FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGE	S IN BENEFIC	IAL OWNERSHIP

l	OMB APPROVAL									
l	OMB Number:	3235-0287								
l	Estimated average bu	rden								
l	hours per response:	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 Menzel Garry E							2 THER				NC. [T	(Ch	(Check all applicable) X Director 10% Owner							
	(F R2 THERA NEY STRI		(Middle)				3. Date of Earliest Transaction (Month/Day/Year) 12/01/2022									•			r (specify	
(Street) CAMBR (City)		/IA State)	02142 (Zip)			4. If Amendment, Date of Original Filed (Month/Day/Year)								Line	ndividual or Joint/Group Filing (Check Applicable e) X Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Ta	ıble I - No	on-Der	rivati	ve S	ecurities	s Ac	quired	l, Dis	sposed o	of, or I	Benet	ficiall	y Owned					
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			2. Transaction Date (Month/Day/Year)		Execution Date,		3. Transaction Code (Instr. 8)						5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership			
									Code	v	Amount	(A) (D)	or F	Price	Transactio				Instr. 4)	
Common Stock													132,729				See Footnote ⁽¹⁾			
Common Stock														132,7	132,730			See Footnote ⁽²⁾		
Common Stock			12/0	1/202	.2			M		221,058	21,058 ⁽³⁾ A		(4)	221,058		D				
Common Stock 12			12/0	2/202	2022			S ⁽⁵⁾		8,408	1)	\$1.39	212,650			D			
			Table II								osed of converti				Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	Execution	Date,	4. Transa Code (8)		Derivative		6. Date Exerci: Expiration Dat (Month/Day/Ye		te	7. Title and Amo of Securities Underlying Derivative Secu (Instr. 3 and 4)		curity)	8. Price of Derivative Security (Instr. 5)	9. Numb derivativ Securitie Benefici Owned Followin Reported Transact	ies Forn ially Director In ng (I) (Ir	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4	Beneficial Ownership (Instr. 4)	
					Code	v	(A) (D)	Date Exercisa		Expiration Date			nount mber Shares		(Instr. 4)					

Explanation of Responses:

(4)

(4)

(4)

12/01/2022

12/01/2022

12/01/2022

Restricted Stock Unit

Restricted

Stock Unit

Restricted

1. Consists of 132,729 shares of common stock held by the Garry E. Menzel and Mary E. Henshall Family Trust, under instrument of trust dated July 29, 2010, to the Garry E. Menzel Revocable Trust of 2022, under Indenture of Trust dated April 5, 2022 (the "Menzel Trust"). The reporting person is the trustee of the Menzel Trust, and as such the reporting person may be deemed to beneficially own such securities. The reporting person and members of his immediate family are the sole beneficiaries of the Menzel Trust.

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(8)

158,795

40,881

21 382

M

M

M

- 2. Consists of 132,730 shares of common stock held by and the Mary E. Henshall Revocable Trust of 2022, under Indenture of Trust dated April 5, 2022 (the "Henshall Trust"). The reporting person's spouse is the trustee of the Henshall Trust, and as such the reporting person may be deemed to beneficially own such securities. The reporting person and members of his immediate family are the sole beneficiaries of the Henshall Trust.
- 3. Represents the the aggregate number of common stock converted from restricted stock units granted to the reporting person on 11/17/2022 pursuant to the issuer's offer to exchange eligible options for new restricted stock units program.
- 4. Each restricted stock unit represents a right to receive one share of the issuer's common stock at the time of vesting for no consideration.
- 5. The sales reported represent the number of shares required to be sold by the reporting person to cover tax withholding obligations in connection with the vesting of restricted stock units. These sales were automatic and intended to qualify under Rule 10b5-1.
- 6. 98% of these restricted stock units vested on December 1, 2022, and the remaining 2% will vest on December 1, 2023.
- 7. 73% of these restricted stock units vested on December 1, 2022, 25% will vest on December 1, 2023 and the remaining 2% will vest on December 1, 2024.
- 8. 48% of these restricted stock units vested on December 1, 2022, 25% will vest on December 1, 2023, another 25% will vest on December 1, 2024 and the remaining 2% will vest on December 1, 2025.

Remarks:

Margaret Siegel as Attorney-in-12/05/2022 Fact

** Signature of Reporting Person

(6)

(7)

(8)

Commor Stock

Stock

Commor

Stock

158,795

40,881

21.382

\$0.00

\$0.00

\$0.00

3.241

15,120

23 165

D

D

D

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.