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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 APPRC               | VAL       |
|-------------------------|-----------|
| OMB Number:             | 3235-0287 |
| Estimated average burde | en        |
| hours per response:     | 0.5       |

| 1. Name and Addres<br>Tallett Elizab |  | son*     |                        |                               | 0.                | ymbol<br><u>GROUP INC</u> [                                |   |                            |                              | o Issuer<br>% Owner<br>her (specify |  |  |
|--------------------------------------|--|----------|------------------------|-------------------------------|-------------------|--|---|----------------------------|------------------------------|-------------------------------------|--|--|
| (Last)<br>711 HIGH STRE              | (First)<br>EET   | (Middle) | 3. Date<br>05/31/      | of Earliest Transac<br>2019   | ction (Month/D    | Pay/Year)  |   | Officer (give title below) | below                        |                                     |  |  |
| (Street)<br>DES MOINES IA 50392      |  |          |                        | nendment, Date of (           | Original Filed    | (Month/Day/Year)   | 6. Individual or Joint/Group Filing (Check Applicable<br>Line)<br>X Form filed by One Reporting Person<br>Form filed by More than One Reporting |                            |                              |                                     |  |  |
| (City)                               | (State)  | (Zip)    |                        |                               |                   |  |   | Person                     |                              |                                     |  |  |
|                                      | Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned |          |                        |                               |                   |  |   |                            |                              |                                     |  |  |
| 1. Title of Security                 | (Instr. 3)   |          | 2. Transaction<br>Date | 2A. Deemed<br>Execution Date, | 3.<br>Transaction | 4. Securities Acquired (A)<br>Disposed Of (D) (Instr. 3, 4 |   | 5. Amount of<br>Securities | 6. Ownership<br>Form: Direct | 7. Nature<br>of Indirect            |  |  |

| itle of Security (Instr. 3) | Date<br>(Month/Day/Year) | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | Transaction |   | Disposed Of (D) (Instr. 3, 4 and |               |       | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership |
|-----------------------------|--------------------------|---|-------------|---|----------------------------------|---------------|-------|---|---|
|                             |                          |   | Code        | v |                                  | (A) or<br>(D) | Price | Reported<br>Transaction(s)<br>(Instr. 3 and 4)                | (Instr. 4)  |

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

| 1. Title of<br>Derivative<br>Security<br>(Instr. 3) | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | 4.<br>Transa<br>Code (<br>8) |   | n of |     | 6. Date Exercisable and<br>Expiration Date<br>(Month/Day/Year) |                    | 7. Title and<br>Amount of<br>Securities<br>Underlying<br>Derivative Security<br>(Instr. 3 and 4) |  | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s)<br>(Instr. 4) | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |
|---|---|--|---|------------------------------|---|------|-----|--|--------------------|--|--|---|--|--|--|
|   |   |  |   | Code                         | v | (A)  | (D) | Date<br>Exercisable  | Expiration<br>Date | Title  | Amount<br>or<br>Number<br>of<br>Shares |   |  |  |  |
| Phantom<br>Stock<br>Units                           | (1)   | 05/31/2019                                 |   | Α                            |   | 60.6 |     | (2)  | (2)                | Common<br>Stock  | 60.6                                   | \$51.57   | 7,295.9  | 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.

#### Patrick A. Kirchner, by Power of Attorney

06/03/2019

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

 $^{\ast}$  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.