

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

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

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

1. Name and Address of Reporting Person *					2. Issuer Name and Ticker or Trading Symbol						5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
Sykes Charles E (Last) (First) (Middle) 400 NORTH ASHLEY DRIVE, SUITE 2800 (Street)				3. I	3. Date of Earliest Transaction (MM/DD/YYYY) 3/15/2021 4. If Amendment, Date Original Filed (MM/DD/YYYY))	Director 10% Owner X Officer (give title below) Other (specify below) CEO & President 6. Individual or Joint/Group Filing (Check Applicable Line)				
TAMPA, FL 33602 (City) (State) (Zip)										X _ Form filed by One Reporting Person Form filed by More than One Reporting Person						
			Table I - 1	Non-Der	ivat	tive Sec	urities Ac	quire	ed, D	isposed o	f, or Ben	eficially Own	ed			
1.Title of Security (Instr. 3)						3. Trans. Co (Instr. 8)	de V	or Dis (Instr.	or Disposed of (D) Fo		Amount of Securities Beneficially Owned ollowing Reported Transaction(s) nstr. 3 and 4)				7. Nature of Indirect Beneficial Ownership (Instr. 4)	
	Tal	ble II - Der	rivative Se	ecurities	Ben	eficially	y Owned (e.g.,	puts,	calls, wa	rrants, o	options, conve	tible secu	ırities)	1 -	
1. Title of Derivate Security (Instr. 3)	Conversion or Exercise Price of Derivative	Date Ex	3A. Deemed Execution Date, if any	4. Trans. Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date		7. Title and Securities U Derivative (Instr. 3 and	nderlying ecurity Security (Instr. 5)	derivative Securities Beneficially Owned	Form of Derivative Security:	11. Nature of Indirect Beneficial Ownership (Instr. 4)		
	Security			Code	v	(A)	(D)	Date Exerc	eisable	Expiration Date	Title	Amount or Number of Shares		Following Reported Transaction(s) (Instr. 4)	Direct (D) or Indirect (I) (Instr. 4)	
Restricted Stock	\$28.15	3/15/2021		D			82424 (1)	5/31/	2021	5/31/2028	Common Stock	82424	\$45.19	0	D	

Explanation of Responses:

(1) These shares represent restricted stock issued in 2018 for which the performance criteria was not met and therefore have lapsed.

Reporting Owners

reporting owners	1						
Reporting Owner Name / Address	Relationships						
Reporting Owner Name / Address	Director	10% Owner	Officer	Other			
Sykes Charles E							
400 NORTH ASHLEY DRIVE			CEO & President				
SUITE 2800			CEO & Fresideii				
TAMPA, FL 33602							

Signatures

/s/ James T. Holder, attorney-in-fact for Charles E Sykes	3/15/2021
**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 control number.