

[] 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 and Ticker or Trading Symbol							5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
HUBBARD	LINDA				HI	BB	ETT I	NC [H	IBB	3]					ilicable)			
(Last)	(First)	rst) (Middle)			3. I	3. Date of Earliest Transaction (MM/DD/YYYY)							X_ Director 10% Owner Officer (give title below) Other (specify below)					
2700 MILAN COURT						12/31/2021												
(Street)					4. I	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 1	I - No	n-Der	ivati	ive Secu	rities Acc	quire	ed, Di	sposed o	f, or	Bei	neficially Owne	ed			_
1.Title of Security (Instr. 3)			2. Trans. Date		e 2A. Deemed Execution Date, if any		3. Trans. Code (Instr. 8)		or Dis (Instr.	posed of (D) 3, 4 and 5) (A) or (D)	Following (Instr. 3 and			f Securities Beneficially Owned eported Transaction(s) 4)			7. Nature of Indirect Beneficial Ownership (Instr. 4)	
Common Stock (1)			12/31/	/2021	021		A	V	Amou 243		\$0	-+	1412			D		
	Tab	le II - De	rivative	Secu	rities]	Bene	eficially	Owned (e.g.,	puts,	calls, wa	rran	ts,	options, conver	tible secu	ırities)		
,		Date Exe	3A. Deer Executio Date, if a	n (I	Trans. (nstr. 8)	Code	de 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)					7. Title and A Securities Un Derivative S (Instr. 3 and		s Underlying e Security	Derivative Security (Instr. 5)	Securities Beneficially Owned Following	Ownership Form of Derivative Security: Direct (D)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				С	Code	V	(A)	(D)	Date Exerc	cisable	Expiration Date	Title		nount or Number of ares		Reported Transaction(s (Instr. 4)	or Indirect (I) (Instr. 4)	

Explanation of Responses:

(1) Reporting Person elected to defer all cash fees for calendar 2021 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

Reporting Owner Name / Address	Relationships						
Reporting Owner Name / Address	Director	10% Owner	Officer	Other			
HUBBARD LINDA							
2700 MILAN COURT	X						
BIRMINGHAM, AL 35211							

Signatures

Elaine V. Rodgers, Attorney-in-Fact	1/3/2022		
**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.