SEC Form 4	
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FORM 4

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

OMB APPROVAL

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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 or Section 30(h) of the Investment Company Act of 1940

1	nd Address o erg Mark	f Reporting Person [*] <u>Alan</u>							icker or Tr <mark>I INC</mark> [(Ch	Relationship o eck all applio X Directo	able)	g Pers	on(s) to Issu 10% Ov	
(Last) 41 GRA	Last) (First) (Middle) 41 GRASMERE ROAD					Date 0 3/31/2		st Tra	nsaction (Month	'Day/Year)			(give title		Other (s below)	-	
(Street) NEEDH. (City)		IA itate)	02494 (Zip)		- 4.	Line) X F								e) X Form f Form f	idual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person			
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																	
1. Title of Security (Instr. 3) Date (Month/I					action 2A. Deemed Execution Date if any (Month/Day/Ye			Code (Instr. 5)					5. Amour Securitie Beneficia Owned F	s ally ollowing	Form (D) oi	: Direct	7. Nature of Indirect Beneficial Ownership	
							Cod	e V	Amount	(A) or (D)	Price	Reported Transact (Instr. 3 a	ion(s)		ľ	(Instr. 4)		
			Table II -								osed of, convertil			Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution E if any (Month/Day	Date,	4. Fransa Code (3)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisab Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Securit (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securitie Beneficia Owned Following Reported Transacti (Instr. 4)	re es ally g d tion(s)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exercisal	ble	Expiration Date	Title	Amount or Number of Shares					
Deferred Share Unit	\$0 ⁽¹⁾	03/31/2016			A		1,379		03/31/201	6 ⁽³⁾⁽²⁾	(2)	Common Stock ⁽²⁾	1,379	\$0 ⁽¹⁾	17,95	9	D	

Explanation of Responses:

1. The deferred share units were issued pursuant to the Issuer's Compensation Policy for Non-Employee Directors and are convertible into Common Stock on a one-to-one basis.

2. The vested deferred share units are to be settled 100% in shares of Common Stock of the Company upon the reporting person's retirement from the Board of Directors.

3. The deferred share units are fully vested on March 31, 2016.

<u>/s/ Craig Barrowns, attorney in</u> <u>fact</u>

04/04/2016

** 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.