SEC Form 4

Instruction 1(b).

FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549 STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL

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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person [*] Kaness Matthew				er Name and Tick		Symbol E <u>S INC</u> [FLXS]	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
Kalless Mai	Naliess iviatulew						X	Director	10% C	Owner		
(Last) P.O. BOX 877	(First)	(Middle)		e of Earliest Transa 5/2022	action (Month/	Day/Year)		Officer (give title below)	Other below	(specify)		
			4. If A	mendment, Date of	f Original Filed	(Month/Day/Year)	6. Indiv	vidual or Joint/Grou	p Filing (Check	Applicable		
(Street)							Line)					
DUBUQUE	IA	52004					X	Form filed by On	e Reporting Per	son		
		52001						Form filed by Mo Person	re than One Re	porting		
(City)	(State)	(Zip)										
		Table I - Non-D	Derivative S	ecurities Acq	uired, Dis	oosed of, or Benef	ficially	Owned				
Date			Transaction ate lonth/Day/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr.	4. Securities Acquired (A Disposed Of (D) (Instr. 3, 5)		5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial		

	(Month/Day/Year)	if any (Month/Day/Year)	Code (8)	Instr.	5)				(D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(11041.4)
Common Stock	06/16/2022		A		949 ⁽¹⁾	A	\$18.45	37,868.5123	D	

 Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

			(0)1					•				·			
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. Transa Code (8)		of Deriv Secu Acqu (A) o Dispo of (D (Instr	5. Number of Expiration Date Derivative Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		ate	7. Titl Amou Secur Unde Deriv Secur 3 and	int of rities rlying ative rity (Instr.	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				

Explanation of Responses:

1. Stock award granted in the following amount of \$17,509 divided by the closing price of \$18.45 on June 16, 2022.

/s/ Jennifer Zeman, attorney-	06
in-fact	00

06/17/2022

** 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.