

[] 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.	2. Issuer Name and Ticker or Trading Symbol							5. Relationship of Reporting Person(s) to Issuer (Check all applicable)				
HUBBARD LINDA	H	IBB	ETT I	NC [HI	BB	3]				,			
(Last) (First) (Middle)	3.	3. Date of Earliest Transaction (MM/DD/YYYY)					X Director Officer (given the control of t	X Director 10% Owner Officer (give title below) Other (specify below)					
2700 MILAN COURT				9/30)/20)22							
(Street)	4.	If An	nendmer	nt, Date On	rigin	al File	d (MM/DI	O/YYY	Y) 6. Individual o	or Joint/G	roup Filing	(Check Appl	icable Line)
BIRMINGHAM, AL 35211 (City) (State) (Zip)									X _ Form filed by		ting Person One Reporting F	'erson	
Table I	- Non-De	rivati	ive Secu	rities Acq	uire	ed, Dis	posed of	f, or I	Beneficially Owne	d			
1. Title of Security (Instr. 3)		s. Date 2A. Deer Executio Date, if a		on (Instr. 8)		or Disposed of (D) Fo				. Amount of Securities Beneficially Owned following Reported Transaction(s) Instr. 3 and 4)			6. 7. Nature Ownership Form: Beneficial Direct (D) or Indirect (Instr. 4)
				Code	V	Amour	(A) or (D)	Pric	e			(I) (Instr. 4)	(msu. 4)
Common Stock (1)	9/30/2022			A		510	A	\$0	2	2859 ⁽¹⁾		D	
Table II - Derivative	Securities	Bene	eficially	Owned (e	e.g. , j	puts, c	alls, wa	rrant	s, options, conver	tible secu	ırities)		
		Acquir Dispos				and Expiration Date		Securi Deriva	e and Amount of ties Underlying tive Security 3 and 4)	8. Price of Derivative Security (Instr. 5)	derivative O Securities Fe Beneficially D Owned Se Following D	Derivative Security: Direct (D)	Beneficial
	Code	v	(A)	(D)	Date Exer	rcisable	Expiration Date		Amount or Number of Shares		Reported Transaction(s) (Instr. 4)	or Indirect (I) (Instr. 4)	

Explanation of Responses:

(1) Reporting Person elected to defer all cash fees for calendar 2022 into stock. These shares represent shares they have deferred. In addition, Reporting Person has elected for the shares to vest annually in equal installments over 5 years beginning January 1, 2026.

Reporting Owners

Panorting 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	10/3/2022		
**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.