Instruction 1(b).

FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP
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OMB APPROVAL OMB Number: 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 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 E MARY	Reporting Person*							ker or Trad			[FLX	5]		ck all applic	ionship of Reporting Person(s) to Issuer all applicable) Director 10% Owner				
(Last)	(Fi X 877	rst) ((Middle)			Date of Earliest Transaction (Month/Day/Year) 2/10/2013									Officer below)	(give title		Other (s below)	pecify	
(Street) DUBUQ			52004		4. If	Ame	ndment,	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)	(St		(Zip)																	
1. Title of S	Security (Inst		le I - Non	2. Trans Date (Month/I	action	ar) i	CUrities 2A. Deem Execution if any (Month/Da	ed n Date	3. Transa Code (I	ction	4. Securi Disposed 5)	ities Acq	uired (A) or	Hand Securities Form: Direct Object O					
									Code	v	Amount	(A)	or	Price	Reporte Transac (Instr. 3	tion(s)	(Instr. 4)		(Instr. 4)	
Common	Stock													3,	800	D				
		Т	able II - I						uired, D s, option						Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	ise (Month/Day/Year) /e	3A. Deeme Execution	ed Date,	4. Transaction Code (Instr 8)		5. Number of		6. Date Exercis Expiration Date (Month/Day/Yea		ble and	7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)		curity	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	Owners Form: Iy Direct (I or Indire (I) (Instr	Ownership	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisabl		xpiration ate	Title	or Nu of	nount imber ares						
Option 12/13/2005	\$14.4								12/13/200	5 12	2/13/2015	Commo Stock	n 2	,500		2,500		D		
Option 12- 12-2006	\$12.45								12/12/200	5 12	2/12/2016	Commo Stock	n 2	,500		2,500		D		
Option 12/11/2007	\$12.74								12/11/200	7 13	2/11/2017	Commo Stock	n 2	,500		2,500		D		
Option 12/07/2010	\$17.23								12/07/2010	12	2/07/2020	Commo Stock	n 2	,500		2,500		D		
Option 12/13/2011	\$13.75								12/13/201	1	2/13/2021	Commo Stock	n 2	,500		2,500		D		
Option 12/11/2012	\$19.72								12/11/2012	2 13	2/11/2022	Commo Stock	n 2	,500		2,500		D		
Option 12-	¢27.20	12/10/2012			_		2.750		12/10/201	, 1,	0/10/2022	Commo	n o	750	#27.20	2.750		Ъ		

Explanation of Responses:

Mary Bottie

12/11/2013

** 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.