FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington D.C. 20549

Washington, D.C. 20549	
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	OMB AP
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP	OMB Number:

OMB APPRO	VAL
OMB Number:	3235-0287
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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

	d Address of Nancy E	Reporting Person*					Name a						[FLXS]		k all appli	cable)	g Per	son(s) to Iss		
(Last) (First) (Middle) P.O. BOX 877						3. Date of Earliest Transaction (Month/Day/Year) 04/27/2012											(give title		Other (s		
(Street) DUBUQUE IA 52004 (City) (State) (Zip)						4. If Amendment, Date of Original Filed (Month/Day/Year)									Line)	Individual or Joint/Group Filing (Check Applicable le) X Form filed by One Reporting Person Form filed by More than One Reporting Person					
				n-Deriv	ative	Sec	curitie		auir	ed D	isn	osed c	of or B	enefic	ially	Owner					
1. Title of Security (Instr. 3) 2. Transac Date (Month/Date)				action	ction 2A. Deemed Execution Date,				Code (Instr. 5)			red (A)	or	5. Amou Securitie Benefici Owned F	nt of 6. Over the feature of the fea		n: Direct r Indirect istr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			
									Co	ode V	,	Amount	t (A) or Pri		се	Reported Transaction(s) (Instr. 3 and 4)				(111311. 4)	
Common Stock 04/27/				7/2012	2012				P		395 A \$		20.2	395			D				
		Т	able II -							,	•		, or Ber ble sec		•	Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security		3A. Deem Execution if any (Month/D	Date,	4. Transactio Code (Insti 8)				6. Date Exercisal Expiration Date (Month/Day/Year				7. Title and Amount of Securities Underlying Derivative Securit (Instr. 3 and 4)		E	p. Price of Derivative Security Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	ly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
						v	(A)	(D)	Date Exerc	cisable	Ex _I	piration te	Title	Amor or Numl of Share	oer						
Option 12/06/2010	\$17.23								12/06	6/2010	12/	/06/2020	Common Stock	2,50	00		2,500		D		
Option	\$13.75								12/13	3/2011	12/	/13/2021	Common	2,50	00		2,500		D		

Explanation of Responses:

Nancy E. Uridil

05/01/2012

** Signature of Reporting Person

Date

 $Reminder: Report \ on \ a \ separate \ line \ for \ each \ class \ of \ securities \ beneficially \ owned \ directly.$

- * 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.