## FORM 4

## **UNITED S**

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

STATES SECURITIES A	AND EXCHANGE COMMISSION

OMB APPROVAL								
OMB Number:	3235-0287							
Estimated average burden								

0.5

hours per response:

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

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

Check this box to indic transaction was made contract, instruction or the purchase or sale of securities of the issuer intended to satisfy the defense conditions of See Instruction 10.	e pursuant to a r written plan for of equity r that is e affirmative
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Date			2. Transaction Date (Month/Day/Yea	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Disposed Of (D) 5)				Securities Beneficially		7. Nature of Indirect Beneficial Ownership (Instr. 4)
		Table I - No	n-Derivative	Securities Acqu	uired, Disp	osed of, or	Ben	eficially	Owned		
(City)	(State)	(Zip)							i erson		
BOISE	ID	83716						7	Form filed by One Form filed by Mo Person		
Street)			4.117	amendment, Date of	original Filed	(WOTHIT/Day/ feat	1)	Line)	vidual or Joint/Group		
8000 S. FED	DERAL WAY		4 15	Amendment, Date of	Original Filad	/Manth/Day/Vaar	-1	6 Indi	idual or Joint/Crous	Filing (Chack A	nnliaahla
(Last)	(First)	(Middle)		te of Earliest Transaction 3/2025	ction (Month/E	Day/Year)			Officer (give title below)	Other below	(specify )
I. Name and Address of Reporting Person*  Haynesworth Linnie M				suer Name <b>and</b> Ticke				<ol> <li>Relationship of Reporting Person(s) to Iss (Check all applicable)</li> <li>Director</li> <li>10% Ov</li> </ol>			
See instruct	1011 10.										

	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 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)		of		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				
Restricted Stock Units	\$0.00	10/13/2025		A		1,377		(1)	(1)	Common Stock	1,377	\$0.00	1,377	D	

## **Explanation of Responses:**

Common Stock

## Remarks:

Mai Lan Bui, Attorney-in-fact 10/15/2025

\*\* Signature of Reporting Person Date

(D)

(Instr. 3 and 4)

13,632

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

- $^{\star}$  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.

<sup>1.</sup> Director Restricted Stock Units vest at 100% on one-year anniversary date of award. Pursuant to a deferral election, vested shares will be delivered to the Reporting Person fifteen days after the Reporting Person's separation from service or earlier in the event the Company is subject to a change in control event.