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FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

Check this box if no longer subject to
Section 16. Form 4 or Form 5
obligations may continue. See
Instruction 1(b).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

OMB APPROVAL					
OMB Number:	3235-0287				
Estimated average b	ourden				

			or Sec	tion 30(n) of the inv	vestment Com	ipany Act of 1940					
1. Name and Address of Reporting Person [*] Tallett Elizabeth E						ymbol GROUP INC [5. Relationship of Reporting Person(s) to Issuer (Check all applicable) X Director 10% Owner				
(Last) 711 HIGH STRI	(First) EET	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 12/06/2018				Officer (give title below)	Other below	(specify)	
(Street) DES MOINES (City)	IA (State)	50392 (Zip)	4. If An	nendment, Date of	Original Filed	(Month/Day/Year)	6. Indiv Line) X	vidual or Joint/Group Form filed by On Form filed by Mo Person	e Reporting Pers	son	
Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned											
Date			2. Transaction Date (Month/Dav/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr.	4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 5)		5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial	

Owned Following (Month/Day/Year) (I) (Instr. 4) Ownership 8) Reported Transaction(s) (Instr. 4) (A) or (D) Code v Amount Price (Instr. 3 and 4)

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

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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)		5. Number of Derivative Securities (A) or Disposed of (D) (Instr. 3, 4 and 5) (b. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		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				
Phantom Stock Units	(1)	12/06/2018		A		69.4		(2)	(2)	Common Stock	69.4	\$45.03	7,071.5	D	

Explanation of Responses:

1. The units convert to common stock on a one-for-one basis.

2. The reported phantom stock units were acquired pursuant to the Principal Deferred Compensation Plan for Non-Employee Directors and will be settled on the reporting person's retirement.

Remarks:

Patrick A. Kirchner, by Power of Attorney

12/07/2018

** 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.

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