FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

1	OMB APPROVAL									
	OMB Number:	3235-0287								
	Estimated average burd	en								
	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 mothy E	Reporting Person*							ker or Tradi NDUSTI			[FI	Lxs]		neck all appl Direc	ionship of Reporting Person(s) to Issuer all applicable)  Director 10% Owne				
(Last)	(Last) (First) (Middle) P.O. BOX 877					3. Date of Earliest Transaction (Month/Day/Year) 12/09/2013									X Officer (give title Other (specify below) S.V.P. C.F.O.					
-	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 Person						
(City)	(51		(Zip)	Dorive	ntivo.	Soo	uritio	- A c	auirod I		20004.0	*	r Bon	oficial	lly Owns					
Date				2. Transa Date	saction		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr.		4. Securities Acquired (A		(A) or	5. Amor Securit Benefic Owned	unt of es ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
									Code	v	Amount		(A) or (D) Pric		Reporte Transac (Instr. 3	tion(s)			(Instr. 4)	
Common	Common Stock														26	5,605		D		
		7	able II - D (e						uired, Di s, option						/ Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security		3A. Deemed Execution Da if any (Month/Day/	ate, T	4. Transaction Code (Instr 8)		n of i		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Am of Securities Underlying Derivative Secu (Instr. 3 and 4)		ecurity	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficia Owned Following Reported Transacti (Instr. 4)	e s lly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
				C	Code	v	(A)	(D)	Date Exercisable		kpiration ate	Title	0 0	lumber						
Option 12/11/2006	\$12.65								12/11/2006	12	2/11/2016	Com	nmon ock 1	0,000		10,00	0	D		
Option 12/10/2007	\$12.35								12/10/2007	12	2/10/2017		nmon ock 1	0,000		10,00	0	D		
Option 12/08/2008	\$6.81								12/08/2008	12	2/08/2018		nmon ock 2	20,000		5,320	)	D		
Option 12/07/2009	\$8.42								12/07/2009	12	2/07/2019		nmon ock 1	5,000		15,00	0	D		
Option 12/06/2010	\$17.23								12/06/2010	12	2/06/2020		nmon ock	5,000		5,000	)	D		
Option 12/12/2011	\$13.9								12/12/2011	. 12	2/12/2021		nmon ock	5,000		5,000	)	D		
Option 12/10/2012	\$19.77								12/10/2012	12	2/10/2022		nmon ock	3,300		3,300	)	D		
Option 12/09/2013	\$27.57	12/09/2013			A		2,400		12/09/2013	12	2/09/2023	Com	nmon	2,400	\$27.57	2,400	)	D		

Explanation of Responses:

Timothy E. Hall

12/10/2013

\*\* 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.

 $<sup>^{\</sup>star}$  If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

<sup>\*\*</sup> Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).