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 | STAT |
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| obligations may continue. See Instruction 1(b). | |

EMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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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 an CK HIL | | | | | |] | | ationship of k all applica Director | | Persor | n(s) to Issue | |
|---|---|--|--|--|---|--|--------|------------------------------|---------|-----------------|--|---|----------------------------------|--|----------------------------|--|---|---|
| (Last) | ` | First) | (Middle) | | 3. Date of Earliest Transaction (Month/Day/Year) 11/28/2014 | | | | | | | | | Officer (below) | Officer (give title below) | | Other (sp below) | pecify |
| (Street) RAPID (| | D State) | 57709 (Zip) | 4 | l. If Am | endment, C | oate o | f Origina | al File | d (Mont | h/Day/ | /Year) | 6. Ind Line) | | ed by One | Report | Check Appli ting Person One Reporti | |
| | | Ta | able I - Non-D | erivat | ive S | ecurities | s Ac | quire | d, Di | spos | ed of | , or Be | neficially | Owned | | | | |
| 1. Title of Security (Instr. 3) | | | Da | 2. Transaction Date (Month/Day/Year) | | 2A. Deemed Execution Date, if any (Month/Day/Year) | | Code (Instr. | | on Dis | 4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4 | | | | | Form: | Direct Indirect Etr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
| | | | | | | | | Cod | e v | Am | ount | (A) o (D) | r Price | Transaction(s) (Instr. 3 and 4) | | | | msu. 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 Expirat (Month | ate | Secu r) Deri | | 7. Title and Amount of Securities Underlying Derivative Security Instr. 3 and 4) | | 9. Number derivative Securities Beneficia Owned Following Reported Transacti | e s ally g | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | Beneficial Ownership (Instr. 4) | |
| | | | | Code | v | (A) | (D) | Date Exercis | able | Expira Date | | Title | Amount or Number of Shares | | (Instr. 4) | | | |
| Phantom Stock Unit | (1) | 11/28/2014 | | A | | 347.1579 | | (2) | | (3) | | Common Stock | 347.1579 | \$54.01 | 17,952.3 | 3433 | I | by Trust |
| Phantom | (1) | 12/01/2014 | | A | | 130.0049 | | (2) | | (3) | (| Common | 130.0049 | \$53.855 | 18,082.3 | 3482 | I | by Trust |

Explanation of Responses:

- 1. 1 for 1 Conversion Ratio.
- ${\hbox{\bf 2. Derivative Security is exercisable upon retirement under terms of the agreement.}}\\$
- 3. Derivative Security expires upon retirement under terms of the agreement.

Lorna J. Gunderman, by power

12/02/2014

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.