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FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person* Watorek Jeffrey J. (Last) (First) (Middle) 3556 LAKE SHORE ROAD				GIBR	of Earliest Transac	USTRIE	<u>S, INC.</u> [ROCK]		tionship of Reportin all applicable) Director Officer (give title below) VP, Treasur	ssuer Dwner (specify)	
P.O. BOX 2028				1 If Am	endment Date of C)riginal Eiled ((Month/Day/Vear)	6 India	vidual or Joint/Group	Filing (Check A	nnlicable
(Street) BUFFALO (City)	NY (State)	14219-022		4. If Amendment, Date of Original Filed (Month/Day/Year)					Form filed by One Form filed by Mor Person	e Reporting Pers	on
	1	Table I - Non	-Derivati	ive Se	ecurities Acqu	iired, Disp	osed of, or Benefi	cially	Owned		
		2. Transacti Date (Month/Day)	Execution Date,		3. Transaction Code (Instr. 8)	4. Securities Acquired (A Disposed Of (D) (Instr. 3, 5)		5. Amount of Securities Beneficially Owned Following Reported Transaction(s)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	

	(Month/Day/Year) 8)					Owned Following	(I) (Instr. 4)	Ownership		
		Code	v	Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)		(Instr. 4)	
Common Stock							3,584	D		
Common Stock (401k)							333.905	Ι	401k	
Discretionary RSU (March 2021)							460	D		
Performance Stock Unit (March 2019)							3,775	D		
Performance Stock Unit (March 2021)							1,642	D		
Performance Stock Unit (March 2020)							2,914	D		
Restricted Stock Unit (LTIP 3/1/2019)							272	D		
Restricted Stock Unit (LTIP 3/1/2021)							274	D		
Restricted Stock Units (LTIP 3/1/2018)							158	D		
Restricted Stock Unit (LTIP 3/2/2020)							333	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)		5. Numb of Derivati Securiti Acquire (A) or Dispose of (D) (II 3, 4 and	ive ies ed ed nstr.	6. Date Exerc Expiration Da (Month/Day/M	ate	7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	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 Exercisable	Expiration Date	Title	Amount or Number of Shares				
Restricted Stock Unit (2018 MSPP Match) ⁽¹⁾	(2)	09/30/2021		A		7.73 ⁽³⁾		(2)	(2)	Common Stock	7.73	\$0	275.08	D	

Explanation of Responses:

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.

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. 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 a mamount 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 a portion of their annual base salary pursuant to the Company's 2018 Management Stock Purchase Plan.

> /s/ Lori A. Rizzo, Attorney-in-Fact for Jeffrey J. Watorek <u>10/01/2021</u>

** Signature of Reporting Person D

n Date

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

 \ast 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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