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

I

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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 Addre Dickson Kat	•	ng Person [*]		uer Name and Tick EXSTEEL IN				FLXS		ationship of Reporti k all applicable) Director	ng Person(s) to 10% (
(Last) P.O. BOX 877	(First)	(Middle)		te of Earliest Transa 0/2022	action (N	Month	/Day/Year)			Officer (give title below)	Other below	(specify)
			4. If A	4. If Amendment, Date of Original Filed (Month/Day/Year)			6. Indi Line)	dividual or Joint/Group Filing (Check Applicable)				
(Street) DUBUQUE	IA	52004							x	Form filed by On Form filed by Mo Person		
(City)	(State)	(Zip)								Person		
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned												
Da		2. Transaction Date (Month/Day/Year)	Execution Date,		3. 4. Securities Acquired (/ Transaction Code (Instr. 8) 8)			5. Amount of Securities Beneficially Owned Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership		
					Code	v	Amount	(A) or (D)	Price	Reported Transaction(s) (Instr. 3 and 4)		(Instr. 4)

894(1) 03/10/2022 Common Stock A A \$19.57 10,502 D Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) 1. Title of 3. Transaction 3A. Deemed 5. Number 6. Date Exercisable and 7. Title and 8. Price of 9. Number of 10 11. Nature Conversion Transaction Derivative Execution Date. Ownership Date Expiration Date Amount of Derivative derivative of Indirect of Security (Instr. 3) or Exercise Price of (Month/Day/Year) if any (Month/Day/Year) Code (Instr. Derivative (Month/Day/Year) Securities Security (Instr. 5) Securities Form: Beneficial 8) Securities Acquired Direct (D) Ownership (Instr. 4) Underlying Beneficially Derivative Derivative Owned or Indirect Security (A) or Security (Instr. 3 and 4) Following Reported (I) (Instr. 4) Disposed of (D) (Instr. 3, 4 . Transaction(s) (Instr. 4) and 5) Amount

Date

Exercisable

Explanation of Responses:

1. Stock award granted in the following amount of \$17,496 divided by the closing price of \$19.57 on March 10, 2022.

<u>/s/ Jennifer Zeman, attorney-</u>	02/1
in-fact	<u>03/1</u>

or Numbei

of

Shares

Title

Expiration

Date

03/11/2022

** 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).

v

(A) (D)

Code

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.