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

## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL
OMB Number: 3235-0287
Estimated average burden

0.5

hours per response:

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 Address of Reporting Person* HOROWITZ RUSSELL C				ier Name <b>and</b> Ticke RCHEX INC	rmbol	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
HURUWI	LZ RUSSEL	<u>L C</u>			[		X	Director	<mark>X</mark> 10	0% Owner	
(Last) 520 PIKE ST SUITE 2000	(First) REET	(Middle)		e of Earliest Transa /2020	ction (Month/D	ay/Year)	x	Officer (give title below) Executive Cha	A be	ther (specify elow) o-CEO	
SUITE 2000											
(Street)			——   4. If Ar	mendment, Date of	Original Filed (	Month/Day/Year)	6. Indiv Line)	idual or Joint/Group	Filing (Che	ck Applicable	
SEATTLE	WA	98101					X	Form filed by One	e Reporting	Person	
-								Form filed by Mor Person	e than One	Reporting	
(City)	(State)	(Zip)									
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned											
1 Title of Coour	(in (In otr 2)	2 1	Transaction	24 Deemed	2	A Securities Acquired (A	Vor	E Amount of	6 Ownorch	in 7 Naturo	

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	Code (I	4. Securities Acquired (A) or Isaction Disposed Of (D) (Instr. 3, 4 and 6) (Instr. 5)		5. Amount of Securities Beneficially Owned Following Reported	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)		(1150.4)
Class B Common Stock	12/31/2020		A <sup>(1)(2)</sup>		95,000	A	\$0.01	684,418	D	
Class B Common Stock	01/04/2021		A <sup>(3)</sup>		41,000	A	\$0.01	725,418	D	
Class B Common Stock								5,000	Ι	By IRA

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. Numl of Derivati Securiti Acquire (A) or Dispose of (D) (II 3, 4 and	ive ies ed ed nstr.	6. Date Exercisable and Expiration Date (Month/Day/Year)		ate of Securities		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				
Employee Stock Option (right to buy)	\$1.96	12/31/2020		A		95,000		(2)(4)	12/31/2030	Class B Common Stock	95,000	\$0.00	95,000	D	
Employee Stock Option (right to buy)	\$2.02	01/04/2021		A		41,000		(5)	01/04/2031	Class B Common Stock	41,000	\$0.00	41,000	D	

Explanation of Responses:

1. Restricted stock award effective December 31, 2020 (the "Grant Date").

2. See Exhibit A.

3. Restricted stock award effective January 4, 2021 (the "Second Grant Date") with 25% of such shares vesting on the first, second, third and fourth annual anniversary of the Second Grant Date, subject to double-trigger acceleration upon change of control as set forth in the reporting person's employment agreement with the Issuer.

4. Option grant effective on the Grant Date.

5. Stock option award effective the Second Grant Date, with 25% of such option shares vesting on the first annual anniversary of the Second Grant Date and 1/12 of the remainder vesting in equal increments quarterly thereafter over the following three (3) year period, subject to double-trigger acceleration upon change of control as set forth in the reporting person's employment agreement with the Issuer.

Remarks:

Russe	ell C.	Horo	witz		
				_	

\*\* Signature of Reporting Person

<u>01/04/2021</u> Date

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

 $^{\star}$  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.

EXHIBIT A - FOOTNOTE 2 Such options and shares of restricted stock shall vest on the fifth annual anniversary of the Grant Date with accelerated vesting upon certain events and subject to continued employment at all such times. With respect to acceleration, (a) 50% of such options and shares of restricted stock shall vest upon attainment of specified revenue, adjusted OIBA or share price targets at the later of eighteen (18) months or performance attainment (2021 revenue (or trailing 12 months revenue) exceeding 120% of 2020 level, 2021 adjusted OIBA (or trailing 12 months adjusted OIBA) exceeding specified multiples of 2020 level, or the Class B Common

Stock share price for twenty (20) consecutive trading days exceeding 150% of the initial 2020 consecutive trading day average), and (b) such remaining unvested options and shares of restricted stock shall vest upon attainment of specified revenue, adjusted OIBA or share price targets at the later of thirty (30) months or performance attainment (trailing twelve (12) month revenue exceeding 127% of 2020 level, trailing twelve (12) month adjusted OIBA exceeding specified multiples of 2020 level higher than the initial performance target above, or the Class B Common Stock share price for twenty (20)

consecutive trading days exceeding 160% of the initial 2020 consecutive trading day average). Such options and shares of restricted stock shall also be subject to the Corporation's standard form of executive officer "Double-Trigger Change in

Control Acceleration" of vesting to the extent not otherwise vested upon such event.