### 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.

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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)						
Volke Rober	t				HI	BB	ETT	INC [ H	IBE	3]					,			
(Last) (First) (Middle)					3. D	3. Date of Earliest Transaction (MM/DD/YYYY)								Director 10% Owner				
													X_ Officer (give title below) Other (specify below)					
2700 MILAN COURT					3/22/2024								SVP and CFO	)				
	(Stre	eet)			4. I1	fAn	nendme	ent, Date O	rigir	nal Fil	ed (M	M/D	D/YYYY	6. Individual o	or Joint/G	roup Filing	(Check Appl	icable Line)
DIDMINGU	ANT AT	25211																
BIRMINGHAM, AL 35211					-							X_Form filed by One Reporting Person Form filed by More than One Reporting Person						
(0	city) (Sta	ite) (Zip)	)													1 0		
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1.77:4 60 :					-				_	, <u> </u>				eneficially Owne		11.0.1		7.37.
1.Title of Security (Instr. 3) 2. Trai			. 1ran		Date 2A. Deemed Execution Date, if any		3. Trans. Co (Instr. 8)	ode					5. Amount of Securities Beneficially Owned Following Reported Transaction(s)  6. 7. Nat Ownership of Ind				<ol><li>Nature of Indirect</li></ol>	
							fany		(Instr. 3, 4 and 5)			(Instr. 3 and 4)	14)			Beneficial Ownership		
											1						or Indirect	(Instr. 4)
								Code	V	Amou		) or D)	Price				(I) (Instr. 4)	
Common Stock				3/22/	2024			M		1,5	78	A	\$0 (1)			19,043 (2)	D	
Common Stock				3/22/	2024			F		4	79	D	\$72.21			18,564	D	
Common Stock 3/22/202				2024			M		4,61	18	A	\$0 <sup>(1)</sup>			23,182	D		
Common Stock 3/22/202				2024			F		1,45	52	D	\$72.21			21,730	D		
	Tab	le II - Deri	vative S	Secu	rities E	3ene	eficially	Owned (	e.g.,	puts,	calls,	wa	rrants,	options, conver	tible secu	ırities)		
1. Title of Derivate	2.	3. Trans. Date	3A. Deer Execution		4. Trans. Code	Derivati Acquire			6. Date Exe		stion Date Securitie Derivativ			nd Amount of	Derivative Security	derivative Securities	10.	11. Nature of Indirect
Security (Instr. 3)	Conversion or Exercise Price of Derivative Security	Exercise ice of erivative	Date, if a		(Instr. 8)			d (A) or	and	Derivativ			e Security	Form of			Beneficial	
								d of (D) , 4 and 5)	(Inst				(Instr. 3 a	and 4)	(Instr. 5)	Beneficially Owned	Derivative Security:	Ownership (Instr. 4)
				-		1 - 1	(mstr. 3	, runa 5)								Following	Direct (D)	(Insui I)
									Date	cisable	Expira	tion	Title	Amount or Number of		Reported Transaction(s)	or Indirect (I) (Instr.	
					Code	V	(A)	(D)	LACI	CISAUIC	Date			Shares		(Instr. 4)	4)	
Restricted Stock Units	\$0	3/22/2024			M			1,578	3/22	2/2024	<u>(3)</u>		Commo Stock	1 578	\$72.21	0	D	
Restricted Stock Units	\$0	3/22/2024			M			4,618	3/22	2/2024	(4)		Commo Stock	4618	\$72.21	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. Units convert to common stock on the third anniversary of the date of grant of March 22, 2021. These shares do not expire.
- (4) Performance-based RSU award under Amended and Restated 2015 Equity Incentive Plan. Units convert to common stock on the third anniversary of the date of grant of March 22, 2021. These shares do not expire.

#### **Reporting Owners**

Danastina Oversas Nama / Adduses	Relationships						
Reporting Owner Name / Address	Director	10% Owner	Officer	Other			
Volke Robert							

2700 MILAN COURT BIRMINGHAM, AL 35211		SVP and CFO	
Signatures			
/s/ Robert J. Volke	3/22/2024		

\*\*Signature of Reporting Person

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).

Date

\*\* 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.

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