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FORM 4

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

OMB APPROVAL

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).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

1. Name and Address of Reporting Person [*] Leniski Stephanie R						r Name and Tick ELAND FII		1 1 1 1	ationship c k all applic Directo	able) r	g Perso	10% C	Owner				
(Last) P.O. BO	(First) (Middle) OX 1387				3. Date of Earliest Transaction (Month/Day/Year) 02/02/2021							X Officer (give title Other (specify below) below) Senior Vice President					
(Street) WARSAW IN 46581-1387					4. If Amendment, Date of Original Filed (Month/Day/Year)							 6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person 					
(City)		(State)	(Zip) Table I - No	1		ecurities Ac	· ·	Disp	,			1				1	
1. Title of Security (Instr. 3) Date (Month/L					2A. Deemed Execution Date, if any (Month/Day/Yea	3. Transaction Code (Instr. 8)				5. Amour Securitie Beneficia Owned F Reported	s Illy ollowing	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)				
							Code	Code V Amount		(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)					
Common Stock										2,2	259	Ι		401(k) Plan			
Common									1								
Common			Table II -			curities Acqu ls, warrants					-	Dwned					

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code (8)		5. Num of Deriva Securi Acquir (A) or Dispos of (D) (Instr. and 5)	tive ties red sed 3, 4	6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title an Amount o Securities Underlyin Derivative (Instr. 3 ar	f g Security	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Restricted Stock Units ⁽¹⁾	\$0 ⁽²⁾	02/02/2021		Α		4,050		02/01/2024	02/01/2024 ⁽³⁾	Common Stock	4,050	\$ <mark>0</mark>	4,050	D	
Restricted Stock Units ⁽¹⁾	\$0 ⁽²⁾							02/01/2021	02/01/2021 ⁽³⁾	Common Stock	1,350		1,350	D	
Restricted Stock Units ⁽¹⁾	\$0 ⁽²⁾							02/01/2022	02/01/2022 ⁽³⁾	Common Stock	1,350		1,350	D	
Restricted Stock Units ⁽¹⁾	\$0 ⁽²⁾							02/01/2023	02/01/2023 ⁽³⁾	Common Stock	4,050		4,050	D	

Explanation of Responses:

1. The Restricted Stock Units are subject to forfeiture based on corporate performance criteria.

2. Each Restricted Stock Unit exercises into 1 share of Common Stock.

3. Restricted Stock Unit awards are a conditional promise to transfer a share at a specific futurue date and do not have an expiration date.

Teresa A. Bartman, Attorney-

in-Fact

02/03/2021

** 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.