## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

l	OMB APPE	ROVAL
	OMB Number:	3235-0287
l	Estimated average bu	ırden
ı	hours por rosponso:	0.5

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

1. Name and Address of Reporting Person*  NIEMIER CHARLES E																	nip of Reporting I oplicable) ector		son(s) to Iss		
(Last) POBO	,	irst)	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 01/12/2016											Officer below)	(give title		Other (s below)	specify
(Street) WARSA' (City)			46581-058 (Zip)	37	4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)										Individual or Joint/Group Filing (Check Applicable ine)  X Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Tab	le I - Non	-Deriv	ative	Se	curiti	es A	cqu	ıired, [	Disp	osed o	of, o	r Bei	neficia	ally	Owned	d l			
Di			2. Transaction Date (Month/Day/Year)		ar)	2A. Deemed Execution Date if any (Month/Day/Yea		Code (Ins			tion Dispose		urities Acquired (A) eed Of (D) (Instr. 3,			5. Amou Securitie Benefici Owned I	ies	Form: D	: Direct   0 r Indirect   1	7. Nature of Indirect Beneficial Ownership	
							(			Code	v	Amount		(A) or (D)	Price	:	Reporte Transac (Instr. 3	tion(s)			(Instr. 4)
Common Stock			01/12	2/2016					Α		625	5	A	\$	<u> </u>		52.547		D		
Common	Stock																0				401(k) Plan
Common	Stock														9,007					By Spouse	
		Т	able II - I (	Derivat e.g., p													wned	,		,	
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deeme Execution if any (Month/Day	Date,	4. Transaction Code (Instr 8)				6. Date Exercis Expiration Dat (Month/Day/Ye		ate	r) of U		7. Title and A of Securities Underlying Derivative Se (Instr. 3 and 4		De Se	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	e s Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Dat Exe	te ercisable		piration te	Title		Amount or Number of Shares						
Phantom Stock	(1)									(2)		(3)	Com		30,238			30,238		D	
Stock Options (Right to	\$24.05								05/	/14/2013	05/	/14/2018	Comi		1,000			1,000		D	

## **Explanation of Responses:**

- 1. Each phantom stock unit exersises into 1 share of Common Stock.
- 2. Phantom stock is exercisable after the directors' retirement as a Board member.
- 3. Phantom shares expire after the directors' retirement as a Board member.

Teresa A. Bartman, Attorney-

01/14/2016

in-Fact

\*\* 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.