FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549
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STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

OMB APPROVAL										
OMB Number:	3235-0287									
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hours per response:	0.5									

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 MICHAE	Reporting Person*							ker or Tradi IES INC					neck all app Direct	or	g Perso	10% Ow	ner
(Last) 2801 EA	(Fi	,	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 03/31/2023						^ below	Officer (give title below) Chief Financial Officer					
(Street) GRAND RAPIDS	M	I 4	49525		4. If	f Amer	ndment	t, Date	of Original F	iled	(Month/D	ay/Year)	6. Lir	ie) X Form	Joint/Group filed by One filed by Mor on	e Repor	rting Persor	۱
(City)	(Si	ate) ((Zip)		Ru	Rule 10b5-1(c) Transaction Indication Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.												
		Tabl	e I - Noi	n-Deriv	ative	Sec	uritie	es Ac	quired, [Disp	osed o	of, or Be	neficia	lly Owne	d			
1. Title of Security (Instr. 3) 2. Transac Date (Month/Date)				Execution Dat		on Date,	e, Transaction Disposed Code (Instr. 5)		ities Acquired (A) or d Of (D) (Instr. 3, 4 ar		Benefic Owned	es Form ially (D) c Following (I) (II		m: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership			
							Code	v	Amount	Amount (A) or P		Transac	Reported Fransaction(s) Instr. 3 and 4)			nstr. 4)		
	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. Deem Execution if any (Month/Da	Date,	Code (In:		n of		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 of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	ly [10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
							Amount or Number of Shares											
Phantom Stock Units	(1)	03/31/2023			A		18		(2)		(2)	Common Stock	18	\$79.47	30,211		D	

Explanation of Responses:

1. 1 for 1

Remarks:

Katherine L. Karel, Attorneyin-Fact for Michael R. Cole

Date

04/03/2023

** Signature of Reporting Person

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