SEC Form 4	
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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

OMB Number:	3235-0287						
Estimated average burden							
hours per response:	0.5						

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

(City)	(State)	(Zip) Table I - Non	-Derivative S	ecurities Acq	uired, Dis	posed of, or Benef	ficially	Owned		
(Street) DUBUQUE	IA	52004	4. II A	menument, Date o	i Original Flied	l (Month/Day/Year)	Line)	<i>i</i> idual or Joint/Grou Form filed by On Form filed by Mo Person	e Reporting Per	rson
(Last) P.O. BOX 877	(First)	(Middle)	09/15	te of Earliest Transa 5/2022		· ·	6 India	Officer (give title below)	below	,
1. Name and Addre	•	g Person [*]		uer Name and Tick	0	Symbol E <u>S INC</u> [FLXS]		tionship of Reportin all applicable) Director	• • • •	lssuer Dwner

	(Month/Day/Year)	if any (Month/Day/Year)	Code (8)	Instr.				(D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1150. 4)
Common Stock	09/15/2022		A		1,115 ⁽¹⁾	Α	\$15.69	20,572	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		of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4		of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4		6. Date Exercisable and Expiration Date (Month/Day/Year)		Expiration Date		Expiration Date (Month/Day/Year)		Expiration Date		Amount of		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 \$17,494 divided by the closing price of \$15.69 on September 15, 2022.

<u>/s/ Jennifer Zeman, attorney-</u>	09/16/2022
in-fact	09/10/2022

** 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.