## FORM 4

obligations may continue. See Instruction 1(b).

## 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	STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL OMB Number: Estimated average burden hours per response: 0.5

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 Address of Reporting Person*  DAN MICHAEL T																	k all appl Direct	cable)	ing Person(s) to Is  10% O  Other (		
(Last) 711 HIGI	(F H STREET	irst)		3. Date of Earliest Transaction (Month/Day/Year) 12/26/2014											below	)	below) `				
(Street) DES MO	INES IA	<b>\</b>	50392		4. If	f Ame	endment	t, Date	of C	Original I	Filed	(Month/D	ay/Ye	ar)		6. Ind Line)	Form Form	filed by One	e Rep	g (Check Ap orting Person n One Repo	on
(City)	(S		(Zip)		<u> </u>												Perso				
D Thus or Security (mean s)			2. Transaction Date (Month/Day/Year)		ar) i	2A. Deemed Execution Date, if any (Month/Day/Year		3. Transac Code (I		4. Secu		urities Acquired (A) sed Of (D) (Instr. 3,			or 5. Amo 4 and Securi Benefic Owned		int of es ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership	
									Code	v	Amount		(A) or (D)	Pri	ce	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)	
Common Stock			12/20	26/2014					Α		181		Α	\$	8 <mark>0</mark> (1)	28	8,497		D		
Common Stock															10,000				By Spouse		
		Т	able II -	Deriva (e.g., p													Owned		,		
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemee Execution I if any (Month/Day	Date,	4. Transaction Code (Instr. B)		n of		Exp	Date Exe piration   pnth/Day	Date		7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)		Securi	S (I	3. Price of Derivative Security Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	is Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Dat Exe	te ercisable		piration ate	Title		Amou or Numb of Share	er					
Phantom Stock	(2)	12/26/2014			A		68.7			(3)		(3)	Com		68.7	7	\$53.06	10,790.	1	D	

## **Explanation of Responses:**

- 1. Grant of restricted stock units.
- 2. The units convert to common stock on a one-for-one basis.
- 3. 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

12/30/2014

\*\* 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.