or l	Bene	ficially Owne	d			
1. Title of Security (Instr. 3) 2. Trans. E				Date 2A. Deer Execution Date, if a		on (Instr. 8)		4. Securities Acquired or Disposed of (D) (Instr. 3, 4 and 5)			Fol	Amount of Securition of Securiting Reported States (1997) and (199	ties Beneficially Owned Transaction(s)		Ownership Form: Benefic Direct (D) Owners	Beneficial Ownership		
								Code	V	Amoun	(A) or (D)	Price	e				or Indirect (I) (Instr. 4)	(Instr. 4)
Common Stock (1)				3/31/	/2024			A		359	A	\$76.8	31			10,837	D	
	Tabl	le II - Der	ivative	e Secu	rities I	Bene	ficially	Owned (a	e.g.,	puts, c	calls, wa	rrant	ts, op	otions, conver	tible secu	ırities)		
		Execution			Acq Dis				6. Date Exercisable and Expiration Date			ities U ative S . 3 and	nderlying ecurity 4) Derivative Security (Instr. 5)		9. Number of derivative Securities Beneficially Owned Following Reported	Ownership Form of Derivative	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	V	(A)	(D)	Date Exe	e rcisable	Expiration Date		Amou Share	unt or Number of es		Transaction(s) (Instr. 4)	(I) (Instr. 4)	

Explanation of Responses:

(1) Reporting Person has elected to defer all cash fees for calendar 2024 into stock. In addition, Reporting Person has elected for the shares to vest annually in equal installments over 5 years beginning January 1, 2026.

Reporting Owners

F								
Panarting Owner Name / Addre	g.g.	Relationships						
Reporting Owner Name / Addre	Director 10% Owner C		Officer	Other				
HUBBARD LINDA								
2700 MILAN COURT	X							
BIRMINGHAM, AL 35211								

Signatures

/s/ Linda Hubbard 4/1/2024
**Signature of Reporting Person Date

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 control number.