FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washingte

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

on, D.C. 20549	OMB APPROVA

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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

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

		Reporting Person*							ker or Trac NDUST			[FLX9	1		lationship o ck all applic		g Pers	son(s) to Iss	suer
RANG	<u>EN ERIC</u>	<u>. S</u>					<u> </u>		VD CC1		10 1110	LILI	, 1	X	Directo	r		10% O	wner
(Last)	•	(First) (Middle)			3. Date of Earliest Transaction (Month/Day/Year) 12/05/2016									Officer (give title below)			Other (specify below)		
(Street) DUBUQUE IA 52004				4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)									Individual or Joint/Group Filing (Ch Line) X Form filed by One Reporting Form filed by More than One				n	
(City)	(St	ate) ((Zip)												Persor	l			
		Tab	le I - Noi	n-Deriv	/ative	Se	curiti	ies Ac	quired,	Dis	posed c	of, or B	ene	ficially	/ Owned				
1. Title of Security (Instr. 3)			2. Transaction Date (Month/Day/Year)		ur) I	2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Transaction Code (Instr. 5		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 5)			5. Amount of Securities Beneficially Owned Following		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
								Code	v	Amount	(A) (D)	or	Price	Reporte Transac (Instr. 3	tion(s)			(Instr. 4)	
Common	Stock			12/05	5/2016	2016			M		1,250) A \$		\$12.45	8,853		D		
Common Stock 12/05				5/2016				A		223(1	1) A		\$56.2	9,076			D		
		T	able II -						uired, D s, optior						Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deem Execution if any (Month/Da	Date,	4. Transaction Code (Instr. 8)		n of E		Expiration	Exercisal Expiration Date (Month/Day/Year)		Amount Securiti Underly Derivati	7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	s S Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v			Date Exercisab		expiration Date	Title	or Ni of	umber					
Option 12/11/2007	\$12.74								12/11/200	7 1	2/11/2017	Commo Stock	ⁿ 1	,250		1,250		D	
Option 12- 09-2008	\$6.96								12/09/200	18	2/09/2018	Commo Stock	ⁿ 1	,250		1,250		D	
Option 12/08/2009	\$8.55								12/08/200	9 1	2/08/2019	Commo Stock	n 2	2,500		2,500)	D	
Option 12/07/2010	\$17.23								12/07/201	.0 1	2/07/2020	Commo Stock	n 2	2,500		2,500)	D	
Option 12/13/2011	\$13.75								12/13/201	.1 1	2/13/2021	Commo Stock	n 2	2,500		2,500		D	
Option 12/11/2012	\$19.72								12/11/201	.2 1	2/11/2022	Commo Stock	n 2	2,500		2,500		D	
Option 12- 10-2013	\$27.38								12/10/201	.3 1	2/10/2023	Commo Stock	n 2	2,750		2,750		D	
Option 12/09/2014	\$32.13								12/09/201	.4 1	2/09/2024	Commo Stock	n 2	2,750		2,750		D	
Option 12- 12-2006	\$12.45	12/05/2016			M			1,250	12/12/200	06 1	2/12/2016	Commo Stock	n 1	,250	\$12.45	0		D	

Explanation of Responses:

1. Restricted stock award granted in the following amount \$12,500 divided by the closing price of \$56.20 on December 6, 2016.

Eric Rangen

12/07/2016

** 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).