## SEC Form 4

Instruction 1(b).

## FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL

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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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*				uer Name and Ticl	0	,	5. Relationship of Reporting Person(s) to Issuer					
HOLT V	ICTORIA M		<u>PIP</u>	ER SANDLI	ER COME	ANIES [ PIPR ]	(Спеск	all applicable) Director	10% C	Dwner		
(Last) 800 NICOI	(First)	(Middle)		te of Earliest Trans 9/2022	action (Month	/Day/Year)		Officer (give title below)	Other below	(specify )		
,			4. If A	Amendment, Date o	of Original File	d (Month/Day/Year)	6. Indiv Line)	idual or Joint/Grou	p Filing (Check	Applicable		
(Street) MINNEAP	OLIS MN	55402					X	Form filed by On Form filed by Mo Person	1 0			
(City)	(State)	(Zip)						Person				
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned											
1. Title of Security (Instr. 3) 2. Transact				2A. Deemed	3. Transaction	4. Securities Acquired (A)		5. Amount of	6. Ownership	7. Nature		

	(Month/Day/Year)	if any (Month/Day/Year)			5)			Securities Beneficially Owned Following Reported	(D) or Indirect	Beneficial Ownership (Instr. 4)
			Code	v	Amount (A) or (D) Price		Transaction(s) (Instr. 3 and 4)		(1150. 4)	
Common Stock	09/09/2022		A		27 <sup>(1)</sup>	Α	\$115.97	5,091	D	

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

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)		n of		6. Date Exerc Expiration Da (Month/Day/Y	7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		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				

## Explanation of Responses:

1. Dividend equivalents that are paid on shares of phantom stock are deemed reinvested in additional shares of phantom stock as of the payment date. These phantom shares accrue to the reporting person's account in the directors' deferred compensation plan. The shares of phantom stock become payable, in an equal number of shares of 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 Victoria M. Holt

09/12/2022

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

 $^{\ast}$  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.