## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Check this box if no longer subject to	STATEME
Section 16. Form 4 or Form 5	
obligations may continue. See	
Instruction 1(b).	Filed

# NT OF CHANGES IN BENEFICIAL OWNERSHIP

**OMB APPROVAL** OMB Number: Estimated average burden hours per response: 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*  Mattke Timothy J.  (Last) (First) (Middle)						GIC	INV	/EST	<u>ΓΜ</u>		<u>CO</u>	<u>ŘP</u> [ N		ck all applic	cable) or (give title	g Pers	on(s) to Issu 10% Ov Other (s below)	ner			
	FIC INVEST		Date of /23/20		est irar	nsac	ction (MC	ontn/i	Day/Year)		Execu	Executive Vice Preident & CFO									
250 EAST KILBOURN AVENUE  (Street)  MILWAUKEE WI 53202  (City) (State) (Zip)							ndmen	it, Date	e of C	Original I	Filed	(Month/E	6. In Line	) C Form f	ral or Joint/Group Filing (Check Applicable  Form filed by One Reporting Person  Form filed by More than One Reporting  Person						
		Tab	le I - No	n-Deri	vativ	e Se	curiti	ies A	cqı	uired,	Dis	posed	of, or E	Ben	eficiall	y Owned	<u> </u>				
1. Title of Security (Instr. 3)  2. Transac Date (Month/Date)				ar) E	xecutio any	Deemed ecution Date, ny onth/Day/Year)		3. Transac Code (In 8)		4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 4				Benefici	es ally Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)			
										Code	V	Amount	(A) (D)	or Price		Transaction(s) (Instr. 3 and 4)				(111511. 4)	
Common	Stock			01/23	3/2017	7				Α		105,60	00(1)	A	\$0.00	2) 494	1,841	D			
		٦	Гable II -										f, or Be			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)		of E		Exp	Date Exer Diration I Donth/Day	Date		of Secur Underlyi Derivativ	Title and Amount f Securities Inderlying erivative Security Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficial Owned Following Reported Transactic (Instr. 4)	e s Illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership t (Instr. 4)	
					Code	v	(A)	(D)	Dat Exe	e ercisable		opiration	Title	or Nu	mount umber Shares						
Common Stock	\$0.00 <sup>(3)</sup>									(4)		(5)	Commor Stock	80	65.563		956.626	5(6)	I	By Issuer's Profit Sharing & Savings	

#### **Explanation of Responses:**

- 1. These share units are subject to certain restrictions, and vest to the extent such restrictions lapse. Vesting of these share units occurs on March 4, 2020, based on certain performance standards. If it is not possible to determine whether the performance standards have been met on such vesting date, the vesting date will be extended until such determination can be made. Any of these share units which have not vested on March 4, 2020 will be forfeited
- 2. These share units were awarded to the reporting person pursuant to the Issuer's 2015 Omnibus Incentive Plan and no price was paid by the reporting person for the share units.
- 3. The conversion price varies with the price of the Issuer's common stock. At any given time, the conversion price is equal to the closing price of the Issuer's common stock on the New York Stock Exchange on the previous trading day.
- 4. These derivative securities may be exercised at any time.
- 5. These derivative securities do not have any expiration date.
- 6. Balance as of December 31, 2016

## Remarks:

This Form 5 is being signed by the reporting person's attorney-in-fact pursuant to a previously filed power of attorney.

Dan D. Stilwell, Attorney-in-

01/25/2017

<u>Fact</u>

\*\* 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.