SEC	Form 4	
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Instruction 1(b).

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FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549 STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OMB APPROVAL

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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

					ora	Secuc	50(1	i) or the	nivestme		mpany Act	51 1940							
	Address of R	Reporting Person [*]							ker or Tra		Symbol				elationship o ck all applic Directo	able)	g Pers	on(s) to Iss 10% Ov	
(Last)	(Firs	st) (N	/iddle)			3. Date of Earliest Transaction (Month/Day/Year) 01/09/2024								Officer	(give title	nt & C	Other (s below)		
(Street) SPOKAN	e wa	× 9	9202		4. lf	Amer	ndmen	t, Date c	of Original	l Fileo	I (Month/Da	y/Year)		Line	Form fi	led by One led by Mor	e Repo	(Check Ap orting Person One Repor	n
(City)	(Sta	te) (Z	Zip)		Rule 10b5-1(c) Transaction Indication							reisui							
						Checl satisf	k this b y the af	ox to indi firmative	cate that a defense co	trans	action was m ons of Rule 10	ade purs 0b5-1(c)	suant t . See I	to a contra Instructior	act, instruction 10.	n or written	plan th	at is intended	I to
		Tabl	e I - No	n-Deriv	ative	Sec	curiti	es Ac	quired,	, Dis	posed o	f, or E	Bene	ficiall	y Owned				
1. Title of Security (Instr. 3)			Date	2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4			Beneficially Owned Follow		6. Ownershi Form: Direc (D) or Indire (I) (Instr. 4)		Indirect Beneficial Ownership	
									Code	v	Amount	(A) (D)	or	Price	Reported Transact (Instr. 3 a	ion(s)			(Instr. 4)
Common Stock - Performance Shares (TSR) 01/09				01/09	2024		М		2,398		A	(1)	25,	422		D			
Common S	Stock - Perfe	ormance Shares	(TSR)	01/09	/2024				F		643(2)		D	\$36.21	. 24,	779		D	
Common S	Stock in Spo	ouse's Plan													6	95		I	Shares Held by Spouse
	Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																		
1. Title of Derivative Security (Instr. 3) 2. Conversion Price of Derivative Security 3. Transaction Date (Month/Day/Year) 3A. Deemed Execution Da if any (Month/Day/Year)			on Date,	4. Transaction Code (Instr. 8)		n of 🛛		Expiratio	6. Date Exercisable and Expiration Date (Month/Day/Year)				ecurity 4)	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securitie Beneficia Owned Following Reported Transacti (Instr. 4)	ve es ially ng d tion(s)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownershi (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisa	able	Expiration Date	Title		Amount or Number of Shares					
Conversion of 2021 Performance	(1)	01/09/2024			м			3 307	(1)		(1)	Comm	on	3 307	(1)	0		D	

Explanation of Responses:

Shares (TSR)

1. No conversion price. Shares awarded if performance measure is met.

2. Shares withheld to pay income tax on Performance Shares acquired 1/9/24.

/s/Heather	E. R	losen	trater	

** Signature of Reporting Person

01/11/2024

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 Number.