SEC Form 4

FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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

		Table I - Nor	n-Derivative S	Securities Acq	uired, Dispo	osed of, or Benefic	ially Ow	rned				
(City)	(State)	(Zip)										
(Street) WEBSTER	TX	77598						Form filed by More	e than One Repor	ting Person		
SUITE 450			4. If Ame	ndment, Date of Or	iginal Filed (Mor	nth/Day/Year)	6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person					
17146 FEATH	ERCRAFT LAN						Chie	ef LAO				
(Last) (First) (Middle)			3. Date of Earliest Transaction (Month/Day/Year) 10/07/2022				Officer (give title below)		(specify			
1. Name and Address of Reporting Person [*] Kasmani Dilshad				Name and Ticker of cus Robotics,	0,		5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner					

	1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	Transaction Code (Instr.		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(Instr. 4)
1			 			<i>.</i> .				

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. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		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	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares		Transaction(s) (Instr. 4)		
RSU	(1)	10/07/2022		A		144,021		(2)	(2)	Common Stock	144,021	\$0.00	144,021	D	
Performance RSU	(1)	10/07/2022		A		249,637		(3)(4)	(3)(4)	Common Stock	249,637	\$0.00	249,637	D	

Explanation of Responses:

1. Each Restricted Stock Unit ("RSU") is issued pursuant to the Company's 2022 Omnibus Incentive Plan and represents a contingent right to receive one share of common stock, and vesting (i.e., forfeiture restriction termination) generally is subject to the reporting person remaining an employee or director of the Company, its affiliates or subsidiaries.

2. 50% of the RSUs vest on April 11 of each of 2023 and 2024.

3. 0% to 150% of these Performance RSUs may vest in two (2) equal installments on each of December 31, 2023 and December 31, 2024, based the Company's revenue, as reported on its audited income statement for the year ending December 31, 2022 ("Revenue"), relative to the Company's 2022 revenue as reported on its Form S-1 filed on September 9, 2022, as may be amended ("S-1 Revenue")

4. The percentage of Performance RSUs that may vest will be (i) at the Compensation Committee's (the "Committee") discretion if the Revenue is below \$11 million; (ii) 50% if the Revenue is greater than or equal to \$11 million; but less than S-I Revenue; (iii) 100% if the Revenue is greater than or equal to the S-I Revenue, but less than 115% of S-I Revenue; (iv) 115% if the Revenue is greater than or equal to 115% of S-I Revenue, but less than 125% of S-I Revenue; (v) 125% if the Revenue is greater than or equal to 125% of S-I Revenue, but less than 150% of S-I Revenue; (vi) 150% if the Revenue is greater than or equal to 150% of S-I Revenue.

> 10/12/2022 /s/ M. Dilshad Kasmani ** 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.

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