FORM 4

to Section 16. Form 4 or Form obligations may continue. See

Instruction 1(b).

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

A / I- ! 4	D 0	00540
Vashington,	D.C.	20549

Check this box if no longer subject to Section 16. Form 4 or Form 5	MENT OF CHANGES IN BENEFICIAL	OWNERSHIP
---	-------------------------------	-----------

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

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

(Last) (First) (Middle) C/O ACCOLADE, INC.  1201 THIRD AVENUE, SUITE 1700  (Street) SEATTLE WA 98101  Rule 10b5-1(c) Transaction Indication  City) (State) (Zip)  Rule 10b5-1(c) Transaction Indication  Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is into satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.  Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  1. Title of Security (Instr. 3)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned Following Reported (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, Or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, Or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, Or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired, Disposed of, Or Beneficially Owned (Instr. 4)  Table II - Derivative Securities Acquired (I	C/O ACC 1201 THI Street) SEATTLE	(Check Applicable						
City   State   WA   98101   State   WA   98101     City   State   WA   98101     Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is into satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.    Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is into satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.    Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned   Code (Instr. 3)   Code (Instr. 3)   Code (Instr. 4)   V   Substitute   Securities Securities   Securities Securities   Securities Securities   Securities Securities   Securities Securities   Securities   Securities Securities   Securities Securities   Securities   Securities Securities   Securities   Securities Securities   Securities	1201 THI Street) SEATTLE	rting Person						
SEATTLE   WA   98101   Form filed by More than One Reperson	SEATTLE	·						
Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is into satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.  Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned  1. Title of Security (Instr. 3)  2. Transaction Date (Month/Day/Year)  3. Transaction Date (P.g., puts, calls, warrants, options, convertible securities)  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)  1. Title of Derivative Conversion Date (P.g., puts, calls, warrants)  3. Transaction Date (P.g., puts, calls, warrants)  4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)  3. Transaction (D) (Instr. 4)  4. \$6.53(1) \$40,982 D  Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)  1. Title of Derivative (Month/Day/Year)  3. Transaction Date (Month/Day/Year)  3. Transaction Date (Month/Day/Year)  4. Transaction Date (Month/Day/Year)  4. Transaction Date (Month/Day/Year)  5. Number of Amount of Securities	(City)	One Reporting						
1. Title of Security (Instr. 3)  2. Transaction Date (Month/Day/Year)  3. Transaction Date (D) (Instr. 3, 4 and 5 Securities Beneficially Owned Following Reported Transaction(S) (Instr. 3 and 4)  3. Transaction Date (D) (Instr. 3, 4 and 5 Securities Beneficially Owned Following Reported Transaction(S) (Instr. 3 and 4)  4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5 Securities Beneficially Owned Following Reported Transaction (D) (Instr. 3 and 4)  5. Amount of Securities Beneficially Owned Following Reported Transaction (D) (Instr. 3 and 4)  7. Title and Amount of Securities Beneficially Owned Following Reported Transaction Code (Instr. S)  8. Price of Derivative Securities Sec		that is intended to						
Date (Month/Day/Year)   Disposed Of (D) (Instr. 3, 4 and 5)   Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)   Price (D) or Indirect (D) or Indire	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned							
Common Stock    Code   V   Amount   (A) or (D)   Price   Transaction(S) (Instr. 3 and 4)	,   [							
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)  1. Title of Derivative Conversion Date Conversion Or Exercise (Month/Day/Year)  3. Transaction Date Execution Date Code (Instr. Derivative (Month/Day/Year)  5. Number of Expiration Date Expiration Date (Month/Day/Year)  6. Date Exercisable and Expiration Date Expiration Date (Month/Day/Year)  7. Title and Amount of Derivative Securities Security  8. Price of Derivative Securities  9. Number of Derivative Securities  9. Number of Expiration Date Securities  9. Number of Derivative Securities  9. Number of Expiration Date Securities  9. Number of Derivative Securities  9. Number of Securities  9. Number of Derivative Securities  9. Number of Expiration Date Securities  9. Number of Derivative Securities		(Instr. 4)						
(e.g., puts, calls, warrants, options, convertible securities)  1. Title of Derivative Conversion Date Conversion Security or Exercise (Month/Day/Year)   3. Transaction Date Execution Date Code (Instr. Derivative (Month/Day/Year)   5. Number of Expiration Date Expiration Date (Month/Day/Year)   5. Number of Expiration Date Expiration Date (Month/Day/Year)   5. Number of Expiration Date Expiration Date (Month/Day/Year)   5. Number of Expiration Date (Month/Day/Year)   5. Number of Expiration Date Securities   5. Number of Expiration Date (Month/Day/Year)   5. Number of Expiration Date Securities   5. Number of Expiration Date (Month/Day/Year)   5. Number of Expiration Date Securities   5. Numbe	Common S	D						
Derivative Conversion Date Execution Date, Transaction of Expiration Date Gerivative Ownership or Exercise (Month/Day/Year) if any Code (Instr. Derivative (Month/Day/Year) Securities Ownership Securities Security Securities Form:								
Derivative Security  Derivative Security  Derivative Security  Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)  Date Expiration  Derivative Security (Instr. 4)  Owned Following Reported Transaction(s) (Instr. 4)	Derivative Security Instr. 3)	wnership of Indirect Beneficial ownership r Indirect (ID) (Instr. 4)						

## **Explanation of Responses:**

1. The Reporting Person is voluntarily reporting the acquisition of shares of the Issuer's common stock pursuant to the Issuer's 2020 Employee Stock Purchase Plan ("ESPP") for the ESPP purchase period ending May 20, 2024. These shares were acquired by the Reporting Person on May 22, 2024 at a price equal to 85% of the closing price of the Issuer's common stock on May 20, 2024. This transaction is exempt under Rule 16b-3(c).

/s/ Richard Eskew

05/24/2024

\*\* Signature of Reporting Person 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.