FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	DC	20540
wasiiiiqton,	D.C.	20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

l	OMB APPROVAL									
l	OMB Number:	3235-0287								
l	Estimated average burden	ı								
l	hours per response:	0.5								

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

Name and Address of Reporting Person* Zinsner David								nd Tickei <u>ECHN</u>			ymbol <u>INC</u> [M		ck all applica Director Officer (ble)	g Person(s) to Issuer 10% Owner Other (speci		vner	
(Last) (First) (Middle) 8000 S. FEDERAL WAY MS 1-107					3. Date of Earliest Transaction (Month/Day/Year) 10/16/2020								below) below) SVP & Chief Financial Officer					
(Street) BOISE (City)	ID (St		83716 (Zip)		4. If Amendment, Date of Original Filed (Month/Day/Yea						Year)	- 1	Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Ta	ıble I - No	n-Deriv	/ativ	ve S	ecuriti	es Acq	uired,	Dis	posed of	, or Ben	eficially	Owned				
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)					es Acquired Of (D) (Instr	I (A) or . 3, 4 and 5)	5. Amount Securities Beneficial Owned Fo	ly	Form:	Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership			
									v	Amount (A) or (D)		Price	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)	
Common S	Common Stock 10			10/14	/2020			G	V	4,341 D		\$0	111,126			D		
Common S	Stock			10/16	5/202	20			A		48,132	1) A	\$0	159,258		D		
Common S	Stock			10/16	5/202	20			F		11,231	2) D	\$51.94	148,	148,027 I		D	
Common S	Stock			10/16	5/202	20			A		27,023(3) A	\$0	D 175,050 D		D		
Common S	Stock			10/16	5/202	20			F		12,666	4) D	\$51.94	94 162,384 D				
			Table II -								osed of, convertib			wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	Date Execution D	ate, Trans		ction	5. Number of Derivative		6. Date Exerci Expiration Dat (Month/Day/Ye		isable and	7. Title an of Securit Underlyin	d Amount	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficia Owned Following Reported	ve es ially ng	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Co	ode	v			Date Exercis	able	Expiration Date	Title	Amount or Number of Shares		Transaction(s		<u></u>	
Performance Restricted Stock Unit	\$0	10/16/2020			A		20,335		(5)		(5)	Common Stock	20,335(5)	\$0	20,3	335	D	
Performance Restricted Stock Unit	\$0	10/16/2020		1	A		24,066		(6)		(6) Common Stock		24,066 ⁽⁶⁾	\$0 24,06)66	D	
Performance					T							Common						

Explanation of Responses:

\$0

\$0

\$0

Restricted

Stock Uni Performano

Stock Unit Performance

1. Restricted Stock Awards vest in 33 1/3% increments annually on the anniversary of the grant.

10/16/2020

10/16/2020

10/16/2020

2. Withholding of shares of common stock to satisfy tax withholding obligations in connection with the vesting of restricted stock awarded under the Issuer's 2004 Equity Incentive Plan.

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- 3. The Compensation Committee certified achievement of the pre-established performance goals at a level resulting in a vest of 178% of target shares. As reported at grant, the performance-based restricted stock unit could result in a payout of 0% to 200% based on actual achievement of the goals
- 4. Withholding of shares of common stock to satisfy tax withholding obligations in connection with the vesting of performance restricted stock units awarded under the Issuer's 2004 Equity Incentive Plan.

13.732

902

84

(7)

(8)

(9)

- 5. Each performance-based restricted stock unit represents the right to receive, following vesting, between 0% and 150% of one share of common stock based upon the achievement of pre-established performance metrics related to relative total shareholder return over a 3-year period beginning September 3, 2020 and ending on August 31, 2023, and certification of such performance by the Compensation Committee following the conclusion of the performance period.
- 6. Each performance-based restricted stock unit represents the right to receive, following vesting, between 0% and 200% of one share of common stock based upon the achievement of pre-established performance metrics related to NAND delivery and solutions over a 3-year period beginning September 3, 2020 and ending on August 31, 2023, and certification of such performance by the Compensation Committee following the conclusion of the performance period.
- 7. Each performance-based restricted stock unit represents the right to receive, following vesting, between 0% and 200% of one share of common stock based upon the achievement of pre-established performance metrics related to NAND, PE Ratio and FCF over a 3-year performance period beginning August 31, 2018 and ending on September 2, 2021, and certification of such performance by the Compensation Committee following the conclusion of the performance period.
- 8. Each performance-based restricted stock unit represents the right to receive, following vesting, between 0% and 200% of one share of common stock based upon the achievement of pre-established performance metrics related to NAND over a 3-year performance period beginning August 29, 2019 and ending on September 1, 2022, and certification of such performance by the Compensation Committee following the conclusion of the performance period. Remaining performance-based restricted stock units subject to this award will vest on October 16, 2021.
- 9. Each performance-based restricted stock unit represents the right to receive, following vesting, between 0% and 150% of one share of common stock based upon the achievement of pre-established performance metrics related to relative total shareholder return over a 3-year performance period beginning August 29, 2019 and ending on September 1, 2021, and certification of such performance by the Comp following the conclusion of the performance period.
- 10. Performance-based restricted stock units withheld for employment tax (and related income tax) obligations upon a portion of the grant being earned by (but not yet payable to) the reporting person. Additional shares remain unvested

Greg Osborn, Attorney-in-fact

10/20/2020

19,485

20,621

17,057

D

D

D

** Signature of Reporting Person

Common

Stock

Stock

Commo

Stock

27,023(3)

902(10)

84(10)

\$0

\$0

(7)

(8)

(9)

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.