FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Washington, D.C. 20549

| OMB APP     | ROVAL   |
|-------------|---------|
| OMB Number: | 3235-02 |

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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

|  |   |  |   |   | 01 .  | Occu | 011 30(11)                           | or tire | , ilivestilient e  | 2011   | ipariy Act  | 01 13-0           |                                |   |   |   |   |  |          |
|--|---|--|---|---|---|------|--------------------------------------|---------|--|--------|---|-------------------|--------------------------------|---|---|---|---|--|----------|
|  |   | Reporting Person*                          |   |   |   |      |                                      |         | ker or Tradin  |        |   | [ FLXS            | 1                              |   | ationship o<br>k all applio   |   | g Pers  | son(s) to Issi   | uer      |
| BUILI  | EN L BRI  | <u>UCE</u>                                 |   |   | 1   |      |                                      |         |  |        |   |                   | 1                              | X   | Directo   | r   |   | 10% Ow   | ner      |
| (Last) (First) (Middle) P O BOX 877                      |   |  |   | 3. Date of Earliest Transaction (Month/Day/Year) 12/08/2009 |   |      |                                      |         |  |        |   |                   | Officer<br>below)              | (give title   | Other (spec<br>below)   |   | pecify  |  |          |
|  |   |  |   |   | 1 If  | Λmc  | ndmont                               | Data    | of Original Fil  | od i   | (Month/D  | w/Voor)           |                                | 6 Indi  | vidual or 1   | oint/Croup  | Eiling  | (Chock Apr   | olicable |
| (Street) DUBUQUE IA 52004                                |   |  |   | 4. 11   | 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 |   |   |   |  |          |
| (City) (State) (Zip)                                     |   |  |   |   |   |      |                                      |         |  |        |   |                   | Person                         |   |   |   |   |  |          |
|  |   | Tab  | le I - Nor                                    | n-Deriv   | ative   | Se   | curitie                              | s Ac    | quired, D  | isp    | osed o  | f, or Be          | nefi                           | cially  | Owned   | l   |   |  |          |
| 1. Title of Security (Instr. 3)  2. Transa Date (Month/D |   |  | Day/Year) if                                  |   | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) |      | Transaction Disposed Code (Instr. 5) |         | rities Acquired (A)<br>ed Of (D) (Instr. 3,                    |        | 4 and Secu<br>Bene<br>Own   |                   | s<br>ally<br>following         | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4)   |   | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership |   |  |          |
|  |   |  |   |   |   |      |                                      |         |  | Amount | (A) o   | (A) or<br>(D) Pri |                                | Reported<br>Transact<br>(Instr. 3 a   | ion(s)  |   |   | (Instr. 4)   |          |
|  |   | 7  |   |   |   |      |                                      |         | uired, Dis   |        |   |                   |                                |   | Owned   |   |   | ,  |          |
|  |   |  |   | (e.g., p  | uts,  | call | s, warr                              | ants    | s, options   | , с    | onverti   | bie seci          | uritie                         | es)<br>—  |   |   |   |  |          |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)      | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deeme<br>Execution<br>if any<br>(Month/Da | Date,   | 4.<br>Transa<br>Code (<br>8)                                |      | ı of E                               |         | 6. Date Exercisable and<br>Expiration Date<br>(Month/Day/Year) |        | 7. Title and<br>Amount of<br>Securities<br>Underlying<br>Derivative Sec<br>(Instr. 3 and 4) |                   | 9 (                            | Price of<br>erivative<br>ecurity<br>nstr. 5)  | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s<br>(Instr. 4) |   | Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |          |
|  |   |  |   |   | Code  | v    | (A)                                  | (D)     | Date<br>Exercisable  |        | kpiration<br>ate  | Title             | Amo<br>or<br>Num<br>of<br>Shar | ber   |   |   |   |  |          |
| Option<br>12/09/1999                                     | \$13.594  |  |   |   |   |      |                                      |         | 12/09/1999   | 12     | 2/09/2009   | Common<br>Stock   | 1,0                            | 00  |   | 1,000   |   | D  |          |
| Option<br>12/11/2000                                     | \$10.563  |  |   |   |   |      |                                      |         | 12/11/2000   | 12     | 2/11/2010   | Common<br>Stock   | 1,0                            | 00  |   | 1,000   |   | D  |          |
| Option<br>12/10/2002                                     | \$15.925  |  |   |   |   |      |                                      |         | 12/10/2002   | 12     | 2/10/2012   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   | )   | D  |          |
| Option<br>12/09/2003                                     | \$20.27   |  |   |   |   |      |                                      |         | 12/09/2003   | 12     | 2/09/2013   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   |   | D  |          |
| Option<br>12/15/2004                                     | \$16.49   |  |   |   |   |      |                                      |         | 12/15/2004   | 12     | 2/15/2014   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   |   | D  |          |
| Option<br>12/13/2005                                     | \$14.4  |  |   |   |   |      |                                      |         | 12/13/2005   | 12     | 2/13/2015   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   |   | D  |          |
| Option 12-<br>12-2006                                    | \$12.45   |  |   |   |   |      |                                      |         | 12/12/2006   | 12     | 2/12/2016   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   |   | D  |          |
| Option<br>12/11/2007                                     | \$12.74   |  |   |   |   |      |                                      |         | 12/11/2007   | 12     | 2/11/2017   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   |   | D  |          |
| Option 12-<br>09-2008                                    | \$6.96  |  |   | T   |   |      |                                      |         | 12/09/2008   | 12     | 2/09/2018   | Common<br>Stock   | 2,5                            | 00  |   | 2,500   |   | D  |          |

Explanation of Responses:

\$8.55

Option

12/08/2009

L. B. Boylen

Common

12/08/2019

12/09/2009

D

2,500

\*\* Signature of Reporting Person

2,500

\$8.55

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

12/08/2009

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.

2,500

12/08/2009

 $<sup>^{\</sup>star}$  If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

<sup>\*\*</sup> Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).