FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Washington, D.C. 20549

	OMB API	PROVAL
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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

	nd Address of LYNN J	Reporting Person*			2. Is <u>FL</u>	suer EX	Name a STEE	nd Tid L II	cker or Tradi NDUST	ing S RIE	ymbol S INC	[FLX	s]	(Che	elationship of the contract of	able)	g Pers	son(s) to Iss	
(Last)	(Last) (First) (Middle) P.O. BOX 877					3. Date of Earliest Transaction (Month/Day/Year) 12/09/2014									Officer	Officer (give title below)		Other (s	
(Street) DUBUQUE IA 52004 (City) (State) (Zip)				4. If	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					
(City)	(5			-Deriv	ative	Sec	curitie	ς Δι	nuired 1	Disr	nosed c	of or F	lene	ficiall	v Owner	1			
Date (Month			2. Trans				3. Transac Code (I ar)	ction nstr.	4. Securities Acquired (A Disposed Of (D) (Instr. 3, 5)			A) or 3, 4 and	5. Amou Securitie Benefici	nt of es ally Following d	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)		
					4			Code	V	Amount	(A) or (D)		Price	(Instr. 3	and 4)		_	\longrightarrow	
Common Stock																12,500		D	
			able II - II)						juirea, 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)	3A. Deemed Execution I if any (Month/Day	Date, y/Year)	4. Transaction Code (Instr. 8)		n of E		6. Date Exercisable an Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Sec (Instr. 3 and 4)			8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	s Ily	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	or Nu of	ımber					
Option 12/13/2005	\$14.4								12/13/2005	5 1	2/13/2015	Commo		,500		2,500)	D	
Option 12- 12-2006	\$12.45								12/12/2006	5 1	2/12/2016	Commo		,500		2,500)	D	
Option 12/11/2007	\$12.74								12/11/2007	7 1	2/11/2017	Commo	n 2	,500		2,500)	D	
Option 12/08/2009	\$8.55								12/08/2009	1	2/08/2019	Commo	n 2	,500		2,500)	D	
Option 12/07/2010	\$17.23								12/07/2010	1	2/07/2020	Commo	n 2	,500		2,500)	D	
Option 12/13/2011	\$13.75								12/13/2011	1	2/13/2021	Commo		,500		2,500)	D	
Option 12/11/2012	\$19.72			\neg					12/11/2012	2 1	2/11/2022	Commo	n 2	,500		2,500	,	D	
Option 12- 10-2013	\$27.38			\neg					12/10/2013	3 1	2/10/2023	Commo		,750		2,750	,	D	
Option 12/09/2014	\$32.13	12/09/2014			A		2,750		12/09/2014	1	2/09/2024	Commo	ⁿ 3	2.13	\$32.13	2,750)	D	

Explanation of Responses:

Lynn Davis

12/10/2014

** Signature of Reporting Person

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.

^{*} 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).