SEC Form	n 4 FORM						TIC	C A NI		YOUAN		~ M	MICC						
		4	UNITED STATES SECURITIES AND EXCHANGE COMI Washington, D.C. 20549													OMB APPROVAL			
Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b). Fil 1. Name and Address of Reporting Person" Murphy Timothy F.					Ipursua	nt to Section	n 16(a) of the Se	ecurit	ies Exchang	RSHI	OMB Numbe Estimated av hours per res			rage burden	3235-0287 0.5			
														5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner					
(Last) (First) (Middle) 3556 LAKE SHORE ROAD P. O. BOX 2028					3. Date of Earliest Transaction (Month/Day/Year) 03/10/2023									X Officer (give title Other (specify below) below) Senior VP and CFO					
(Street) BUFFALO NY 14219-0228					4. If Amendment, Date of Original Filed (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 Person					
(City)	(St	ate)	(Zip)																
Table I - Non-Deri 1. Title of Security (Instr. 3) 2. Tran Date (Month)						2A. Deemed Execution Date, if any (Month/Day/Year		3. Transaction Code (Instr		4. Securit	ies Acquire	or Beneficia es Acquired (A) or Of (D) (Instr. 3, 4 ar		5. Amount Securities Beneficially Following		Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)	
									v	Amount	int (A) or (D)		rice	Reported Transaction(s) (Instr. 3 and 4)					
Common S	Stock													75,6	00		D		
			Table II -			curities A								/ned					
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/Yes	e, 4. Transaction Code (Instr.		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exerc Expiration Da (Month/Day/Y		sable and te	7. Title and Amo Securities Under Derivative Secur (Instr. 3 and 4)		ount of	8. Price of Derivative Security (Instr. 5)	9. Numb derivativ Securitie Benefici Owned Followir Reporte	e Ownersl es Form: ally Direct (E or Indire g (I) (Instr.	Ownershi	Beneficial Ownership ct (Instr. 4)	
				Code	v	(A)	(D)	Date Exercisa	ble	Expiration Date	Title		ount or ober of res		Transac (Instr. 4)		(s)		
Restricted Stock Unit (2018 MSPP Match) ⁽¹⁾	(2)	03/10/2023		А		2,482.43 ⁽³⁾		(2)		(2)	Common Stock	2,4	82.43	\$0	11,066.98		D		
Restricted Stock Unit (2018 MSPP) ⁽⁴⁾	(5)	03/10/2023		Α		4,137.38 ⁽⁶⁾		(5)		(5)	Common Stock	4,1	37.38	\$45.96	21,304.9		D		
Option (April 2017) (7)	\$39.55							04/03/2020		04/03/2027	Common Stock	5,000			5,000		D		
Restricted Stock Unit (MSPP Match Post- 2012) ⁽⁸⁾	(9)							(9)		(9)	Common Stock	17,676.58			17,676.58		D		
Restricted Stock Unit (MSPP Match) ⁽¹⁰⁾	(11)							(11)		(11)	Common Stock	3,208.76			3,208.76		D		
Restricted Stock Unit (MSPP Post- 2012) ⁽¹²⁾	(13)							(13)		(13)	Common Stock	26,	097.47		26,09	7.47	D		
Restricted Stock Unit (MSPP) ⁽¹⁴⁾	(15)							(15)		(15)	Common Stock	8,0)56.93		8,056	5.93	D		

Explanation of Responses:

\$<mark>0</mark>

Special Performance

Stock Unit

(March 2020)⁽¹⁶⁾

1. 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.

(16)

Common Stock

(16)

9,000

9,000

D

2. 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, 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.

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

4. 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.

5. 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 their annual cash incentive compensation pursuant to the Company's 2018 Management Stock Purchase Plan.

7. 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.

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. 16. Represents Performance Stock Units issued to the Reporting Person under the Registrant's 2018 Equity Incentive Plan at target. The Performance Stock Units may be earned at 0% to 200% of target based on the Registrant's three-year total stockholder return relative to the S&P Small Cap 600 Industrial Sector Index. Each earned Performance Stock Unit will represent a right to receive one share of the Registrant's common stock and will vest in full on March 1, 2023, provided that the Reporting Person is employed by the Registrant on such date.

> <u>/s/ Jeffrey J. Watorek, Attorney-</u> <u>in-Fact for Timothy F. Murphy</u> 03/14/2023

** 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.