SEC Form 4

Instruction 1(b).

[

FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

OMB Number:	3235-0287									
Estimated average burden										
hours per response	: 0.5									

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

1. Name and Address of Reporting Person*				er Name and Ticke		Symbol GROUP INC	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)					
Pickerell Blair]			X	Director	10% 0	Owner		
(Last) 711 HIGH STR	(First) EET	(Middle)	3. Date 03/25	e of Earliest Transa /2022	ction (Month/I	Day/Year)		Officer (give title below)	Other below	(specify)		
(Street)			4. If Ar	nendment, Date of	Original Filed	(Month/Day/Year)	6. Indiv Line)	vidual or Joint/Grou	p Filing (Check	Applicable		
DES MOINES	IA	50392					X	Form filed by On	e Reporting Per	son		
(City)	(State)	(Zip)						Form filed by Mo Person	re than One Re	porting		
		Table I - Non	-Derivative S	ecurities Acqu	uired, Disp	oosed of, or Benef	icially	Owned				
Date		2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr.	4. Securities Acquired (Disposed Of (D) (Instr. 3 5)		5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial			

	(Month/Day/rear)	(Month/Day/Year)	8)					Owned Following Reported	(I) (Instr. 4)	Ownership (Instr. 4)	
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1130. 4)	
Common Stock	03/25/2022		A		198	A	\$0 ⁽¹⁾	22,988	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 Deriv Secu Acqu (A) o Disp of (D (Inst	5. Number of 2. Spirvative Securities Acquired A) or Disposed of (D) Instr. 3, 4 and 5)		piration Date Amount of			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.

Alex Montz

03/29/2022

** 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.