FORM 4

obligations may continue. See Instruction 1(b).

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

Check this box if no longer subject to	STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP
Section 16. Form 4 or Form 5	
obligations may continue. Con	

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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 IN STEP	Reporting Person* HEN D				r Name <b>an</b> CK HIL					н]			ationship of k all applica Director		Persoi	n(s) to Issue 10% Ow	
(Last)	`	First)	(Middle)	3. Date of Earliest Transaction (Month/Day/Year) 05/30/2014										Officer (give title below)		Other (spec below)		pecify
(Street) RAPID (		D State)	57709 (Zip)	4	I. If Am	endment, C	Date o	f Origina	l File	d (Month/D	ay/Year)		6. Indi Line) X		ed by One	Report	Check Appli ting Person One Reporti	
		Ta	able I - Non-D	erivat	ive S	ecurities	s Ac	quire	l, Di	sposed	of, or B	enefic	ially	Owned				
Da				2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		Code (Instr.		n Dispos	4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4				ly	Form:	Direct I Indirect E tr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
								Cod	e v	Amoun		(A) or (D)		Transaction(s) (Instr. 3 and 4)				
Common Stock													2,642.1242			D		
Common Stock													2,400		I		By Terry Newlin Bypass Trust	
			Table II - De			curities Ils, warr		,		•	,		•	wned	'			
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	Code (Instr.		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Expirati (Month/	on Da		Securities Unde		lying	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficia Owned Following Reported Transacti	ve Ones For ally Di or (I) d	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercis	able	Expiration Date	Title	Amou Numb Share	er of		(Instr. 4)			
Phantom Stock Unit	(1)	05/30/2014		A		325.1257		(2)		(3)	Commor Stock	325.	1257	\$57.67	17,013.1	1917	I	by Trust
Phantom	(1)	06/02/2014		A		115.5949		(2)		(3)	Commor	115.	5949	\$57.4	17,128.7	7866	I	by Trust

## **Explanation of Responses:**

- 1. 1 for 1 Conversion Ratio.
- 2. Derivative Security is exercisable upon retirement under terms of the agreement.
- 3. Derivative Security expires upon retirement under terms of the agreement.

Lorna J. Gunderman, by power

06/03/2014

of attorney

\*\* 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.