SEC Form 4
------------

## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

OMB Number:	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).

## 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	ss of Reporting Perso BARRY M	on*		-	0	Symbol ANDS, INC. [	(Ch	elationship of Reporti eck all applicable) X Director	10% (	Dwner
(Last) 2100 ROOSEVI	(First) ELT AVENUE	(Middle)		e of Earliest Transa 3/2020	action (Month	/Day/Year)		Officer (give title below)	Other below	(specify )
(Street) SPRINGFIELD (City)	MA (State)	01104 (Zip)	4. If Ai	mendment, Date of	Original File	d (Month/Day/Year)	Line	ndividual or Joint/Grou ) X Form filed by Or Form filed by Mo Person	e Reporting Per	son
	Tab	le I - Non-	Derivative S	ecurities Acq	uired, Dis	posed of, or Be	eneficia	lly Owned		
Date		2. Transaction Date Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		str. 3, 4 an	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)	

			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		
Common Stock	10/13/2020		A <sup>(1)</sup>		5,114 <sup>(1)</sup>	A	\$0.00	22,569	D	
Common Stock								84,663 <sup>(2)</sup>	Ι	By Trust <sup>(3)</sup>
Table II. Derivative Securities Acquired Dispaced of an Repeticially Owned										

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)		of Deriv Secu Acqu (A) o Dispo of (D (Insti	5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		Ind 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:

1. 1/12th of the restricted stock units shall vest on the 13th day of each month following the date of the grant. 100% of the shares underlying the vested restricted stock units shall be delivered on the one year anniversary of the date of grant.

2. Includes 10,915 shares previously reported as being held directly by the reporting person.

3. The shares are held by Barry M. Monheit, Trustee, SEP PROP Monheit Family Trust U/A Dtd 7/16/2002.

## **Remarks:**

<u>/s/ Robert J. Cicero, as</u> <u>attorney-in-fact</u>

10/15/2020

\*\* Signature of Reporting Person 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.

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.