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SHAFER T Form 4										
March 01, 2	14 _{UNITE}	D STATES			AND EXC 1, D.C. 2054		GE CC	OMMISSION	OMB AF OMB Number:	PROVAL 3235-0287
Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b). (Print or Type Responses) STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940								Expires: January 31, 2005 Estimated average burden hours per response 0.5 n		
	Address of Reportin	ng Person <u>*</u>	Symbol	ICAL FI	d Ticker or T NANCIAL	U	I	5. Relationship of 1 ssuer (Check	Reporting Pers	
(Last) 333 W. FO 1800	(First)	(Middle) UITE		of Earliest T Day/Year) 2019	Fransaction		_	elow)	itle 10% X Otho below) Principal Bus.	
DETROIT,	(Street)			endment, D onth/Day/Yea	Date Original ar)		A	5. Individual or Joi Applicable Line) X_ Form filed by O Form filed by M	ne Reporting Per	rson
(City)	(State)	(Zip)	Tah	de I - Non-	Derivative Sa	ouriti		Person red, Disposed of,	or Beneficial	ly Owned
1.Title of Security (Instr. 3)	2. Transaction Da (Month/Day/Yea	nsaction Date 2A. Deemed		3. 4. Securities Acquired (A Transaction Disposed of (D) Code (Instr. 3, 4 and 5) (Instr. 8) (A) or			ired (A)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
Common Stock	02/27/2019			М	1,463.98 (1)	A	\$ 0	23,526.98	D	
Common Stock	02/27/2019			F	418.98 (2)	D	\$ 46.48	23,108	D	
Common Stock	02/28/2019			М	2,896 <u>(3)</u>	А	\$0	26,004	D	
Common Stock	02/28/2019			F	829 (4)	D	\$ 45.83	25,175	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. Transactic 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 and Amount of Underlying Securities (Instr. 3 and 4)	
				Code V	(A) (D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares
Restricted Stock Service-Based Units	<u>(1)</u>	02/27/2019		М	1,428	<u>(1)</u>	<u>(1)</u>	Common Stock	1,428
Restricted Stock Performance Units	<u>(3)</u>	02/28/2019		М	3,218	(3)	<u>(3)</u>	Common Stock	2,896

Reporting Owners

Reporting Owner Name / Address	Relationships					
	Director	10% Owner	Officer	Other		
SHAFER THOMAS C 333 W. FORT STREET, SUITE 1800 DETROIT, MI 48226	Х			Officer of Principal Bus. Unit		
Signatures						
/s/ Kimberly K. Martin, His Attorney-in-Fact		03/01/2019				
**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) Restricted stock service-based units converted into shares of common stock at the end of the first year of a 5-year vesting period. Dividend equivalents accrued on the restricted stock service-based units.

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(2) Shares withheld to satisfy applicable withholding taxes in connection with conversion of restricted stock service-based units.

Restricted stock performance units converted into shares of common stock upon the attainment by the Company of certain financial performance criteria upon completion of the year ended December 31, 2018 and the reporting person's satisfaction of the service
 (3) performance criteria upon completion of the year ended December 31, 2018 and the reporting person's satisfaction of the service

- (5) requirement as of February 28, 2019. Each restricted stock performance unit was converted to 0.9 share of common stock, as performance targets were achieved at below the targeted level.
- (4) Shares withheld to satisfy applicable withholding taxes in connection with conversion of restricted stock performance units.

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.