FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP
SIAILMENT	OI CITAINGES	III DEIIEI IOIAE	CVVIVEICOIIII

l	OMB APPRO	DVAL			
	OMB Number:	3235-0287			
l	Estimated average burd	len			
	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* Ramirez Michael F.																5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner Officer (give title V Other (specify					
(Last) (First) (Middle) 855 EAST MAIN AVENUE						3. Date of Earliest Transaction (Month/Day/Year) 07/13/2017										below) SVP of People, Places & Admin					
P.O. BOX 302					4. If Amendment, Date of Original Filed (Month/Day/Year) 6. Individual or Joint/Group Filing (Chec Line)											g (Check Ap	plicable				
(Street) ZEELAN	ND M	ıı .	49464														filed by Mo		orting Perso n One Repo		
(City)	(S	tate)	(Zip)													Peis	וונ				
		Tab	le I - No	n-Deriv	ative	Se	curit	ies Ac	q	uired,	Dis	posed o	of, o	r Ber	neficia	ly Owne	d	-			
			2. Transaction Date (Month/Day/Year)		ar) E	2A. Deemed Execution Date, if any (Month/Day/Year)		'	Code (Instr.					Benefi Owned	ies cially Following	Forn (D) c	n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership			
										Code		Amount		(A) or (D)	Price	Transa	Reported Transaction(s) (Instr. 3 and 4)			(Instr. 4)	
Common Stock				07/13	3/2017					М		1,886	5	A	\$25.7	75 15,555.3397			D		
Common Stock				07/13	7/13/2017					F		1,441	L	D	\$33.	7 14,1	14,114.3397		D		
Common Stock			07/13	/2017					F		205		D	\$33.	7 13,9	13,909.3397		D			
Common Stock																2,983.263			I	by profit share plan	
		7	able 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)	3A. Deeme Execution if any (Month/Da	Date,	4. Transa Code (8)				6. Date Exercisa Expiration Date (Month/Day/Yea			Amount of		Security	8. Price of Derivative Security (Instr. 5)		e s lly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership t (Instr. 4)		
					Code	v	(A)	(D)		ate xercisab		Expiration Date	Title		Amount or Number of Shares						
Non- Qualified Stock Option (right to	\$25.75	07/13/2017			М			1,886		(1)		07/18/2021		nmon ock	1,886	\$3.7	0		D		

Explanation of Responses:

1. This grant vests in three equal annual installments beginning on the first anniversary of the grant date.

By: Angela M. Shamery For: 07/13/2017 Michael F. Ramirez

** 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.