#### KLOSTERMAN RONALD J

Form 4

December 11, 2007

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# UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB Number:

3235-0287

0.5

if no longer subject to Section 16.

Form 4 or

Check this box

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

Expires: January 31, 2005

**OMB APPROVAL** 

Estimated average burden hours per

response...

5. Relationship of Reporting Person(s) to

Form 5 obligations may continue.

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility Holding Company Act of 1935 or Section 30(h) of the Investment Company Act of 1940

2. Issuer Name and Ticker or Trading

See Instruction 30(h) of the Investm

1(b).

(Print or Type Responses)

1. Name and Address of Reporting Person \*

KLOSTERM	IAN RONALD	J	Symbol FLEXS' [FLXS]	ΓEEL	INI	OUSTRI	ES II	NC	Issuer (Chec	k all applicable	)
(Last) P.O. BOX 8		Middle)	3. Date of (Month/D 12/10/20	ay/Yea		nnsaction			Director Officer (give below) Pres		Owner er (specify
DUBUQUE,	(Street)		4. If Ame Filed(Mon			_			6. Individual or Jo Applicable Line) _X_ Form filed by O Form filed by M Person	-	rson
(City)	(State)	(Zip)	Table	e I - No	n-D	erivative S	Securi	ities Acqu	uired, Disposed of	f, or Beneficial	ly Owned
1.Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)		Date, if	3. Transa Code (Instr.		4. Securinn(A) or Di (Instr. 3,	spose	d of (D)	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
Common Stock									72,887	D	
Common Stock	12/10/2007			<u>J(1)</u>	V	302	A	\$ 12.35	4,141	I	401K Plan

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

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 control number.

SEC 1474

(9-02)

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

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. Transacti Code (Instr. 8)	5. Number of orDerivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4, and 5)	6. Date Exerci Expiration Dat (Month/Day/Y	te	7. Title and Lunderlying S (Instr. 3 and	Securities
				Code V	(A) (D)	Date Exercisable	Expiration Date	Title	Amoun or Numbe of Shar
Option 12/09/1999	\$ 13.25					12/09/1999	12/09/2009	Common Stock	7,500
Option 12/09/2002	\$ 15.925					12/09/2002	12/09/2012	Common Stock	10,75
Option 12/08/2003	\$ 19.21					12/08/2003	11/25/2013	Common Stock	12,00
Option 12/14/2004	\$ 16.49					12/14/2004	12/14/2014	Common Stock	12,00
Option 12/13/2005	\$ 14.4					12/13/2005	12/13/2015	Common Stock	12,00
Option 12/11/2006	\$ 12.65					12/11/2006	12/11/2016	Common Stock	15,00
Option 12/10/2007	\$ 12.35	12/10/2007		A	15,000	12/10/2007	12/10/2017	Common Stock	15,00

### **Reporting Owners**

Keiationsnips

Director 10% Owner Officer Other

KLOSTERMAN RONALD J P.O. BOX 877 DUBUQUE, IA 52004

President and CEO

## **Signatures**

Ronald

Klosterman 12/11/2007

\*\*Signature of Person Date

Reporting Person

Reporting Owners 2

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### **Explanation of Responses:**

- \* 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).
- (1) Shares beneficially owned through participation in the Company's 401k plan.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure. Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.