FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washi

washington, D.C. 20549	OMB APP	ROVAL
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP	OMB Number:	3235

- 1									
	OMB Number:	3235-0287							
	Estimated average burden								
	hours per response:	0.5							

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

	nd Address of erna Kare	Reporting Person *					r Name a i <u>KSTEE</u>						FLXS]		5. Relationship of Reporting Person(s) to Issuel (Check all applicable) Director 10% Owne				
(Last) (First) (Middle) P.O. BOX 877					3. Date of Earliest Transaction (Month/Day/Year) 09/08/2017												below)	(specify y)	
(Street) DUBUQUE IA 52004				4. If Amendment, Date of Original Filed (Month/Day/Year)										6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting					
(City)	(Si	tate)	(Zip)												Perso	on 			
		Tab	le I - Nor	-Deriv	ative	Se	curitie	s Ac	quired	, Dis	pose	ed of,	or Bei	neficia	lly Owne	d			
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Year)		_	2A. Deemed Execution Date, if any (Month/Day/Year)		Code	Transaction Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 5)		ed (A) or tr. 3, 4 an	Benefic Owned	ies ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
									v	Amo	ount	(A) or (D)	Price	Transac	Reported Transaction(s) (Instr. 3 and 4)			(Instr. 4)	
Common Stock												62	2,522		D				
		7					urities s, warr								y Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deeme Execution if any (Month/Day	Date,	4. Transaction Code (Instr 8)				6. Date E Expiration (Month/I	е	of Sec Under Derive		. Title and Amount f Securities Inderlying Perivative Security Instr. 3 and 4)		9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	Ownersh Form: Direct (D or Indire (I) (Instr.	Ownership	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisa		Expirat Date	ion Ti	tle	Amount or Number of Shares					
Option 07/02/2012	\$20.5								07/02/20	12	07/02/2		ommon Stock	25,000		10,000)	D	
Option 12/10/2012	\$19.77								12/10/20	12	12/10/2		ommon Stock	5,000		5,000		D	
Option 12/09/2013	\$27.57								12/09/20	13	12/09/2		ommon Stock	3,600		3,600		D	
Option 12/08/2014	\$31.06								12/08/20)14	12/08/2		ommon Stock	3,200		3,200		D	
Option 07/07/2015	\$43.09								07/07/20	15	07/01/2		ommon Stock	2,320		2,320		D	
Option 09- 01-2016	\$47.45								09/01/20	16	09/01/2		ommon Stock	2,107		2,107		D	
Option	\$45.21	09/08/2017			A		2,211		09/08/20	017	09/08/2	027 C	ommon	2.211	\$45.21	2,211		D	

Explanation of Responses:

Karel Czanderna

09/08/2017

** 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.

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.