FORM 4

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

wasnington,	D.C.	20549	

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See	STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP
Instruction 1(b).	Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

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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

		Reporting Person* N CHAD C.						cker or Trad <u>IES INC</u>					Relationship neck all appl Direct Office	cable)	g Persor	n(s) to Issi 10% Ow Other (si	ner
(Last) 2801 EA	(Fi ST BELTL	,	Middle)		3. Date of Earliest Transaction (Month/Day/Year) 10/30/2020								^ below		res, Pro	below)	
(Street) GRAND RAPIDS (City)	M (St	rate) (	49525 Zip)	_				of Original		`	. ,	Lin	X Form Form Perso	filed by One filed by Mor n	e Reporti	ng Persor	1
		Tabl	e I - Non-Der	ivative	Sec	uritie	es Ac	quired,	Disp	osed	of, or Be	neficia	lly Owne	d .			
Date		nsaction n/Day/Ye	action 2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Disposed Code (Instr. 5)		rities Acquired (A) of d Of (D) (Instr. 3, 4 a		Benefici	es ally Following	Form: D	m: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)				
							Code	v	Amount	(A) or (D)		Transac (Instr. 3	tion(s)			11041.47	
		Т	able II - Deriv (e.g.,					uired, D					y Owned	,		,	
1. Title of Derivative Conversion or Exercise Price of Derivative Security  (Instr. 3)  2. Conversion Date Execution Date, if any (Month/Day/Year)  Derivative Security  3. Transaction Date Execution Date, if any (Month/Day/Year)				Transaction of Code (Instr. Derivative		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	ly Ov Fo Dii or (I)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)			
				Code	v	(A)	(D)	Date Exercisable		xpiration ate	Title	Amount or Number of Shares					
Phantom Stock Units	(1)	10/30/2020		A		29		(2)		(2)	Common Stock	29	\$49.91	26,730		D	

## **Explanation of Responses:**

## Remarks:

Christina A. Holderman. Attorney-in-Fact for Chad C 11/02/2020 **Uhlig-Eastin** 

\*\* 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.

<sup>2.</sup> The phantom stock units were accrued under the Company's Deferred Compensation Plan and are payable in shares of the Company's common stock until the reporting person's death, disability or