SEC Form 4	
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Common Stock

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## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

			Washing	gton, D.C	C. 205	549					
Check this box if no longer sul Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).	-,	Filed pursua	F CHANGE ant to Section 16(a) ection 30(h) of the li	Es Es	OMB APPROVAL           OMB Number:         3235-0287           Estimated average burden         1           hours per response:         0.5						
Check this box to indicate that transaction was made pursuar contract, instruction or written the purchase or sale of equity securities of the issuer that is i to satisfy the affirmative defen conditions of Rule 10b5-1(c). S Instruction 10.	nt to a plan for intended ise			ivesuiie			1940				
1. Name and Address of Report		er Name <b>and</b> Ticke		lationship of Reporting Person(s) to Issuer ck all applicable)							
LEBDA DOUGLAS		<u>unig 1100, 1110</u>					1	Director			
(Last) (First) 1415 VANTAGE PARK D		e of Earliest Transa I/2024	iction (M	lonth/l	Day/Year)		Officer (give title Other (specify below) below) Chairman & CEO				
(Street)		4. If Ai	mendment, Date of	Original	I Filed	(Month/Day/Y	'ear)	6. Indi Line)	vidual or Joint/Gro	up Filing (Check A	Applicable
CHARLOTTE NC	28203				y One Reporting Person						
(City) (State)	(Zip)								Form filed by M Person	lore than One Rep	porting
	Table I - No	n-Derivative S	Securities Acq	uired,	, Dis	posed of,	or Ber	eficially	Owned		
1. Title of Security (Instr. 3)				3. Transaction Code (Instr. 8)							
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	Transa Code (I		4. Securities Disposed Of	Acquired (D) (Instr	(A) or 3, 4 and 5)	5. Amount of Securities Beneficially Owned Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership
1. Title of Security (Instr. 3)		Date	Execution Date, if any	Transa Code (I		4. Securities Disposed Of Amount	Acquired (D) (Instr (A) or (D)	(A) or 3, 4 and 5) Price	Securities Beneficially	Form: Direct (D) or Indirect	Indirect Beneficial
1. Title of Security (Instr. 3) Common Stock		Date	Execution Date, if any	Transa Code (I 8)	Instr.	Disposed Of	(D) (Instr	3, 4 and 5)	Securities Beneficially Owned Following Reported Transaction(s)	Form: Direct (D) or Indirect	Indirect Beneficial Ownership
		Date (Month/Day/Year)	Execution Date, if any	Transa Code (I 8) Code	Instr.	Disposed Of Amount	(D) (Instr (A) or (D)	3, 4 and 5) Price	Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	Form: Direct (D) or Indirect (I) (Instr. 4)	Indirect Beneficial Ownership
Common Stock		Date (Month/Day/Year) 09/24/2024	Execution Date, if any	Transa Code (I 8) Code M	Instr.	Disposed Of Amount 7,500	(D) (Instr (A) or (D) A	3, 4 and 5) Price (1)	Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) 110,295	Form: Direct (D) or Indirect (I) (Instr. 4)	Indirect Beneficial Ownership
Common Stock Common Stock		Date (Month/Day/Year) 09/24/2024	Execution Date, if any	Transa Code (I 8) Code M	Instr.	Disposed Of Amount 7,500	(D) (Instr (A) or (D) A	3, 4 and 5) Price (1)	Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) 110,295 106,998	Form: Direct (D) or Indirect (I) (Instr. 4) D D	Indirect Beneficial Ownership (Instr. 4) By
Common Stock Common Stock Common Stock		Date (Month/Day/Year) 09/24/2024	Execution Date, if any	Transa Code (I 8) Code M	Instr.	Disposed Of Amount 7,500	(D) (Instr (A) or (D) A	3, 4 and 5) Price (1)	Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) 110,295 106,998 4,130	Form: Direct (D) or Indirect (I) (Instr. 4) D D I I	Indirect Beneficial Ownership (Instr. 4) By Spouse <sup>(2)</sup> Through 2022 Lebda Family Holdings,

 
 Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

12,524

300,000

Family

Holdings II, LLC<sup>(3)</sup>

Through 2021 Lebda

Family Holdings LLC<sup>(3)</sup>

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1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code ( 8)				6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Performance Vested Restricted Stock Units	(1)	09/24/2024		М			7,500	(4)(5)	(4)(5)	Common Stock	7,500	(1)	30,000	D	

## Explanation of Responses:

1. Performance vested restricted stock units convert into common stock on a one-for-one basis.

2. The reporting person disclaims beneficial ownership of the shares, and this report shall not be deemed an admission that the reporting person is the beneficial owner of the shares for purposes of Section 16 or any other purpose.

3. The reporting person disclaims beneficial ownership of the shares to the extent in which he does not have a pecuniary interest, and this report shall not be deemed an admission that the reporting person is the beneficial owner of such shares for purposes of Section 16 or for any other purpose.

4. These performance vested restricted stock units shall vest upon the Company's achievement of specified price hurdles during the four-year period after the grant date, as follows: (1) at a price of \$41.17, 1/3 of the performance vested restricted stock units, of which 1/2 will vest upon the achievement of the price hurdle, and the remaining 1/2 will vest upon the first anniversary of achievement of such price hurdle; (2) at a price of \$52.94, 1/3 of the performance vested restricted stock units, of which 1/2 will vest upon the achievement of the price hurdle, and the remaining 1/2 will vest upon the first anniversary of achievement of such price hurdle; and (3) at a price of \$64.70, 1/3 of the performance vested restricted stock units, of which 1/2 will vest upon the achievement of such price hurdle; and (3) at a price of \$64.70, 1/3 of the performance vested restricted stock units, of which 1/2 will vest upon the achievement of the price hurdle; and (4) at a price of \$64.70, 1/3 of the performance vested restricted stock units, of which 1/2 will vest upon the achievement of the price hurdle; and (3) at a price of \$64.70, 1/3 of the performance vested restricted stock units, of which 1/2 will vest upon the achievement of the price hurdle, and the remaining 1/2 will vest upon the first anniversary of achievement of such price hurdle.

5. (Continued from F4) The price hurdle shall be deemed "achieved" if during the performance period, there is a date on which (with respect to 45 trading days immediately preceding such date) the average closing stock price during such 45-trading-day period of the Company's common stock equaled the applicable price hurdle stock price. To the extent that any Performance Vested RSUs do not become vested by the fourth anniversary of the Award Date, any such unvested performance vested restricted stock units shall be immediately forfeited.

/s/ Heather Novitsky as Attorney-in-Fact for Douglas 09/26/2024 R. Lebda

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

 $^{\ast}$  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 Number.