FORM 4

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549	
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Washington, D.C. 20049	OMB APPROVAL			
STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP	OMB Number:	3235-0287		

OMB Number:	3235-0287
Estimated average b	urden
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).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	nd Address of N PHILIF	Reporting Person*							er or Tra		Symbol ANIES	PIP	R ]		ck all app	,	ng Pers	son(s) to Is	
(Last) (First) (Middle)					3. Date of Earliest Transaction (Month/Day/Year) 09/30/2024											Officer (give title below)		Other (specify below)	
(Street) MINNE	APOLIS M		55402 Zip)		4. If <i>I</i>	Amend	ment,	Date of	f Origina	l Filed	d (Month/Da	y/Year	)	6. Inc	Form	r Joint/Grou I filed by On I filed by Mo In	e Repo	orting Perso	on
		Table	I - Non-	Deriva	tive S	Secu	rities	Acq	uired,	Dis	posed of	, or E	Bene	ficial	ly Own	ed			
Date				Date	ate Exe Ionth/Day/Year) if a		A. Deemed xecution Date, any /lonth/Day/Year)		3. Transaction Code (Instr. 8)  4. Securities Acqu Disposed Of (D) (Instr. 5)				Benefi	ties cially I Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
									Code	v	Amount	(A) (D)	(A) or (D) Price		Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Common Stock 09/30/					2024			A		89(1)	1	4	\$ <mark>0</mark>	18,475			D		
		Tal									osed of, o				Owne	d			
	Conversion or Exercise Price of Derivative	3. Transaction Date (Month/Day/Year)	Execution if any	3A. Deemed Execution Date, if any (Month/Day/Year)		4. Transaction Code (Instr. 8)		of		Exerci on Da Day/Yo			S (I	Price of erivative ecurity nstr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	Ownershi Form: Direct (D) or Indirec (I) (Instr. 4		11. Nature of Indirect Beneficial Ownershi (Instr. 4)	
													Amo	unt					

## **Explanation of Responses:**

1. The reporting person elected to defer receipt of quarterly director cash retainer fees resulting in the accrual to his account of 89 shares of phantom stock. The shares of phantom stock become payable, in common stock, on the last day of the year in which the reporting person's service as a director terminates.

## Remarks:

/s/ James Grant for Philip E.

10/01/2024

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\*\* 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.