FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

wasnington, D.C. 20549

OMB APP	ROVAL
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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

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	nd Address of	Reporting Person*							ker or Trad			[FLXS	1		ationship o k all applio		g Pers	son(s) to Iss	suer
DEIGN	AN KUL	DEKI E										-	_	X	Directo	or		10% O	wner
(Last)	,	(First) (Middle)				3. Date of Earliest Transaction (Month/Day/Year) 12/12/2011									Officer (give title below)		Other (specify below)		specify
(Street) DUBUQUE IA 52004					4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)								6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person					
(City) (State) (Zip)													Form filed by More than One Reporting Person						
		Tab	le I - Non	-Deriv	/ative	Se	curiti	es Ac	guired,	Disi	oosed c	of, or Be	enefic	cially	Owned	1			
1. Title of Security (Instr. 3) 2. Tra			2. Trans	saction 2 IDay/Year) i		2A. Deemed Execution Date, if any (Month/Day/Year)		3. 4. Sec Transaction Dispo Code (Instr. 5)		4. Secur Dispose	urities Acquired (A sed Of (D) (Instr. 3,		or	5. Amou Securition Benefici Owned I	nt of es ally -ollowing	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
								Code	v	Amount	(A) (D)	Pr Pr	ice	Reporte Transac (Instr. 3	ction(s)			(Instr. 4)	
Common Stock 1					12/12/2011						1,000	0 A S		8.55	9,	000		D	
		7	1	e.g., p					uired, D , option						Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deeme Execution if any (Month/Day	Date,	4. Transactior Code (Instr. 8)		n of E		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Sec (Instr. 3 and 4)		S (I	8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficial Owned Following Reported Transactic (Instr. 4)	e Over Signature of Over Signa	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exercisabl		xpiration ate	Title	Amo or Num of Shar	ber					
Option 12/10/2002	\$15.925								12/10/2002	2 1	2/10/2012	Common Stock	2,5	00		2,500)	D	
Option 12/09/2003	\$20.27								12/09/2003	3 1	2/09/2013	Common Stock	2,5	00		2,500)	D	
Option 12/15/2004	\$16.49								12/15/2004	4 1	2/15/2014	Common Stock	2,5	00		2,500)	D	
Option 12/13/2005	\$14.4								12/13/200	5 1	2/13/2015	Common Stock	2,5	00		2,500)	D	
Option 12- 12-2006	\$12.45								12/12/2000	6 1	2/12/2016	Common Stock	2,5	00		1,500)	D	
Option 12/11/2007	\$12.74								12/11/200	7 1	2/11/2017	Common Stock	2,5	00		2,500)	D	
Option 12/07/2010	\$17.23								12/07/2010	0 1	2/07/2020	Common Stock	2,5	00		2,500)	D	
Option 12/08/2009	\$8.55	12/12/2011			M			1,000	12/08/2009	9 1	2/08/2019	Common Stock	2,5	00	\$8.55	0		D	

Explanation of Responses:

Robert Deignan

12/13/2011

** 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.

 $^{^{\}star}$ 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).