

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

UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

OMB APPROVAL OMB Number: 3235-0287 Estimated average burden hours per response... 0.5

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP OF SECURITIES

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 *				2. Is	ssue	r Name aı	nd Ti	cker	or	Tradir	ng Sy	mbol		5. Relationship of Reporting Person(s) to Issuer (Check all applicable)				
DAN MICHA	EL T					CIPAL I	FIN	AN	Cl	IAL (GRC	UP	X Director			_ 10% Own	er	
(Last)	(First)	(Mic	ldle)	3. D	3. Date of Earliest Transaction (MM/DD/YYYY)Officer (give title below)						Other (spec	cify below)						
711 HIGH STREET					5/21/2013													
(Street)					4. If Amendment, Date Original Filed (MM/DD/YYYY)								6. Individual	6. Individual or Joint/Group Filing (Check Applicable				
DES MOINES (City)	S, IA 503 (State)	92 (Zip)	(,							X Form filed by			g Person		
		Tal	ble I - Noi	ı-Deriva	ativ	e Securiti	es A	cqui	rec	d, Disp	osed	of, or	Beneficially Ow			B		
			2. Trans Date		2A. Deemed Execution Date, if any	3. Tra Code (Instr	:		4. Securities Acc (A) or Disposed (Instr. 3, 4 and 5		d of (D)	5. Amount of Securiti Following Reported T (Instr. 3 and 4)	es Beneficially Owned Fransaction(s)			7. Nature of Indirect Beneficial Ownership (Instr. 4)		
							Co	ode	v	Amount	(A) or (D)	r Price				(I) (Instr. 4)	(Institution)	
Common Stock 5				5/21/20	5/21/2013		A		3015	A	\$0 (1)	24	24836		D			
Common Stock													10	0000		I	By Spouse	
	Table II -	Derivat	ive Secur	ities Be	nefi	cially Ow	ned	(e.g.	,]	puts, c	alls,	warra	nts, options, conv	vertible s	securities)			
1. Title of Derivate Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Trans. Date	Deemed	4. Trans. Code (Instr. 8)	Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			and Expiration Date Secur Deriv				Securiti Derivati (Instr. 3	Derivative Security Instr. 3 and 4)		9. Number of derivative Securities Beneficially Owned Following Reported Transaction (s) (Instr. 4)	Form of Derivative Security: Direct (D) or Indirect (I) (Instr.	11. Nature of Indirect Beneficial Ownership (Instr. 4)	

Explanation of Responses:

(1) Grant of restricted stock units.

Reporting Owners

1 6 7								
Danastina Ovinas Nama / Adduses	Relationships							
Reporting Owner Name / Address	Director	10% Owner	Officer	Other				
DAN MICHAEL T								
711 HIGH STREET	X							
DES MOINES, IA 50392								

Signatures

Karen E. Shaff, by Power of Attorney 5/23/2013
** 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 control number.