FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL										
OMB Number:	3235-0287									

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).

Instruct	tion 1(b).										urities Exchan Company Act		1934			<u> </u>	<u> </u>		
	d Address of Edmond	Reporting Person*					Name and ELLA W				g Symbol <u>TEMS IN</u>	<mark>IC</mark> [c	VST		all applica Director	able)	Perso	10% Ow Other (s below)	ner/
(Last) 25 GREE	(F ENS HILL	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 05/03/2019							Senior Vice President & CFO							
(Street) RUTLAN (City)		TT State)	05701 (Zip)		4.	If Ame	endment, Da	ate o	f Origii	nal Fil	ed (Month/Da	6. Indiv Line) X	,						
		Та	.ble I - 1	lon-De	rivati	ve Se	curities	Ac	quire	ed, D	isposed o	f, or B	enefi	cially (Owned				
Di (N			2. Transaction Date (Month/Day/Ye		Exe	Deemed ecution Date, ny onth/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and			Beneficially Owned Follo		s ally ollowing	Form:	Direct Indirect I	7. Nature of Indirect Beneficial Ownership	
								[Code	v	Amount	(A) or (D)	Price		Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Class A Common Stock				05/03	/2019				M		136,053	Α	\$	7.17	292	,035		D	
Class A Common Stock				05/03	/2019				M		9,964	A	\$1	2.48	302	302,269		D	
Class A Common Stock				05/03	/2019				S		88,370	D	\$37.	2458(1)	213	,899		D	
Class A Common Stock				05/06	/2019				S		57,647	D	\$37.	3755 ⁽²⁾	156	56,252		D	
Class A C	Common St	ock		05/07	/2019				M		20,000	A	\$	4.72	176	,252		D	
Class A C	Common St	ock		05/07	/2019				M		13,947	A	\$	7.17	190	,199		D	
Class A C	Common St	ock		05/07	/2019				M		8,012	A	\$1	2.48	198	,211		D	
			Table I								sposed of, , convertil				wned				
Security or Exe (Instr. 3) Price of Deriva	2. Conversion or Exercise Price of Derivative Security	Conversion Date Execution Exercise (Month/Day/Year) [fany Convertigation of the conversion of the con							6. Date Expira (Montl	tion D		7. Title and Amo of Securities Underlying Derivative Secu (Instr. 3 and 4)		[perivative derivati security Securit Instr. 5) Benefic Owned Followi Reporte	9. Number derivative Securities Beneficial Owned Following Reported Transaction	e Owners Form: Direct (I or Indirect (I) (Instr	Ownership	11. Nature of Indirect Beneficial Ownership (Instr. 4)
								Date		Expiration	Amor or Num				(Instr. 4)	511(3)			

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. Transaction 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 (Month/Day/Year)		7. Title an of Securit Underlyin Derivative (Instr. 3 ar	ies g Security	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s)	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		(Instr. 4)		
Employee Stock Option (right to buy)	\$7.17	05/03/2019		М		136,053		(3)	12/01/2025	Class A Common Stock	136,053	\$0	0	D	
Employee Stock Option (right to buy)	\$12.48	05/03/2019		М		9,964		(4)	11/17/2026	Class A Common Stock	9,964	\$0	0	D	
Employee Stock Option (right to buy)	\$4.72	05/07/2019		М		20,000		(5)	03/04/2020	Class A Common Stock	20,000	\$0	0	D	
Employee Stock Option (right to buy)	\$7.17	05/07/2019		М		13,947		(3)	12/01/2025	Class A Common Stock	13,947	\$0	0	D	
Employee Stock Option (right to buy)	\$12.48	05/07/2019		М		8,012		(4)	11/17/2026	Class A Common Stock	8,012	\$0	0	D	

Explanation of Responses:

- 1. Represents the weighted average sales price for shares sold in multiple transactions, ranging from \$37.00 to \$37.89. Upon request of the staff of the Securities and Exchange Commission, the issuer or a security holder of the issuer, the reporting person will provide full information regarding the number of shares sold at each separate price.
- 2. Represents the weighted average sales price for shares sold in multiple transactions, ranging from \$37.10 to \$37.60. Upon request of the staff of the Securities and Exchange Commission, the issuer or a security holder of the issuer, the reporting person will provide full information regarding the number of shares sold at each separate price.
- 3. The option vested on November 19, 2018.
- 4. The option vested on February 20, 2019.
- 5. The option vested in one third increments; one third on March 4, 2010, one third on March 4, 2011, and one third on March 4, 2012.

/s/ Edmond R. Coletta

05/07/2019

** 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.