FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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Explanation of Responses:

1. Represents a restricted stock unit ("RSU") award. The RSU grant was approved by the Issuer's compensation committee of the board of directors and will be effective as of the date the Issuer has an effective Registration Statement on Form S-8 registering the shares available for issuance under the 2020 Stock Incentive Plan. The RSUs will vest in four equal annual installments beginning on January 2, 2026, subject to the Reporting Person's continuous service through each applicable vesting date.

2. 25% of the total number of shares underlying the option shall vest and become exercisable on January 2, 2026 and the remainder shall vest and become exercisable in 36 equal monthly installments thereafter, subject to the Reporting Person's continuous service through each applicable vesting date.

<u>/s/</u>	Kamra	n Alam	

** Signature of Reporting Person Date

01/03/2025

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.