Instruction 1(b).

FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

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

l		Reporting Person* NONALD J							ker or Trac IDUST		ymbol S INC	[FLXS]		elationship o ck all applic Directo	able)	g Pers	on(s) to Iss		
(Last)	t) (First) (Middle)					3. Date of Earliest Transaction (Month/Day/Year) 12/08/2008									X Officer (give title Other (specify below) President and CEO					
(Street) DUBUQUE IA 52004 (City) (State) (Zip)					4. II	4. If Amendment, Date of Original Filed (Month/Day/Year)									Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Tab	le I - Nor	ı-Deri	vativ	e Se	curities	s Ac	quired,	Dis	posed o	f, or B	ene	ficially	/ Owned					
1. Title of Security (Instr. 3) 2. Trans Date (Month/					/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Instr.		5)				5. Amour Securitie Beneficia Owned F Reported	s Illy ollowing	Form	: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	
									Code	v	Amount	(A) (D)	or	Price Transac (Instr. 3						
Common Stock														72,887			D			
Common Stock														4,1	4,141			401K Plan		
		-	Table II -								osed of, onvertil				Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security		3A. Deeme Execution I if any (Month/Day	Date,	4. Transa Code (8)		ı of		6. Date Exercisabl Expiration Date (Month/Day/Year)		of Secu r) Underly		ing ve Security		8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficia Owned Following Reported Transacti (Instr. 4)	e s Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisal		Expiration Date	Title	OI N Of	umber						
Option 12/09/1999	\$13.25								12/09/19	99	12/09/2009	Commo Stock	n 7	,500		7,500)	D		
Option 12/09/2002	\$15.925								12/09/20	02	12/09/2012	Commo Stock	ⁿ 1	0,750		10,75	0	D		
Option 12/08/2003	\$19.21								12/08/20	03	11/25/2013	Commo	n 1	2,000		12,00	0	D		
Option 12/14/2004	\$16.49								12/14/20	04	12/14/2014	Commo	n 1	2,000		12,00	0	D		
Option 12/13/2005	\$14.4								12/13/20	05	12/13/2015	Commo	ⁿ 1	2,000		12,00	0	D		
Option 12/11/2006	\$12.65								12/11/20	06	12/11/2016	Commo	n 1	5,000		15,00	0	D		
Option 12/10/2007	\$12.35								12/10/20	07	12/10/2017	Commo	n 1	5,000		15,00	0	D		
Option 12/08/2008	\$6.81	12/08/2008			A		30,000		12/08/20	08	12/08/2018	Commo	n 3	0,000	\$6.81	30,00	0	D		

Explanation of Responses:

Ronald Klosterman

12/09/2008

** Signature of Reporting Person

Date

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

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.

 $^{^{\}star}$ 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).