FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549	

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OMB APP	PROVAL
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

1. Name and Address of Reporting BERDING JOHN B	Person*			<u>IERI</u>					ng Symbol AL GRO	UP IN	<u>IC</u> [ationship all app Direc	,		to Issuer % Owner
(Last) (First) 301 EAST FOURTH STREE	(Mide	dle)	3. Da			Γrans	actio	n (Mon	nth/Day/Year)		-	X	below	er (give title v) resident o	be	ner (specify low) ry
27TH FLOOR			4 If A	Amend	ment D	ate o	of Orio	ninal Fi	iled (Month/D	av/Year	.)	6 Indi	vidual or	: loint/Grour	Filing (Che	ck Applicable
(Street)			,	uncha	ment, D	aic o	or Ong	giriai i i	iica (Monanz	ayi rea	´	Line)		filed by One		
CINCINNATI OH	452	02 										Λ	Form	filed by Mor		
(City) (State)	(Zip)	l											Perso	on		
	Table I -	Non-Deriva	tive \$	Secui	rities	Acq	uire	ed, Di	isposed c	f, or I	3enefi	cially	Own	ed		
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Ye	Execution (ear)		Execution Date, if any		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and			d 5)	5. Amount of Securities Beneficially Owned Following		6. Ownersh Form: Direct (D) or Indirect (I)	of Indirect Beneficial Ownershi
						C	ode	v	Amount	(A) or (D)	Price		Report Transa (Instr. 3	ed ction(s) 3 and 4)	(Instr. 4)	(Instr. 4)
Common Stock		02/21/202	2				F		2,675	D	\$135.	3725	34	4,735	D	\top
Common Stock		02/22/202	2				Α		7,093(1)	A	\$0.	.00	4	1,828	D	
Common Stock													1	,899	I	By Trus
Common Stock													4,37	78.109 ⁽²⁾	I	ESPP
Common Stock													23,7	99.033(3)	I	RASP
Common Stock													1,04	5.2238(4)	I	DRIP
	Table	: II - Derivati (e.g., pu							posed of, converti				Owne	d		
1. Title of Derivative Security (Instr. 3) 2. Conversion or Exercise Price of Derivative Security 3. Transac Date (Month/Derivative Security	ay/Year) Ex	A. Deemed kecution Date, any Ionth/Day/Year)	4. Transa Code (8)		5. Num of Deriva Securi Acquir (A) or Dispos of (D) (Instr. and 5)	tive ties ed	Expi (Moi	iration nth/Day	//Year)	Amo Secu Unde Deriv Secu 3 and	le and unt of rities erlying rative rity (Inst 1 4) Amour or Numbe of Shares	Der Sec (Ins	Price of ivative curity str. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transactior (Instr. 4)	Owner Form: Direct or Indi (I) (Ins	(D) Benefici Owners rect (Instr. 4)

Explanation of Responses:

- 1. Represents the grant of restricted stock that vests four years from the date of grant.
- 2. Shares owned by the reporting Person in the Issuer's Employee Stock Purchase Plan (the "ESPP"). All ESPP information reporting herein is based on a plan statement dated as of 12/31/2021.
- 3. Represents amounts held by Reporting Person in a retirement plan of the Issuer based on a statement dated 12/31/2021.
- 4. Shares reported reflect total ESPP DRIP shares held by reporting person based on a statement dated as of 12/31/2021.

Remarks:

John B. Berding by: Karl J. Grafe, as Attorney-in-Fact

02/23/2022

** 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.