FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

Check this box if no longer subject to
Section 16. Form 4 or Form 5
bligations may continue. See

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL									
OMB Number:	3235-0287								
Estimated average burden									
hours nor resnance	0.5								

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* Whited Elizabeth F													(Check all applicable) Director Director Director Director Director Director Director Director						
(Last) 1400 DC	st) (First) (Middle) 00 DOUGLAS STREET						of Earl 2020	iest Trar	nsaction (Month	n/Day/Year)		helow)	Officer (give title below) EVP & CHIEF HR			pecify		
(Street)	N N	E	68179		4.1	4. If Amendment, Date of Original Filed (Month/Day/Year)								Individual or Joint/Group Filing (Check Application) X Form filed by One Reporting Person Form filed by More than One Reporting					
(City)	(S	tate)	(Zip)											Persor	Person				
		Tab	le I - No			_			_	l, Di	-			ly Owned	I	1			
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Year		ar)	2A. Deemed Execution Date, if any (Month/Day/Year)		, Trans	Transaction Disposed Code (Instr.		ies Acquired (A) or Of (D) (Instr. 3, 4 and 5)		5) Securition Benefici Owned I	Beneficially Owned Following		rect c direct E 4) (7. Nature of Indirect Beneficial Ownership			
									v	Amount	(A) or (D)	Price	Reporte Transac (Instr. 3	tion(s)			(Instr. 4)		
Common Stock		01/21/2020		0			М		5,000	A	\$75.5	2 69	69,657						
Common	Stock			01/21	1/2020	0			F		2,038	D	\$185.3	32 67	,619	D			
Common	Stock			01/21	1/2020)			F		857	D	\$185.3	32 66	2 66,762				
Common Stock ⁽¹⁾												3,15	3,151.8614]1	By Deferral Account			
		-	Гable II -								oosed of, converti			Owned					
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	Date (Month/Day/Year) i	Execution if any	Execution Date, if any		4. Transaction Code (Instr. 8)		n of l		6. Date Exercisable Expiration Date (Month/Day/Year)		Amount of		8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficially Owned Following Reported Transactior (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	nership rm: ect (D) Indirect	Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisa	ble	Expiration Date	Title	Amount or Number of Shares						
Non- Qualified Stock Option (right to	\$75.52	01/21/2020			M			5,000	02/04/20	17 ⁽²⁾	02/04/2026	Common Stock	5,000	\$0.0	5,000		D		

Explanation of Responses:

- 1. Represents conversion of restricted stock units to fully vested stock units with a distribution ratio of 1:1 Payable only in shares of common stock at termination of employment or a date certain.
- 2. This option became exercisable in three equal installments starting one year from the grant date.

By: Trevor L. Kingston, Attorney-in-Fact For: Elizabeth 01/22/2020

** 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.