FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

11asimigton, 2101 200 10

STATEMENT	OF CHANGES	S IN BENEFICIA	L OWNERSHIP

OIVID APPRO	JVAL
OMB Number:	3235-0287
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Check this box if no longer subject to 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 IN STEP	Reporting Person*				r Name an CK HIL]			ationship of k all applical Director		j Perso	n(s) to Issu 10% Ow	
(Last)	•	First)	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 02/27/2015									Officer (g below)	give title	Other (speci below)		pecify	
(Street) RAPID (D State)	57709 (Zip)	4	4. If Amendment, Date of Original Filed (Month/Day/Year)								6. Indi Line) X	vidual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person					
1. Title of	Security (Ins			. Transact		2A. Deem	ed	Ť	3.		4. Securi	ties Acqu	red (A)	or	5. Amount				7. Nature of
			ate Month/Day	y/Year)	Execution Date, if any (Month/Day/Yea		΄ Ι	Transaction Code (Instr. 8)		Disposed Of (D) (Instr. 3, 4		4 and 5)	Beneficiall Owned Fo Reported	Securities Beneficially Owned Following Reported		Indirect tr. 4)	Indirect Beneficial Ownership (Instr. 4)		
									Code	v	Amount	(A) (D)	or F	Price	Transaction(s) (Instr. 3 and 4)				
Common Stock													2,642.	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)	4. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisa Expiration Date (Month/Day/Year			Securities Under		erlying	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction	e es ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
				Code	v	(A)	(D)	Da:	ate ercisable		xpiration ate	Title	Nun			(Instr. 4)			
Phantom Stock Unit	(1)	02/27/2015		A		385.2711			(2)		(3)	Common Stock	385	5.2711	\$50.83	18,467.	6193	I	by Trust
Phantom Stock Unit	(1)	03/02/2015		A		150.1885			(2)		(3)	Common	150	.1885	\$49.8	18,617.	8078	I	by Trust

Explanation of Responses:

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

Lorna J. Gunderman, by power

03/02/2015

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.