FORM 5

Check this box if no longer subject

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549	

OWNERSHIP

ANNUAL	STATEMENT	OF CHAN	GES IN B	ENEFICIAI

OMB APPROVAL										
OMB Number: 3235-0362										
Estimated average burden										
hours nor rosponso:										

\cup	obligations may continue. See Instruction 1(b).
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U Form	s Holaings Rep	опеа.												
Form 4	4 Transactions	Reported.	Filed				e Securities Exch tment Company A							
	nd Address of Michael I				r Trading Symbol NCIAL CO			Check all app Direct Offic	olicable) ctor er (give titl	e O)% Own ther (spe	ner		
(Last) LAKELA P.O. BO	(Fii AND FINA X 1387	12/31/202	3. Statement for Issuer's Fiscal Year Ended (Month/Day/Year) EVP & CCO 12/31/2021								elow)			
(Street) WARSA	W IN	4. If Amendr	ment, Date o	of Orio	ginal Filed (Montl	h/Day/Y		ne) X Form	n filed by C	oup Filing (Choose Reporting lore than One	Person	1		
(City)	(St	•	Zip)											
		Table	l - Non-Deriva	ative Secur	ities Acc	quire	ed, Disposed	l of, o	r Benefic	ially Owr	ied			
Date (Month/Day/Year)			2A. Deemed Execution Date, if any Code (Instr. (Asset) (Code) (Co					A) or Dispose	Securities Ownership Beneficially Form: Direct			Indire Benef	7. Nature of Indirect Beneficial Ownership	
		(Month/Day/Tea	Amount (A) or Price				Price	Issuer's	Issuer's Fiscal Indirect (I) Year (Instr. 3 and (Instr. 4)		(Instr. 4)			
Common Stock 12/31/2021					J(1))	243	A	\$67.33	10	,399	I	401(Plan	` '
Common	Stock								0	D				
		Та	ble II - Derivat (e.g., p				d, Disposed o				d			
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)	Acquired Derivative					mount of ecurities nderlying	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securitie Beneficial Owned Following	e Owne s Form: Direct or Ind	rship ((D) (irect (11. Nature of Indirect Beneficial Ownership (Instr. 4)

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)	of Deriv Secu Acqu (A) or Dispo of (D) (Instr	of Derivative Securities Acquired (A) or Disposed					8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				

Explanation of Responses:

1. Salary redirection and/or dividend reinvestment in $401(\ensuremath{k})$ plan for 2021.

/s/ Matt VanDeWielle, Attorney-in-Fact

** Signature of Reporting Person Date

02/07/2022

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.