FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Wash

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

ington, D.C. 20549	OMB APPROVAL

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

		Reporting Person*							ker or Tradi			[FLX	KS]	(Che	ck all appli	cable)	g Pers	son(s) to Iss	
(Last)	(Last) (First) (Middle)					3. Date of Earliest Transaction (Month/Day/Year) 12/07/2010								-	X Director 10% Owner Officer (give title Other (specify below)				
(Street)  DUBUQUE IA 52004  (City) (State) (Zip)				4. If Amendment, Date of Original Filed (Month/Day/Year)								Line	6. Individual or Joint/Group Filing (Check Application)     X Form filed by One Reporting Person     Form filed by More than One Reporting Person						
		Tab	le I - Nor	n-Deriv	ative	Se	curitie	s Ac	quired, I	Disp	osed o	of, or	Bene	ficiall	y Owned	<u> </u>			
1. Title of Security (Instr. 3) 2. Tran					Code (I	Transaction Code (Instr. 8)			(Instr.		5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)				
	Code				Code	V	Amount	(	A) or D)	Price	Transac (Instr. 3	and 4)							
Common	mmon Stock															2,680		D	
		1	Table II -						uired, Di s, option						Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	ate Execution	Date, T	4. Transaction Code (Instr. 8)		n of E		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)			B. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	Ow For Dire or I (I) (	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				,	Code	v	(A)	(D)	Date Exercisable		xpiration ate	Title	OI N Of	umber					
Option 12/10/2002	\$15.925								12/10/2002	2 12	2/10/2012	Comm Stoc		,500		2,500		D	
Option 12/09/2003	\$20.27								12/09/2003	12	2/09/2013	Comm		,500		2,500	1	D	
Option 12/15/2004	\$16.49								12/15/2004	1	2/15/2014	Comn		,500		2,500		D	
Option 12/13/2005	\$14.4								12/13/2005	1	2/13/2015	Comm		,500		2,500		D	
Option 12- 12-2006	\$12.45								12/12/2006	5 12	2/12/2016	Comm		,500		2,500		D	
Option 12/11/2007	\$12.74								12/11/2007	1	2/11/2017	Comm		,500		2,500		D	
Option 12- 09-2008	\$6.96								12/09/2008	12	2/09/2018	Comm		,500		2,500		D	
Option 12/08/2009	\$8.55								12/08/2009	12	2/08/2019	Comm		,500		2,500		D	
Option 12/07/2010	\$17.23	12/07/2010			Α		2,500		12/07/2010	12	2/07/2020	Comn		,500	\$17.23	2,500		D	

**Explanation of Responses:** 

Thomas Holloran

12/08/2010

\*\* 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> 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).