

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

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

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## 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. I	2. Issuer Name <b>and</b> Ticker or Trading Symbol							5. Relationship of Reporting Person(s) to Issuer (Check all applicable)				
Volke Rober	t			HI	BBI	ETT :	INC [ H	IBE	<b>3</b> ]				,			
(Last) (First) (Middle)					3. Date of Earliest Transaction (MM/DD/YYYY)						Director					
													X_ Officer (give title below) Other (specify below)  SVP and CFO			
2700 MILAN COURT					4/13/2023											
	(Stre	et)		4. I	f Am	endme	nt, Date O	rigin	al Fil	led (MM/I	DD/YYYY	6. Individual	or Joint/G	roup Filing	(Check Appl	licable Line)
BIRMINGHAM, AL 35211													X_Form filed by One Reporting Person Form filed by More than One Reporting Person			
(C	ity) (Sta	te) (Zip)	1	Rul	le 10l	b5-1(c)	Transaction	on In	ndicat	ion		-				
												made pursuant to aditions of Rule		*		ten plan
		,	Гable I - N	lon-Der	ivati	ve Sec	urities Acc	quire	ed, D	isposed	of, or Bo	eneficially Owne	ed			
1.Title of Security (Instr. 3)				2A. Deemed Execution Date, if any		3. Trans. Code (Instr. 8)		4. Securities Acquired (A or Disposed of (D) (Instr. 3, 4 and 5)		D) ` `	Following Reported Transaction(s)  (Instr. 3 and 4)  O  Following Reported Transaction(s)  Following Reported Transaction(s)		Form: Direct (D)	7. Nature of Indirect Beneficial Ownership		
							Code	V	Amou	(A) or (D)	Price				or Indirect (I) (Instr. 4)	(Instr. 4)
Common Stock 4/13/202				3/2023			M		8000	0 A	\$0 <sup>(1)</sup>	19510 (2)			D	
Common Stock 4/13/202				3/2023			F		245	7 <b>D</b>	\$61.63	17053		D		
	Tab	le II - Deri	vative Sec	urities l	Bene	ficially	Owned (	e.g.,	puts,	calls, w	arrants	options, conver	rtible secu	ırities)		
1. Title of Derivate Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Trans. Date	3A. Deemed Execution Date, if any	4. Trans. Code (Instr. 8)	ode De Ac Di		Number of rivative Securities quired (A) or sposed of (D) str. 3, 4 and 5)		6. Date Exercisable and Expiration Date		Securitie	nd Amount of s Underlying e Security and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following	10. Ownership Form of Derivative Security: Direct (D)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	V	(A)	(D)	Date Exerc	cisable	Expiration Date	Title	Amount or Number of Shares		Reported Transaction(s) (Instr. 4)	or Indirect	
Restricted Stock Units	\$0.0	4/13/2023		M			8000	4/13	/2023	<u>(3)</u>	Commo Stock		\$0	0	D	

### **Explanation of Responses:**

- (1) Each RSU is the economic equivalent of one share of Issuer's common stock. The reporting person has settled the RSUs for stock.
- (2) Shares trued up to reflect stock purchased through the Issuer's 2015 Employee Stock Purchase Plan since the last filing on Statement of Changes in Beneficial Ownership on Form 4.
- (3) Service-based RSU award under Amended and Restated 2015 Equity Incentive Plan. There is no expiration date.

#### **Reporting Owners**

reporting o ners								
Panarting Owner Name / Address	c	Relationships						
Reporting Owner Name / Address	Director	10% Owner	Officer	Other				
Volke Robert								
2700 MILAN COURT			SVP and CFO					
BIRMINGHAM, AL 35211								

#### **Signatures**

/s/ Robert J. Volke	4/13/2023
**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.