FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington.	D.C.	20549	

STATEMENT	OF	CHANGES	IN BEN	NEFICIAL	OWNERS	SHIP

OMB APPROVAL								
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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	Address of R	eporting Person [*]							er or Tradir <mark>NC</mark> [JW	-	,			Chec	ationship of k all applica Director Officer (ble)	Perso	on(s) to Issu 10% Ov Other (s	vner
(Last) 1617 SIXT	(Firs	,	Middle)			3. Date of Earliest Transaction (Month/Day/Year) 03/09/2020							X	below) `	•	: Corp	below) o. Secreta		
(Street) SEATTLE (City)	WA		98101 Zip)		4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)								. Indi ine) X	Form filed by One Reporting Person Form filed by More than One Reporting Person				
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
Date				/Day/Year) if		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) of Disposed Of (D) (Instr. 3, 4			d 5)	5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)	
						Code V Amount (A)					(A) or (D)	Price	Tranca		ion(s)			(111501. 4)	
Common S	tock			03/09	/2020	020 A 13,642 ⁽¹⁾ A \$				\$26	.79	9 19,420			D				
	Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																		
Derivative Conversion Date Executive Or Exercise (Month/Day/Year)		3A. Deemee Execution I if any (Month/Day	Date,	I. Fransaction Code (Instr. 8)		n of		6. Date Exercisable and Expiration Date (Month/Day/Year))	7. Title and An of Securities Underlying Derivative Sec (Instr. 3 and 4)			8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	e S Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
					Code	v	(A)		Date Exercisable		Expiration Date	Title	Amor or Num of Shar	oer					
Performance Share Units	(2)	03/09/2020			Α		19,811		03/10/2023	C	03/10/2023 ⁽³⁾	Common Stock	19,8	11	\$0	19,81	1	D	

Explanation of Responses:

- 1. Restricted Stock Unit vesting in four equal annual installments commencing on 3/10/2021. The number of RSUs awarded is a function of base pay, a RSU long-term incentive (LTI) percentage and the fair value of an RSU. The fair value of an RSU is calculated as the stock price as of the effective date less the present value of Company stock dividends over the vesting period. This calculation requires the input of certain assumptions, including the risk-free interest rate and the expected Company stock dividends. The formula for determining the number of RSUs granted is: number of RSUs = (base pay x RSU LTI%) / RSU fair
- 2. Each Performance Share Unit (PSU) represents a contingent right to receive 1 share of the Company's common stock. The PSUs may be earned over a 3-year period from FY 2020 through FY 2022, depending on the achievement of certain metrics. The number of PSUs awarded is a function of base pay, a PSU LTI percentage and the fair value of a PSU. The fair value of a PSU is calculated as the stock price as of the effective date less the present value of Company stock dividends over the vesting period. This calculation requires the input of certain assumptions, including the risk-free interest rate and the expected Company stock dividends. The formula for determining the number of PSUs granted is: number of PSUs=(base pay x PSU LTI%) / PSU fair value. The percentage of PSUs granted that will actually be earned at the end of the 3-year period is based upon the Company's free cash flow, earnings before interest and tax (EBIT) margin percent, and market share results over that same period.
- 3. The actual expiration date of the award may be earlier depending on results during the performance cycle.

Remarks:

April Standridge, Attorney-in-Fact for Ann M. Steines

03/11/2020

** 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 Number.