SEC Form 4

Instruction 1(b).

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

OMB APPROVAL

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

				sinpany / lot of 10 lo						
1. Name and Address of Reporting Person* REICH VICTORIA		Issuer Name and Tions Incention Incentin Incention Incention Incention Incention Inc		g Symbol	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
<u>KEICH VICTORIA</u>			-		X	Director	10% C	Dwner		
(Last) (First) (Middl 5 WESTBROOK CORPORATE CENT	e) 04	Date of Earliest Trar 4/01/2020	isaction (Mont	h/Day/Year)		Officer (give title below)	Other below	(specify)		
	4.	4. If Amendment, Date of Original Filed (Month/Day/Year)				6. Individual or Joint/Group Filing (Check Applicable				
(Street)					Line)					
WESTCHESTER IL 6015	4				X	Form filed by On	e Reporting Per	son		
						Form filed by Mo Person	re than One Re	porting		
(City) (State) (Zip)										
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned										
1. Title of Security (Instr. 3)	2. Transaction	2A. Deemed						7. Nature		

	Date (Month/Day/Year)	if any (Month/Day/Year)	Code (Instr.		Disposed Of (D) (instr. 3, 4 and 5)				(D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
			Code	v	/ Amount (A) or (D)		Price	Transaction(s) (Instr. 3 and 4)		(1130. 4)
Common Stock	04/01/2020		A		471.6044 ⁽¹⁾	A	\$75.54	8,798.1551 ⁽²⁾	D	

 Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

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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 Deriv Secu Acqu (A) o Dispo of (D	r osed) 7. 3, 4	6. Date Exercisable and Expiration Date (Month/Day/Year)		e Amount of		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				

Explanation of Responses:

1. These are restricted stock units issued to the Company's outside directors as part of their annual retainer and are payable in stock no earlier than six months after resignation or retirement as a director and no later than ten years thereafter.

2. Includes restricted stock units (RSUs) acquired through deemed dividend reinvestment. RSUs acquired through deemed dividend reinvestment vest on the dates when the RSUs with respect to which they are deemed dividends vest.

Michael N. Levy, attorney-in-	0.4/00/0000
fact	04/02/2020

** 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.