SEC Form 4

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FORM 4

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

OMB APPROVAL

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

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

					0	or Sect	1011 30((n) or t	ne inv	estmen	Com	pany A	CI OI 19	40						
1. Name and Address of Reporting Person [*] <u>Murphy Timothy F.</u>						2. Issuer Name and Ticker or Trading Symbol 5. Relationship of Reporting Person(s) to Issuer GIBRALTAR INDUSTRIES, INC. [ROCK] Director 10% Owner Officer (vive title Other (specify)											wner			
(Last) 3556 LA	(Fi KE SHORE	,	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 02/24/2021										Cofficer (give title Other (specify below) below) Compared CFO				speciny
P. O. BO		A life Amondmont: Data of Original Filed (Month/Dat/Veas) A life individual or Taint/Oracle Files (Oher) A set set in														nlicable				
(Street) BUFFAL	.0 N	Y	14219-0228	}		4. If Amendment, Date of Original Filed (Month/Day/Year)									Line)	Form fil Form fil	ividual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting			
(City)	(Si	ate)	(Zip)													Person				
		Та	ble I - Non	-Deriv	vativ	/e Se	curit	ies A	Acqu	ired,	Disp	osed	of, o	Bene	ficially	Owned				
1. Title of Security (Instr. 3)		2. Transact Date (Month/Day		on	2A. Deemed Execution Date, if any (Month/Day/Year)		ate,	Transaction Dis Code (Instr. 5)		4. Sec Dispo	Securities Acquired (A) or posed Of (D) (Instr. 3, 4 and			5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)		
									Code	v	Amou	ınt (A) or Price		Price	Transaction(s) (Instr. 3 and 4)				(
Performat	nce Stock U	nit (March 2020)) ⁽¹⁾	02/2	24/20	21			Α		78	1 ⁽²⁾	Α	\$ <mark>0</mark>	9,0	001		D		
Common	Stock															21,	823		D	
Executive	Retiremen	t RSU														17,	000		D	
Performa	nce Stock U	nit (March 2019))													11,	725	D		
Performa	nce Stock U	nits (March 201	8)													11,168		D		
Restricted	l Stock Unit	: (LTIP 04/03/20	17)													60	669		D	
Restricted	l Stock Unit	: (LTIP 3/1/2018)													2,632		D		
Restricted Stock Unit (LTIP 3/1/2019)									<u> </u>				3,412		D					
Restricted Stock Unit (LTIP 3/2/2020)															3,699		D			
Special Performance Stock Unit (March 2020)													9		000		D			
			Table II - D											Benefi securi		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/)	ate, 1	4. Transaction Code (Instr. 8)		of Exp		Expii	Date Exercisable cpiration Date lonth/Day/Year)		e and	Ind 7. Title and Amou Securities Underly Derivative Securit (Instr. 3 and 4)		rlying Derivative rity Security (Instr. 5)		9. Numbe derivative Securitie Beneficia Owned Following Reported Transacti (Instr. 4)	e Ownershi s Form: ully Direct (D) or Indirect g (I) (Instr. 4		Beneficial Ownershi (Instr. 4)
				c	Code	v	(A)	(D)	Date Exer	cisable	Expi Date	ration	Title		ount or nber of tres					
Option (April 2017) ⁽³⁾	\$39.55						04/0		04/0	3/2020	04/03/2027		Common Stock 5,000		5,000		5,000		D	
Restricted Stock Unit (2018 MSPP Match) ⁽⁴⁾	(5)									(5)		(5)	Comm Stocł		465.86		5,465.86		D	
Restricted Stock Unit (2018 MSPP) ⁽⁶⁾	(7)					(7)		(7)		(7) Common Stock			651.36	10		10,651.36				
Restricted Stock Unit (MSPP Match Post-2012) (8)	(9)								(9)	(9)		Common Stock		676.58		17,676		D		
Restricted Stock Unit (MSPP Match) ⁽¹⁰⁾	(11)								(11)		((11) Comm Stoc			208.76		3,208.76		D	
Restricted Stock Unit (MSPP Post-2012) (12)	(13)								([13]	(13)	Comm Stock		097.47		26,097	7.47	D	

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. Transa Code (8)		of Deriv Secu Acqu (A) o Disp of (D	posed D) tr. 3, 4				Underlying Derivative Security Security		9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Expiration Date		Title	Amount or Number of Shares				
Restricted Stock Unit (MSPP) ⁽¹⁴⁾	(15)							(15)	(15)	Common Stock	8,056.93		8,056.93	D	

Explanation of Responses:

1. Represents Performance Units which will be awarded to the Reporting Person under the Company's Equity Incentive Plan upon achievement of the targeted return on invested capital for 2020. The maximum number of Performance Units which may be earned is two hundred percent (200%) of the Performance Units awarded for target level performance and the minimum number of Performance Units which may be earned is zero (0) Performance Units.

2. Represents an increase of the targeted number of Performance Units awarded to the Reporting Person on March 2, 2020 under the Company's 2018 Equity Incentive Plan as a result of the Company's achievement of a return on invested capital above the targeted return on invested capital for 2020. The Compensation Committee has reviewed and confirmed the Company's calculation of Return on Invested Capital for 2020 as compared to target and approved the resulting increase in the number of Performance Units.

3. Options granted to Reporting Person which provide the Reporting Person with the right to purchase up to 5,000 shares of common stock of the Registrant at the exercise price.

4. Represents matching restricted stock units allocated to the Reporting Person with respect to the Reporting Person's deferral of a portion of their annual base salary and annual cash incentive compensation pursuant to the Company's 2018 Management Stock Purchase Plan.

5. Restricted stock units are forfeited if Reporting Person's service as an officer of the Company is terminated prior to the fifth (5th) anniversary of the Reporting Person's vesting commencement date. If service as an officer continues beyond the fifth (5th) anniversary of the Reporting Person's vesting commencement date, restricted stock units are payable solely in cash in one lump sum payment or in five (5) or ten (10) consecutive, substantially equal annual installments, whichever distribution form is elected by the Reporting Person, beginning six (6) months following termination of service. Each restricted stock unit is converted to cash in an amount equal to the fair market value of one share of the Company's common stock, as defined in the Company's 2018 Management Stock Purchase Plan, on the date of termination of the Reporting Person's service as an officer of the Company.

6. Represents restricted stock units allocated to the Reporting Person with respect to the Reporting Person's deferral of a portion of their annual base salary and annual cash incentive compensation pursuant to the Company's 2018 Management Stock Purchase Plan.

7. Restricted stock units are payable solely in cash in one lump sum payment or in five (5) or ten (10) consecutive, substantially equal annual installments, whichever distribution form is elected by the Reporting Person, beginning six (6) months following termination of service. Each restricted stock unit is converted to cash in an amount equal to the fair market value of one share of the Company's common stock, as defined in the Company's 2018 Management Stock Purchase Plan, on the date of termination of the Reporting Person's service as an officer of the Company.

8. Represents matching restricted stock units allocated to the Reporting Person after 2012 with respect to the Reporting Person's deferral of a portion of their annual base salary and annual cash incentive compensation pursuant to the Company's Management Stock Purchase Plan.

9. Restricted stock units are forfeited if Reporting Person's service as an officer of the Company is terminated prior to age sixty (60). If service as an officer continues through age sixty (60), restricted stock units are payable solely in cash in one lump sum payment or in five (5) or ten (10) consecutive, substantially equal annual installments, whichever distribution form is elected by the Reporting Person, beginning six (6) months following termination of service. Each restricted stock unit is converted to cash in an amount equal to the fair market value (200 day rolling average) of one share of the Company's common stock on the date of termination of the Reporting Person's service as an officer of the Company.

10. Represents matching restricted stock units allocated to the Reporting Person prior to 2013 pursuant to the Company's Management Stock Purchase Plan equal in number to restricted stock units allocated to reflect the Reporting Person's deferral of a portion of his annual incentive compensation award.

11. Restricted stock units are forfeited if employment is terminated prior to age sixty (60). If employment continues through age sixty (60), restricted stock units are payable solely in cash in five (5) consecutive substantially equal annual installments beginning six (6) months following termination of employment. Each restricted stock unit is converted to cash in an amount equal to the fair market value (200 day rolling average) of one share of the Company's common stock on the date the Reporting Person's employment is terminated.

12. Represents restricted stock units allocated to the Reporting Person after 2012 with respect to the Reporting Person's deferral of a portion of their annual base salary and annual cash incentive compensation pursuant to the Company's Management Stock Purchase Plan.

13. Restricted stock units are payable solely in cash in one lump sum payment or in five (5) or ten (10) consecutive, substantially equal annual installments, whichever distribution form is elected by the Reporting Person, beginning six (6) months following termination of service as an officer of the Company. Each restricted stock unit is converted to cash in an amount equal to the fair market value (200 day rolling average) of one share of the Company's common stock on the date of termination of the Reporting Person's service as an officer of the Company.

14. Represents restricted stock units allocated to Reporting Person prior to 2013 pursuant to the Company's Management Stock Purchase Plan reflecting deferred annual incentive compensation awards. 15. Restricted stock units are payable solely in cash in five (5) consecutive, substantially equal annual installments beginning the first January 1 occurring six (6) months following termination of employment. Each restricted stock unit is converted to cash in an amount equal to the fair market value (200 day rolling average) of one share of the Company's common stock on the date the Reporting Person's employment is terminated.

> <u>/s/ Jeffrey J. Watorek, Attorney-</u> <u>in-Fact for Timothy F. Murphy</u> 02/25/2021

** 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.

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