FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

)	STATEMENT	O

F CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL 3235-0287 Estimated average burden hours per response: 0.5

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

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

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

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	ddress of Reporting F		. Issuer Name and TEC					5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
KAY MIC	<u>CHAEL CHAR</u>	-	Troncon, rac	2227		011110	'	Director	10% (Owner			
(Last)	(First)	2)	. Date of Earliest Tra	ansactio	n (Mo	nth/Day/Year	V	Officer (give title below)	below	,			
8000 S. FEDERAL WAY			′ 1	0/16/2025					SVP, Chief Legal Officer				
				. If Amendment, Dat	to of Ori	ainal F	Filed (Month)	Day/Vaar	·) 6 Indi	vidual or Joint/Crou	n Filing (Chook	Annliaghla	
(Street)		*	. II Amendment, Dai	le oi Oii	giriai r	-lied (Month)	Line)	6. Individual or Joint/Group Filing (Check Applicable Line)					
BOISE	ID	5					V	-					
(City)	(State)	(Zip)								Form filed by More than One Reporting Person			
	,	Table I - N	lon-Derivativ	re Securities A	cauir	ed. D)isposed	of. or l	<u> </u>	/ Owned			
1. Title of Security (Instr. 3)			2. Transaction							5. Amount of	6. Ownership	7. Nature	
			Date (Month/Day/Year)	Execution Date, if any (Month/Day/Year)	Transaction Code (Instr.		Disposed O	f (D) (Inst	r. 3, 4 and 5)	Securities Beneficially Owned Following	Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficial Ownership	
					Code	v	Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)		(Instr. 4)	
Common Sto	ock		10/16/2025		S ⁽¹⁾		200	D	\$196.43(2)	105,562	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		200	D	\$197.5 ⁽³⁾	105,362	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		200	D	\$198.18 ⁽⁴⁾	105,162	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		200	D	\$199.71 ⁽⁵⁾	104,962	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		600	D	\$200.8(6)	104,362	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		782	D	\$202.03(7)	103,580	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		900	D	\$203.07(8)	102,680	D		
Common Sto	ock		10/16/2025		S ⁽¹⁾		200	D	\$203.87(9)	102,480	D		
				<u> </u>			1		1	1	1		

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

400

\$205.04(10)

102,080

D

S⁽¹⁾

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)		ı of		6. Date Exerc Expiration Da (Month/Day/Y	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				

Explanation of Responses:

Common Stock

1. The sales reported on this Form 4 were effected pursuant to a Rule 10b5-1 trading plan adopted by the Reporting Person on April 21, 2025.

10/16/2025

- 2. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$195.94 to \$196.91 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 3. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$197.03 to \$197.97 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 4. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$198.06 to \$198.29 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 5. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$199.37 to \$200.05 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 6. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$200.57 to \$201.12 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 7. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$201.62 to \$202.53 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 8. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$202.65 to \$203.54 per share, inclusive. The Reporting Person

undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.

- 9. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$203.77 to \$203.97 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.
- 10. The reported price in Column 4 is a weighted average price. These shares were sold in multiple transactions at prices ranging from \$204.84 to \$205.55 per share, inclusive. The Reporting Person undertakes to provide to the Issuer, any security holder of the Issuer, or to the staff of the Securities and Exchange Commission, upon request, full information regarding the number of shares sold at each separate price within the range set forth in this footnote.

Remarks:

Mai Lan Bui, Attorney-in-fact 10/20/2025

** 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.