FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB APPROVAL OMB Number: Estimated average burden hours per response: 0.5

obligations may continue. See Instruction 1(b). Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	nd Address of ROBERT	Reporting Person*				NIV			cker or Trad OREST			CTS IN		Check	all appl Direct	,	g Per	son(s) to Iss 10% Ov Other (s	vner
(Last) 2801 EA	(Fi	,	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 01/31/2012								X	below		P Ea	below)		
(Street) GRAND RAPIDS	M	I ,	49525		4. If	f Ame	endment	t, Date	of Original I	=iled	(Month/E	Day/Year)		. Individine)	Form	Joint/Group	Rep	orting Perso	n
(City)	(Si	tate) ((Zip)												. 0.00				
		Tab	le I - Nor	n-Deriv	ative	Se	curitie	es Ac	quired, I	Disp	osed	of, or Be	enefici	ally C	Owne	d			
Date				Execution Day/Year) if any		A. Deemed xecution Date, any Month/Day/Year)		Code (Instr. 5)			4 and Securit		es ially Following	Form (D) o	. Ownership orm: Direct D) or Indirect) (Instr. 4)	7. Nature of Indirect Beneficial Ownership			
									Code	v	Amount	(A) (D)	Price	. [Transac (Instr. 3	tion(s)			(Instr. 4)
	Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																		
Derivative Conversion Date Execution Security or Exercise (Month/Day/Year) if any			3A. Deeme Execution if any (Month/Day	Date,	4. Transactior Code (Instr. r) 8)		n of		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Securit (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)		9. Number derivative Securities Beneficially Owned Following Reported Transactior (Instr. 4)	,	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exercisable		piration ate	Title	Amount or Number of Shares						
Phantom Stock Units	(1)	01/31/2012			A		46		(2)		(2)	Common Stock	46	\$3	31.77	46		D	

Explanation of Responses:

/s/ Christina A. Holderman,

Atty-in-Fact for Robert W. 02/02/2012

Lees

** 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.

^{2.} 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 retirement.