FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGE	ES IN BEN	IEFICIAL (OWNERS	HIP

OMB APPROVAL									
OMB Number:	3235-0287								
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Check this box if no longer subject to	0
Section 16. Form 4 or Form 5	
obligations may continue. See	
Instruction 1(b).	

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	nd Address of	Reporting Person*				er Name an					[]			ationship of all applica		Perso	n(s) to Issu	er	
(Last)	(F	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 11/30/2015							X	Director Officer (g below)	give title		10% Owner Other (specify below)			
(Street) RAPID (D State)	57709 (Zip)		4. If Amendment, Date of Original Filed (Month/Day/Year)								6. Indiv Line) X	ividual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person					
		T	able I - Nor	n-Deriv	ative S	ecuritie	s Acc	quired,	Dis	posed (of, or B	enefici	ally (Owned					
		2. Transa Date (Month/D	ction ay/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Instr.		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4		red (A) o	4 and 5) Securities Beneficia Owned Fe		ly	Form:	Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership			
							Code	v	Amount	(A) (D)	or Pric	ce	Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)		
Common Stock			12/01	1/2015		I		4.476 A		\$4	3.12	9,031.0748		D					
Common Stock												1,000				By Spouse			
Common Stock												1,000		I I		By 401K			
			Table II -			curities IIs, warr								wned				'	
Derivative Conversion Date		3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Dat if any (Month/Day/Ye	Cod	Transaction Code (Instr. 8) Derivati Securiti Acquire or Dispo		Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3,		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amou Securities Underly Derivative Securit (Instr. 3 and 4)		rlying Derivative		9. Numbe derivative Securities Beneficia Owned Following Reported	Ownersh Form: Direct (D or Indirect (I) (Instr.	Ownership	Beneficial Ownership (Instr. 4)	
				Cod	e V	(A)		Date Exercisab		xpiration ate	Title	Amour Numbe Shares	er of		Transact (Instr. 4)	ion(s)			
Phantom Stock Unit	(1)	11/30/2015		A		465.9832		(2)		(3)	Common Stock	465.9	832	\$42.92 16,955.3		.3986 I		By Trust	
Phantom Stock Unit	(1)	12/01/2015		A		159.2518		(2)		(3)	Common	159.2	2518	\$43.12	17,114.0	6504	I	By Trust	

Explanation of Responses:

- 2. Derivative security is exercisable upon retirement under terms of the agreement.
- 3. Derivative security expires upon retirement under terms of the agreement.

Remarks:

Stock Unit

12/02/2015 /s/Lorna J. Gunderman

** 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.