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).
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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 Ad Cutshall Pa	dress of Reporting F atrick L	Person*		uer Name and Ticke L <u>ETE INC</u> [A		Symbol		tionship of Reportin all applicable) Director Officer (give title	10% C Other	Owner (specify
(Last) 30 WEST SU	(First) IPERIOR STREE	(Middle)		e of Earliest Transa /2021	action (Month	/Day/Year)		VP & Corp Treasurer		
(Street)			4. If A	mendment, Date of	Original Filed	d (Month/Day/Year)	6. Indiv Line)	vidual or Joint/Grou	p Filing (Check	Applicable
DULUTH	MN	55802					X	Form filed by On	e Reporting Per	son
(City)	(State)	(Zip)						Form filed by Mo Person	re than One Re	porting
	-	Table I - Non-	Derivative S	ecurities Acq	uired, Dis	posed of, or Bene	ficially	Owned		
Date		2. Transaction Date Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)	4. Securities Acquired (A Disposed Of (D) (Instr. 3 5)		5. Amount of Securities Beneficially Owned Following Reported Transaction(s)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)	

							Reported		(Instr. 4)
		Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(Instr. 4)
Common Stock	02/11/2021	F		139.15	D	\$67.1	4,720.27	D	
Common Stock							1,273.01	Ι	By RSOP Trust

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)		of Deriv Secu Acqu (A) of Dispo of (D) (Instr	5. Number 6. Date Exercisable and of Expiration Date (Month/Day/Year) Disposed of (D) (Instr. 3, 4 and 5)		Expiration Date Amount of			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:

Remarks:

Ingrid K. Johnson for Patrick 02/12/2021

<u>L. Cutshall</u> ** 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.

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