FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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SIAIEMENI	OF CHANGE	S IN BENEFICIAL	OWNERSHIP

OMB APPROVAL											
OMB Number:	3235-0287										
Estimated average burden											

0.5

hours per response:

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

							•				· ·								
1. Name and Ross Wi		Reporting Person* <u>asters</u>							er or Trad		Symbol				k all applica Director	able)	g Perso	on(s) to Issu 10% Ow	ner
(Last) 68 JONSP	,	irst)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 03/05/2018								X	below)	give title	Other (sp below) of Operations		pecify
(Street) WILMING	GTON M	IA	01887		4. If	Amen	dment,	, Date o	of Original	Filed	(Month/Da	ay/Year)		. Indivine)	Form fil Form fil	ed by One	Repo	(Check App rting Person One Report	
(City)	(5	tate)	(Zip)												Person				
		Та	ble I - No	n-Deriv	ative	Sec	curitie	es Ac	quired,	Dis	posed (of, or Ben	eficia	ally	Owned				
			Date			2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Dispos			rities Acquired (A) or ed Of (D) (Instr. 3, 4 and			Beneficially Owned Follo		Form (D) or	n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership	
									Code	v	Amount	(A) or (D)	Price		Reported Transacti (Instr. 3 a	on(s)			Instr. 4)
Common S	tock			03/05	5/2018	3			М		334	A	\$69	.05	1,37	78 ⁽¹⁾		D	
Common S	tock			03/05	5/2018	3			D		203	D	\$15	4.6	1,17	75 ⁽²⁾		D	
Common S	tock			03/07	7/2018	3			S		131(3	B) D	\$155	5.25	1,04	14 ⁽⁴⁾		D	
Common S	tock														19	92		I 4	3y 401(k) Plan
			Table II -									, or Bene ble secu			wned				
1. Title of Derivative Security (Instr. 3) 2. Conversion or Exercise Price of Derivative Security 2. Conversion of Exercise (Month/Day/Year) 3. Transaction Date Execution Date (Month/Day/Year) 6. Conversion Date (Month/Day/Year) 7. Conversion Date (Month/Day/Year) 8. Conversion Date (Month/Day/Year) 9. Conversion Date (Month/Day/Year) 1. Title of Derivative Security		n Date,	4. Transaction Code (Instr. 8)		n of		6. Date Exercisable and Expiration Date (Month/Day/Year)			7. Title and Amo of Securities Underlying Derivative Secur (Instr. 3 and 4)			8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficia Owned Following Reported Transacti (Instr. 4)	e (o	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)		
					Code	v	(A)	(D)	Date Exercisabl		xpiration ate	Title	Amou or Numb of Share	er					
Stock Appreciation	\$69.05	03/05/2018			M			334	10/22/201	7 1	0/22/2022	Common stock/\$0.10	334	4	\$0	0		D	

Explanation of Responses:

- 1. Consists of 1,044 restricted stock units that vest 100% on December 20, 2022 and 334 shares of Common Stock owned by the reporting person.
- 2. Consists of 1,044 restricted stock units that vest 100% on December 20, 2022 and 131 shares of Common Stock owned by the reporting person.
- 3. Represents shares sold pursuant to a Rule 10b5-1 sales plan.
- 4. Consists of 1,044 restricted stock units that vest 100% on December 20, 2022.

Remarks:

/s/ David Whitman, Attorneyin-Fact

03/07/2018

** 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.