FORM 4

obligations may continue. See Instruction 1(b).

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
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STATEMENT	OF	CHANGES	IN BEI	NEFICIAL	OWNERS	HIP

OMB APPROVAL OMB Number: 3235-0287 Estimated average burden hours per response:

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	nd Address of n Benjam	Reporting Person* in J.							cker or Trad IES INC						tionship all appli Directo	cable)	g Pers	son(s) to Iss 10% Ov	
(Last) 2801 E E	(Fi	,	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 02/01/2021							74		(give title		Other (s below)		
(Street) GRAND RAPIDS (City)	M		49525 (Zip)		4. If	Amer	ndment	, Date	of Original I	Filed	(Month/E	oay/Year)		Indiv ne) X	Form	filed by One	Repo	g (Check Ap orting Perso n One Repo	n
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
1. Title of Security (Instr. 3) 2. Trans			2. Transa	2A. Deemed Execution Date,			3. 4. Securities Acquired (A Disposed Of (D) (Instr. 3, Code (Instr. 5)		red (A) or	5. Amou 4 and Securiti Benefic		es Formially (D) (I) (I		: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)				
									Code	v	Amount	(A) (D)	Price		Transaci (Instr. 3	tion(s)			msu. 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	Date Execution (Month/Day/Year) if any	3A. Deemed Execution D if any (Month/Day/	n Date, Ti	ransaction of code (Instr. )  Solution of code (Instr. )  Solution of code (Instr. )  Graph of code (Instr. )		5. Number of		6. Date Exercisable Expiration Date (Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)		De Se	8. Price of Derivative Security (Instr. 5)		e s ally g	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
				c	Code	v	(A)	(D)	Date Exercisable		xpiration ate	Title	Amount or Number of Shares						
Deferred Stock Unit	(1)	02/01/2021			A <sup>(2)</sup>	v	874		(3)		(3)	Common Stock	874		\$0.00	4,964		D	

## **Explanation of Responses:**

- 1. 1-for-1
- 2. Units credited as part of Director Retainer Stock Plan
- 3. Shares issuable upon termination of service as a director

## Remarks:

Christina A. Holderman, Atty-02/02/2021 In-fact for Benjamin J. McLean

\*\* 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.