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Turner Lance Form 4											
November 10									OMB AF	PROVAL	
FORM	UNITE	D STATES	ES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549						OMB Number:	3235-0287	
Section 16. Form 4 or Form 5 Filed pursuant to a			F CHANGES IN BENEFICIAL OWN SECURITIES Section 16(a) of the Securities Exchange Public Utility Holding Company Act of					e Act of 1934,	Expires: January 3 20 Estimated average burden hours per response 0		
may cont <i>See</i> Instru 1(b).	inue.		of the In	•	•	· ·			1		
(Print or Type F	Responses)										
Turner Lance R. S			Symbol	Name and PH GRO				5. Relationship of Reporting Person(s) to Issuer			
(Last) (First) (Middle) 899 CASSATT ROAD, SUITE 210			3. Date of Earliest Transaction (Month/Day/Year) 11/15/2018				L	(Check all applicable) DirectorX_ Officer (give title 0ther (specify below) SVP, Human Resources			
				Amendment, Date Original Month/Day/Year)				 6. Individual or Joint/Group Filing(Check Applicable Line) _X_ Form filed by One Reporting Person Form filed by More than One Reporting 			
		(7)						Person			
(City)	(State)	(Zip)	Tabl	e I - Non-D	erivative	Secur	ities Acq	uired, Disposed of	, or Beneficial	ly Owned	
1.Title of Security (Instr. 3)	2. Transaction Date 2A. Deemed (Month/Day/Year) Execution Date, any (Month/Day/Year)			Code (Instr. 3, 4 and 5) (Instr. 8)				5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		
				Code V	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)			
Common Stock	11/15/2018			М	3,249	А	\$0	3,249	D		
Common Stock	11/15/2018			F <u>(1)</u>	892	D	\$ 18.67	2,357	D		

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

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

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. Transacti Code (Instr. 8)	5. Number onof Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)	6. Date Exercisable and Expiration Date (Month/Day/Year)				8. Pr Deriv Secu (Inst
				Code V	(A) (D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares	
Restricted Stock Units	(2)	11/15/2018		М	3,249	(3)	(3)	Common Stock	3,249	\$

Reporting Owners

Reporting Owner Name / Address	Relationships							
1	Director	10% Owner	Officer	Other				
Turner Lance R. 899 CASSATT ROAD SUITE 210 BERWYN, PA 19312			SVP, Human Resources					
Signatures								
Lance R. Turner 1	1/16/2018							

<u>**</u>Signature of Reporting Person Date

Explanation of Responses:

- * 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).
- (1) This transaction represents the payment of a tax liability on the lapse of forfeiture restrictions on a derivative security and acquisition of the underlying stock.
- (2) Each restricted stock unit represents the right to receive one share of the Registrant's common stock.
- (3) Forfeiture restrictions will lapse on the remaining restricted stock units by one-half each on November 15, 2019 and November 15, 2020, subject to the terms set forth in the Company's Amended and Restated 2013 Equity and Cash Incentive Plan.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.