FORM 5

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

OWNERSHIP

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ANNUAL	STATEMENT	OF CHA	NGES IN E	BENEFICIAL

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	OMB Number:	3235-0362
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Form 3 Holdings Reported.

X Form 4	4 Transactions I	Reported.						e Securities Exch ment Company A										
1. Name and Address of Reporting Person* FINDLAY DAVID M								Trading Symbol NCIAL COI		Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner								
(Last) (First) (Middle) 2828 E. PRESTWICK RD				3. Staten 12/31/2		r Issu	er's Fisca	l Year Ended (M	- 2	X Officer (give title Other (specify below) President & CFO								
(Street) WINNIE	ELAKE IN	N	46590	4. If Ame	ndmen	nt, Dat	te of Origi	nal Filed (Month	/Day/Yea	ır)	Line	X Form f	iled by O iled by M	ne Repo	orting Pe	erson		
(City)	(S	•	(Zip)															
1. Title of S	ecurity (Instr. :		2. Transaction Date (Month/Day/Year)	2A. Deemed Execution I if any	d Date,	3. Tran	Acquire nsaction le (Instr.	4. Securities Acc (D) (Instr. 3, 4 an	uired (A)			5. Amount Securities Beneficial	t of	6. Owner Form:		7. Nati		
				(Month/Day	(Month/Day/Year)			Amount	(A) or (D)	Price		Owned at Issuer's F Year (Insti 4)	iscal	cal Indire				
Common	Stock		12/31/2010			j	J4 ⁽¹⁾	366	A	\$19	.62	6,80	6,865		I		401(k) Plan	
Common	Stock									30,300		D						
Common	Stock											2,00	00]	I	By S	Spouse	
		٦	able II - Deriva رویو،					, Disposed o				Owned						
1. Title of Derivative Conversion Security (Instr. 3) 2. Conversion Date (Month/Day/Year) Price of Derivative Security		(0.9.,	puto, ouii	o,a	mber 6. Date Expirative (Month/ rities ired r oseed) . 3, 4									Ownershi Form: Direct (D) or Indirec (I) (Instr. 4				
(instr. 3)	or Exercise Price of Derivative	Date	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)	5. Num of Derive Secur Acqui (A) or Dispo of (D) (Instr.	ative rities ired osed	6. Date I	Exercisable and	7. Tit Amo Secu Unde Deriv	tle and unt of urities erlying vative Se r. 3 and 4	curity	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Benefic Owned Following Reporter Transactures (Instr. 4)	ive ies cially ng ed ction(s)	Owner: Form: Direct or Indi	ship (D) rect	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
(instr. 3)	or Exercise Price of Derivative	Date	Execution Date, if any	Transaction Code (Instr.	of Derive Secur Acqui (A) or Dispo of (D) (Instr.	ative rities ired osed	6. Date I	Exercisable and on Date Day/Year)	7. Tit Amo Secu Unde Deriv	tle and unt of urities erlying vative Se r. 3 and 4	curity) nount	Derivative Security	derivati Securiti Benefic Owned Followi Reporte Transac	ive ies cially ng ed ction(s)	Owner: Form: Direct or Indi	ship (D) rect	of Indirect Beneficial Ownership	
Restricted Stock Units	or Exercise Price of Derivative	Date	Execution Date, if any	Transaction Code (Instr.	of Derive Secur Acqui (A) or Dispo of (D) (Instr. and 5	ative rities ired osed . 3, 4	6. Date Expirati (Month/I	Exercisable and on Date Day/Year) Expiration Date	7. Title	tle and unt of urities erlying vative Se r. 3 and 4	curity) nount	Derivative Security	derivati Securiti Benefic Owned Followi Reporte Transac	ive ies cially ng ed ction(s)	Owner: Form: Direct or Indi	ship (D) rect	of Indirect Beneficial Ownership	
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Restricted Stock Units Restricted Stock	or Exercise Price of Derivative Security \$0(2)	Date	Execution Date, if any	Transaction Code (Instr.	of Derive Secur Acqui (A) or Dispo of (D) (Instr. and 5	ative rities ired osed . 3, 4	Date Exercise	Exercisable and on Date Day/Year) Expiration Date Date Day/Year) 1012 02/05/2012 03/15/2012	7. Title Title Title Title Com Stc 33 Com Stc 33 Com Stc	Ar or Nick	nount imber nares	Derivative Security	derivati Securiti Benefic Owned Followin Reporte Transac (Instr. 4)	ive ies cicially ng ed ction(s)	Owner. Form: Direct or India (I) (Inst	ship (D) rect	of Indirect Beneficial Ownership	
Restricted Stock Units Restricted Stock Units ⁽⁴⁾ Restricted Stock	or Exercise Price of Derivative Security \$0(2)	Date	Execution Date, if any	Transaction Code (Instr.	of Derive Secur Acqui (A) or Dispo of (D) (Instr. and 5	ative rities ired osed . 3, 4	Date Exercise 02/05/2	Exercisable and on Date Day/Year) Expiration Date 02/05/2012 02/05/2012 03/15/2012 013 02/01/2013	7. Title Title Title Communication Title Title Communication Communication	and unit of unities erlying vative Se r. 3 and 4	nount mber nares	Derivative Security	derivati Securiti Benefic Owned Followin Reporte Transac (Instr. 4	ive ies ies icially ng ed ction(s)	Owner Form: Direct or Indii (i) (Inst	ship (D) rect	of Indirect Beneficial Ownership	

Explanation of Responses:

1. Salary redirection to 401(k) plan for 2010.

- 2. Each Restricted Stock Unit exercises into 1 share of Common Stock.
- 3. Restricted Stock Unit awards are a conditional promise to transfer a share at a specific futurue date and do not have an expiration date.
- 4. The Restricted Stock Units are subject to forfeiture based on corporate performance criteria.

Teresa A. Bartman, Attorneyin-Fact

02/11/2011

** 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.