SEC Form 4

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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 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(b) of the Investment Company Act of 1940

1. Name and Add <u>Tutas Davi</u>	dress of Reporting P <u>d A.</u>	Person [*]		er Name and Ticke INDUSTRIE			(Check	ationship of Reportir (all applicable) Director Officer (give title	10% ((s) to Issuer 10% Owner Other (specify	
(Last) 2801 EAST E	(First) BELTLINE NE	(Middle)	3. Date 12/29/	of Earliest Transa /2022	ction (Month/E	Day/Year)	- X	below) Chief Comp Of	below	ı)	
(Street) GRAND RAPIDS	MI	49525	4. If An	nendment, Date of	Original Filed	(Month/Day/Year)	6. Indiv Line) X	vidual or Joint/Group Form filed by On Form filed by Mo Person	e Reporting Per	son	
(City)	(State)	(Zip)									
		Table I - Non-	Derivative S	ecurities Acq	uired, Disp	oosed of, or Benefi	cially	Owned			
1. Title of Secur	rity (Instr. 3)		2. Transaction Date	2A. Deemed Execution Date,	3. Transaction	4. Securities Acquired (A) Disposed Of (D) (Instr. 3,		5. Amount of Securities	6. Ownership Form: Direct	7. Nature of Indirect	

(Mon		(Month/Day/Year)	/Day/Year) 8)					Owned Following Reported	(I) (Instr. 4)	Ownership (Instr. 4)		
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1150.4)		
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)												

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1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code (8)		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)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Phantom Stock Units	(1)	12/29/2022		Α		9		(2)	(2)	Common Stock	9	\$79.78	17,914	D	

Explanation of Responses:

1. 1-for-1

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

Remarks:

/s/ Katherine L. Karel.

Attorney-In-Fact for David A. 12/30/2022 Tutas

** 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.