FORM 4

obligations may continue. See

Instruction 1(b)

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549

Check this box if no longer subject to Section 16. Form 4 or Form 5	STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP
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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

Name and Address of Reporting Person* Neumann Karl-Thomas															all appli Directo	cable) or	g Per	son(s) to Is:	wner
	(First) (Middle) NAISSANCE CENTER 92-C25-A36					3. Date of Earliest Transaction (Month/Day/Year) 12/31/2015									Officer (give title below) Executive Vice President				
(Street) DETRO			48265-3 (Zip)	000	4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)							6. Indi Line) X	vidual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person					
		Tab	le I - No	on-Deriv	ative	Sec	urit	ies Ac	quired	l, Di	sposed (of, or Be	nefic	ially	Owned	d			
Date		Date	Date (Month/Day/Year) if a		2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Disposed Code (Instr.		es Acquired Of (D) (Insti		nd 5) Securities Beneficial Owned Fo		es ially Following	Form (D) o	wnership n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership			
								Code	v	Amount	(A) or (D)	Price		Reported Transaction(s) (Instr. 3 and 4)				(Instr. 4)	
Common Stock ⁽¹⁾			12/31/2015					M		4,493	A \$) (2)	4,493			D		
Common Stock			12/31/	12/31/2015				D		2,359	D	\$34.	\$34.15 ⁽²⁾		2,134		D		
Common	Stock			12/31/2	2015				F		2,134	D	\$34.	15 ⁽²⁾	5 ⁽²⁾ 0 D			D	
		Т	able II								posed of converti				wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deer Execution if any (Month/I	n Date, Transac Code (Ir					6. Date E Expiration (Month/I	on Da		7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)		De Se (Ir	Price of erivative ecurity 1str. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	ly O' Fo Oi (I)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Date Exercisa	able	Expiration Date	Title	Amou or Numb of Shares	er					
Common	φη η ⁽²⁾	12/31/2015			м			4 493	(3)		(3)	Common		٦	e n(2)	4 492		D	1

Explanation of Responses:

- 1. The Common Stock reported in this item was issued upon the settlement of a portion of a grant of Salary Stock Units ("SSUs") awarded on December 31, 2013 pursuant to the Company's Salary Stock Plan (the "GMSSP") and vested upon grant. The portion of this award currently payable was settled on December 31, 2015 in cash, less a portion withheld for taxes.
- 2. Each SSU is the economic equivalent of one share of the Common Stock. Grants of SSUs are fully vested when made and will be settled in three equal, annual installments beginning one year after the date of grant. The GMSSP gives the Reporting Person the option of having a settlement made by delivery of shares of the Common Stock or by the delivery of cash in an amount equal to the fair market value of the Common Stock as of the applicable anniversary date of the SSU's grant. Under the GMSSP, the fair value of the Common Stock is the average of the high and low trading prices for the Common Stock as reported to the New York Stock Exchange, on which it is listed, on the date of the transaction, which was \$34.15.
- 3. The SSUs do not have an expiration or exercise date or carry a conversion or exercise price.

Remarks:

/s/ Robert C. Shrosbree,

01/05/2016 Attorney-In-Fact for Dr.

Neumann

** 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.