

Form

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up>02/24/2022 Common

1,500

Â 1,500

D

Â Stock Option (right to buy) \$ 23.96 Â Â Â Â Â Â (3)02/15/2023 Common

2,000

Â 2,000

D

Â Stock Option (right to buy) \$ 29.61 Â Â Â Â Â Â (4)02/21/2024 Common

2,500

Â 2,500

D

Â

Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Helbing Kevin W. 118 SECOND AVENUE SE CEDAR RAPIDS, IA 52401	Â	Â	Â Interim PFV/Asst VP/Controller	Â

Signatures

/s/ Kevin W. Helbing by Michael T. Wilkins,
Attorney-in-Fact 02/13/2015

__Signature of Reporting Person Date

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) Remaining options become exercisable in equal installments on 02/18/15 and 02/18/16, respectively.
- (2) Remaining options become exercisable in equal installments on 02/24/15, 02/24/16 and 02/24/17, respectively.
- (3) Remaining options become exercisable in equal installments on 02/15/15, 02/15/16, 02/15/17, and 02/15/18, respectively.

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(4) Options become exercisable in equal installments on 02/21/15, 02/21/16, 02/21/17, 02/21/18 and 02/21/19, respectively.

Note: File three copies of this Form, one of which must be manually signed. If space provided 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.