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	FORM	UNITE	J 51A		5 31			5 AINI gton, D.C					SION		ОМВ	APPRO	VAL		
Section 16. Form 4 or Form 5 obligations may continue. See						JT OF CHANGES IN BENEFICIAL OWNERSHIP pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940										OMB Number: 3235-0287 Estimated average burden hours per response: 0.5			
1. Name and Address of Reporting Person [*] Jackson Karen					2. Is	2. Issuer Name and Ticker or Trading Symbol								5. Relationship of Reporting Person(s) to Is (Check all applicable) Director 10%					
(Last) (First) (Middle) 111 N. CANAL STREET, STE 1500						3. Date of Earliest Transaction (Month/Day/Year) 06/12/2020								X Officer (give title Other (specify below) EVP, Chief People Exp. Officer					
(Street) CHICAGO IL 60606 (City) (State) (Zip)														6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Ta	able I - Noi	ו-Deriv	ative	e Se	curitie	es Acq	uired,	Dis	posed of	, or Ben	eficially	/ Owned					
1. Title of Security (Instr. 3) 2. Transa Date (Month/D					Execu Day/Year) if any		2A. Deer Executio if any (Month/I	on Date,	3. Transaction Code (Instr. 8)				(A) or 3, 4 and 5	or 4 and 5) Beneficially Owned Follc Reported		y (D) or		7. Nature of Indirect Beneficial Ownership (Instr. 4)	
					41	ive Securities Acq			Code	v	Amount	(A) or (D) Pric		Transactio (Instr. 3 au	ction(s)			(1150.4)	
											onvertib			Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Da if any (Month/Day/ [\]	Co	ansaction ode (Instr.		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisabl Expiration Date (Month/Day/Year)		te	of Securities		8. Price of Derivative Security (Instr. 5)	9. Number derivative Securitie Beneficia Owned Following Reported	e s ally g	10. Ownershi Form: Direct (D) or Indirect (I) (Instr. 4	Beneficial Ownership t (Instr. 4)	
				Co	ode V	v	(A)	(D)	Date Exercisa	able	Expiration Date	Title	Amount or Number of Shares		Transacti (Instr. 4)	action(s)			
Options (Right to Buy)	\$17.98	06/12/2020		1	D			31,810	(1)		02/27/2025	Common Stock	31,810	(2)	0		D		
Options (Right to Buy)	\$21.45	06/12/2020		1	D			6,900	(3)		05/26/2025	Common Stock	6,900	(2)	0		D		
Options (Right to Buy)	\$8.37	06/12/2020]	D			30,600	(4)		06/24/2026	Common Stock	30,600	(2)	0		D		
Options (Right to Buy)	\$11.96	06/12/2020			D			23,000	(5)		03/14/2027	Common Stock	23,000	(2)	0		D		
Options (Right to Buy)	\$11.96	06/12/2020		1	D			7,710	(6)		03/14/2027	Common Stock	7,710	(2)	0		D		
Options (Right to Buy)	\$10.23	06/12/2020		1	D			19,575	(7)		02/17/2028	Common Stock	19,575	(2)	0		D		
Options (Right to Buy)	\$10.23	06/12/2020]	D			6,525	(8)		02/17/2028	Common Stock	6,525	(2)	0		D		
Options (Right to Buy)	\$2.61	06/12/2020			A		56,951		(9)		06/12/2030	Common Stock	56,951	(2)	56,95	51	D		

Explanation of Responses:

1. These options provided for vesting in four annual installments beginning on the first anniversary of February 27, 2015, subject to continued employment with the Company.

2. On 6/12/20, pursuant to its option exchange program, the issuer cancelled the following options to purchase shares of common stock held by the reporting person: (i) options to purchase 31,810 shares granted on 2/27/15, (ii) options to purchase 6,900 shares granted on 5/26/15, (iii) options to purchase 6,900 shares granted on 5/26/15, (iii) options to purchase 30,600 shares granted on 6/24/16, (iv) options to purchase (A) 23,000 shares and (B) 7,710 shares granted on 3/14/17 and (v) options to purchase (A) 19,575 shares and (B) 6,525 shares granted on 2/17/18. In exchange, the reporting person received replacement options to purchase 56,951 shares of common stock, having an exercise price of \$2,61 per share.

3. These options provided for vesting in four annual installments beginning on the first anniversary of May 26, 2015, subject to continued employment with the Company.

4. These options provided for vesting in four annual installments beginning on the first anniversary of May 26, 2016, subject to the continued employment with the Company.

5. These options provided for vesting in four annual installments beginning on the first anniversary of March 14, 2017, subject to continued employment with the Company.

6. Following the elimination of the performance conditions for these options by the Compensation Committee of the Company, these options provided for vesting in four annual installments beginning on the first anniversary of March 14, 2017, subject to continued employment with the Company.

7. These options provided for vesting in four annual installments beginning on the first anniversary of February 17, 2018, subject to continued employment with the Company.

8. Following the elimination of the performance conditions for these options by the Compensation Committee of the Company, these options provided for vesting in four annual installments beginning on the first anniversary of February 17, 2018, subject to continued employment with the Company.

9. These options vest on December 31, 2022, subject to continued employment with the Company.

Remarks:

/s/ Margee Elias, Attorney-in-Fact for Karen Jackson

<u>06/16/2020</u>

** 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.