### 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
OMB Number: 3235-0287
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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. Issuer Name and Ticker or Trading Symbol									5. Relationship of Reporting Person(s) to Issuer				
QUINN WII	LIAM (	3			НІ	BB	ETT ]	INC [ H	IBE	<b>3</b> ]				(Check all app	olicable)	100		
(Last) (First) (Middle)				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 Marketing and Digital					
	(Stre				4. I	f An	nendme	nt, Date C	rigir	nal Fil	led (	(MM/D	D/YYYY)	6. Individual o	or Joint/G	roup Filing	(Check Appl	icable Line)
BIRMINGH	AM, AL	35211												_X _ Form filed by		ting Person One Reporting I	Darson	
(C	ity) (Sta	te) (Zip)	1											roini incu by	Wiore than C	one Reporting I	CISOII	
		7	Гable I	- Non-l	Deri	ivati	ve Seci	urities Ac	quir	ed, D	ispo	osed o	f, or Be	neficially Owne	ed			
			2	. Trans. D	Exe		Deemed ation if any	3. Trans. Co (Instr. 8)	ode	4. Securities Acq or Disposed of (I (Instr. 3, 4 and 5)		ed of (D			ollowing Reported Transaction(s) Ownership Form: Benefi Direct (D) Ownership (D) Owner			Beneficial Ownership
								Code	v	Amoi	ınt	(A) or (D)	Price				or Indirect (I) (Instr. 4)	(Instr. 4)
Common Stock				3/22/202	24			M		1,5	78	A	\$0 <sup>(1)</sup>			16,077 (2)	D	
Common Stock 3/22/202				24			F		+	79	D	\$72.21			15,598	D		
Common Stock 3/22/202				+		M		4,6		A	\$0 <sup>(1)</sup>			20,216	D			
Common Stock 3/22/202				24			F		1,4	53	D	\$72.21			18,763	D		
	Tab	le II - Deri	vative S	Securit	ies I	Bene	ficially	Owned (	e.g.,	puts,	cal	lls, wa	rrants,	options, conver	tible secu	ırities)		
1. Title of Derivate Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Trans. Date	3A. Deer Execution Date, if a	on Cod	Trans. ode nstr. 8)		5. Numb Derivati Acquire Dispose (Instr. 3,	ve Securities and I (A) or I of (D)		Pate Exercisable Expiration Date		Securities	Underlying e Security	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)	
	Security			С	ode	V	(A)	(D)	Date Exer	cisable		oiration te	Title	Amount or Number of Shares		Reported Transaction(s) (Instr. 4)	or Indirect	
Restricted Stock Units	\$0	3/22/2024		1	M			1,578	3/22	/2024		<u>(3)</u>	Commo Stock	n 1,578	\$72.21	0	D	
Restricted Stock Units	\$0	3/22/2024		ľ	M			4,618	3/22	/2024		<u>(4)</u>	Commo Stock	n 4,618	\$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**

Bonouting Oyyman Nama / Adduses	Relationships							
Reporting Owner Name / Address	Director	10% Owner	Officer	Other				
QUINN WILLIAM G								

2700 MILAN COURT BIRMINGHAM, AL 35211	SVP Marketing and Digital
Signatures	

/s/ William G. Quinn

\*\*Signature of Reporting Person

3/22/2024

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.