FORM 4

obligations may continue. See Instruction 1(b).

Check this box if no longer subject to Section 16. Form 4 or Form 5

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB APPR	JAVC
OMB Number:	3235-0287
Estimated average bure	den
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* COSTLEY GARY E																ationship of Reportin all applicable) Director Officer (give title		10% Owi		wner	
(Last) 711 HIG	(F H STREE	•	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 09/25/2015										below)		Other (s _j below)		specily		
(Street) DES MC (City)		State)	50392 (Zip)		-							(Month/E		,	L	ine) X	Form Form Perso	filed by One filed by Mo	e Rep	g (Check Ap orting Perso n One Repo	on
Date				2. Trans Date (Month/	action	ar)	2A. Deemed Execution Date, if any (Month/Day/Year)		e,	3. Transaction Code (Instr.		4. Secu	urities Acquired (A) sed Of (D) (Instr. 3,			r	5. Amount of Securities Beneficially Owned Following		Forn (D) c	wnership m: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership
									Code	v	Amoun	t	(A) or (D)	Pric	е	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)	
Common	ommon Stock 0		09/25	/25/2015					A		267	7	A	\$() ⁽¹⁾	36,377			D		
Common Stock													1,	825		I	By Gary Costley Living Trust				
		Т	able II -									sed of					wned		,		
Derivative Conversion Date			3A. Deeme Execution if any (Month/Da	Date,	4. Transa Code (I 8)		of Deriv	r osed) :. 3, 4	Exp	Date Exe piration onth/Day	Date		Amo Seci Und Deri	tle and ount of urities erlying vative S tr. 3 and		De Se (Ir	Price of erivative ecurity estr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	ly	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 ercisabl		xpiration ate	Title		Amoun or Numbe of Shares	r					
Phantom Stock	(2)	09/25/2015		T	A		56.8			(3)		(3)		nmon	56.8		\$48.05	7,237.3	3	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

09/29/2015

** 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.

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