FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OIVID APPROVAL									
OMB Number:	3235-0287								
Estimated average I	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).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

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 th Michae	Reporting Person*							er or Tra		Symbol ES INC	[FL	xs]		k all app	,	ng Pers	on(s) to Is	
(Last) 385 BEL	(Fir	rst) (I	Middle)		3. Date of Earliest Transaction (Month/Day/Year) 09/12/2024						Officer (give title Other (specify below) below)								
(Street) DUBUQ	UE IA	5	52001		4. If #	Amend	ment,	Date of	f Origina	ıl Filed	d (Month/Da	y/Yea	-)	6. Ind Line)	Form	r Joint/Grou filed by On filed by Mo on	e Repo	rting Pers	on
(City)	(St		Zip)	. Dorivo	tivo	20011	rition	Λοα	irad	Dia	nood of		2000	ficiall					
1. Title of Security (Instr. 3) 2. To Date			2. Transac Date (Month/Da	action 2A. Deemed Execution Date,		3. Transaction Code (Instr. 8) 4. Securities Acquired (A Disposed Of (D) (Instr. 3, 5)			5. Amount of securities Beneficially Owned Following		ount of ties cially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership					
									Code	v	Amount (A		or	Price	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Common Stock 09/12/2					2024				A		590(1)		A	\$0 10,980.023 D					
		Tal							,		osed of, onvertib			•	Owne	d			
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)		4. Transaction Code (Instr. 8) Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Inst 3 and 4)		De Se (In	Price of erivative ecurity estr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	y O F D o (I	0. Ownership Form: Form: Or Indirect (D) or Indirect () (Instr. 4)	Beneficia Ownershi (Instr. 4)			
				Code	v	(A)	(D)	Date Exercis	able	Expiration Date	Title	Amo or Num of Shar	ber						

Explanation of Responses:

1. Shares awarded as part of quarterly non-executive director compensation.

/s/ Jennifer Zeman, attorneyin-fact ** Signature of Reporting Person

09/13/2024

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.