

By: Power of Attorney For: /s/ Randall S. Altman	06/18/2020
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Explanation of Responses:

- * 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).
- (1) Restricted stock granted under the 2014 Stock Incentive Plan with right to have shares withheld to pay income taxes on lapse of restrictions.
- (2) Beneficial holdings include 83 shares acquired pursuant to dividend reinvestment through June 2020.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.