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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 or Section 30(h) of the Investment Company Act of 1940

OMB APPROVAL OMB Number: 3235-0287 Estimated average burden

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1 Title of Coourity	(In atr. 2)	2 Tranca	otion	24 Deemed	2	4. Securities Acquired (A	\ or	E Amount of	6 Ownorchin	7 Noturo
		Table I - Non-Deriva	tive S	ecurities Acq	uired, Disp	osed of, or Benefi	cially	Owned		
(City)	(State)	(Zip)						Form filed by Mo Person	re man one Re	porung
(Street) DES MOINES	IA	50392		ienament, Date of	Chginar lieu	(wona, bay real)	Line)	Form filed by On	e Reporting Pe	rson
ş			⊿ If Am	endment, Date of	Original Filed	(Month/Day/Year)	6 Indiv	/idual or Joint/Grou	n Filing (Check	Annlicable
(Last) 711 HIGH STRE	(First) EET	(Middle)	3. Date 12/28/	of Earliest Transa 2015	action (Month/D	ay/Year)		below)	belov	
	Name and Address of Reporting Person [*] <u>CARTER MILLER JOYCELYN</u>				0.	<u>GROUP INC</u> [all applicable) Director Officer (give title	10%	Owner r (specify
		*	2 10000	er Name and Ticke	or or Trading S	mbol		ationship of Reportir	a Porcon(c) to	lecuor

1. The of Security (insu: 3)	Date (Month/Day/Year)	Execution Date, if any (Month/Day/Year)	Code (ransaction Disposed Of (D) (Instr. 3, 4 and code (Instr. 5)				of Indirect Beneficial Ownership (Instr. 4)		
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1150.4)
Common Stock	12/28/2015		A		301	Α	\$0 ⁽¹⁾	36,495	D	

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

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		6. Date Exerc Expiration Da (Month/Day/Y	7. Title Amouri Securi Underl Deriva Securi and 4)	nt of ties ying tive ty (Instr. 3	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. Grant of restricted stock units.

Remarks:

Patrick A. Kirchner, by Power of Attorney

12/30/2015

** 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.

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.