SEC Form 4	
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FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

		ROVAL						
	OMB Number:	3235-028						
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0.5

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 or Section 30(h) of the Investment Company Act of 1940

1. Name and Addre <u>Klimek Amy</u> (Last) C/O 9341 COU	<u>r M.</u> (First)	(Middle)	<u>WOI</u> www	of Earliest Transac	ORLD W	IDE INC /DE/ [5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner X Officer (give title Other (specify below) below) EVP, Global Human Resources				
(Street) ROCKFORD	MI	49351	4. If Am	endment, Date of (Original Filed	(Month/Day/Year)	6. Indiv Line) X	idual or Joint/Group Form filed by One Form filed by Mor Person	e Reporting Pers	on	
(City)	(State)	(Zip)	Ch	eck this box to indicat	te that a transa	on Indication ction was made pursuant to is of Rule 10b5-1(c). See Ins			plan that is intend	led to	
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned											
1. Title of Security (Instr. 3) 2. Transa Date (Month/D				2A. Deemed Execution Date, if any	3. Transaction Code (Instr.	4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 5)		5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial	

	(Month/Day/Year)	if any (Month/Day/Year)	Code (8)	Instr.	5)			Beneficially Owned Following Reported	(D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		
Common Stock	12/08/2023		G ⁽¹⁾		44,238	D	\$ <mark>0</mark>	0	D	
Common Stock	12/08/2023		G ⁽¹⁾		44,238	A	\$0	44,238	Ι	By Trust ⁽²⁾
Common Stock	02/05/2024		М		1,736	A	(3)	1,736	D	
Common Stock	02/05/2024		F		585	D	\$8.65	1,151	D	

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned

(e.g., puts, calls, warrants, options, conve	ertible securities)
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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 Deri Sec Acq (A) Disp of (I	oosed D) tr. 3, 4	6. Date Exercisable and Expiration Date (Month/Day/Year)		Expiration Date		Expiration Date		Date Amount of		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 Units	(3)	02/05/2024		М			1,736	(4)	(4)	Common Stock	1,736	\$0	0	D					

Explanation of Responses:

1. Transfer of shares to the Austin Family Living Trust, of which the reporting person and her husband are the trustees.

2. Shares held by the Austin Family Living Trust, of which the reporting person and her husband are the trustees.

3. Restricted stock units convert into shares of Common Stock on a one-for-one basis.

4. On February 5, 2020, the reporting person's continued employment: 20%, 20%, 30% and 30% on each of the first, second, third and fourth year anniversaries of the grant date, respectively.

Remarks:

/s/ David Latchana, by Power	02/07
of Attorney	02/07

/2024

** 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.