Check this box if no longer

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant Holdin

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

**************************************	OMB Number: Expires: Dec	3235-028' cember 31, 202
STATEININI UP U HANGERS IN DENERTUTAL UVVINERSHIP	Estimated average hours per respons	,
pursuant to Section 16(a) of the Securities Exchange Act of 1934, Section 17(a) of the Public Utility		
Holding Company Act of 1935, or Section 30(h) of the Investment Company Act of 1940		

dle)	UNION 3. Date of 1 Transact to be Re (Month/	Earliest tion Requestion Requestion Day/Year 0/2024	ired		N (U) . If A		y/Year) <u>E</u> 6. Ind	X Officer (give title below) VP CHIEF LEGAL Of the dividual or Joint/Group in the dividual o	pplicable) 10' O	% Owner ther (specify below) ORP				
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	05/1	.0/2024					6. Ind	lividual or Joint/Group						
		Table I	[- N	<u> </u>				6. Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting Person						
Trans- 2			·	on-Derivativ	e Sec	urities Acc	quired, Dispose	isposed of, or Beneficially Owned						
action Date E	Deemed Execution Date, if	3. Trans- action Code (Instr. 8)		4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			Reported	Direct	7. Nature of Indirect Beneficial Ownership					
ay/	(Month/ Day/ Year)	Code	V	Amount		(A) or (D)	Price	(Instr. 3 and 4)	Indirect (I) (Instr. 4)	(Instr. 4)				
								5,703.8280	I	By Deferral Account				
05/10/24		A (2)		7.56	590	A	\$247.4000	26,276.9266	D					
1	action Date onth/ y/ ar)	action Deemed Execution Date, if any (Month/ y/ Day/ Year)	action Deemed Execution Date Execution Date, if any (Month/ Day/ Year) Code 5/10/24 Deemed Execution Code (Instr. Code) Code A	action Deemed Execution Date Execution Date, if any (Month/ Day/ Year) Code V	action Deemed Execution Date, if any (Month/ Day/ Year) Code V Amount Solution Deemed Execution Code (Instr. 3, 4 and Instr. 8) Code V Amount Code V	action Date Execution Date, if any (Month/ Day/ Year) Code V Amount Solution Deemed Execution Code (Instr. 8) Instr. 3, 4 and 5	action Date Execution Date, if any (Month/ Day/ Year) Code V Amount (D) Solution Execution Code (Instr. 8) A T.5690 A	action Date	Deemed Execution Date Execution Date, if any (Month/ Day/ Year) Code V Amount (D) Price Securities Beneficially Securities Beneficially Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) Transaction(s) (Ins	action Date Execution Date, if any (Month/ Day/ Year) Code V Amount (D) Price Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3, 4 and 5) Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) Securities Beneficially Owned Following Reported (D) or Indirect (I) (Instr. 3 and 4) Form: Direct (D) or Indirect (I) (Instr. 4)				

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

OMB APPROVAL

^{*} If the form is filed by more than one reporting person, see Instruction 4(b)(v).

FORM 4 (continued)

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

(e.g. pats), variants, options, convertible securities)															
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	(Month/ Day/ Year)	Deemed Execution Date, if any	acti Coo (Instr.	ion de	5.Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exer- cisable and Expiration Date (Month/Day/ Year)		7. Title and Amount of Underlying Securities (Instr. 3 and 4)		8. Price of Derivative Security (Instr.	of deriva- tive Se- curities Benefici- ally Own- ed foll- owing	10. Owner-ship Form of Derivative Security: Direct (D) or	11.Nature of Indirect Beneficial Ownership (Instr. 4)
			(Month/ Day/ Year)					Date Exer- cisable	Expira- tion Date	Title	Amount or Number of Shares		Reported Transac- tion(s) (Instr. 4)	Indirect (I) (Instr. 4)	(мын. т)
				Code	V	(A)	(D)								
	<u> </u>														
 															

Explanation of Responses:

See continuation page(s) for footnotes

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.

By: Trevor L. Kingston, Attorney-in-Fact For: Craig V. Richardson

** Signature of Reporting Person

05/13/2024 Date

^{**} Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

1400 Douglas Street

Omaha, NE 68179

- (1) Represents conversion of restricted stock units to fully vested stock units with a distribution ratio of 1:1 Payable only in shares of common stock at termination of employment or a date certain.
- (2) Purchase pursuant to the 2021 Employee Stock Purchase Plan.