FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C. 20549
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

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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

1	nd Address of TER PAT	Reporting Person*						cker or Tradir RIES INC					Relationship neck all appl Direct	icable)	ng Per	rson(s) to Iss 10% Ov Other (s	vner
(Last) 2801 EA	(Fi	,	(Middle)		3. Date of Earliest Transaction (Month/Day/Year) 12/29/2022							X Officer (give title Other (specify below) President and COO					
(Street) GRAND RAPIDS	M	I ·	49525	4. 1	f Ame	ndment	t, Date	of Original F	iled (Moi	nth/C	ay/Year)	6. l Lin	X Form	filed by One	e Rep	g (Check Ap orting Person n One Repo	n
(City)	(Si	rate)	(Zip)										1 0130				
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																
Date				nsaction h/Day/Ye	Execution Date,		Code (Instr. 5)				Benefici	es Formally (D) of (I) (II)		n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership Instr. 4)		
							Code	/ Am	ount	(A) or (D) Price		Transac (Instr. 3	ction(s)			(III3u. 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)	Derivative Conversion Date Execution Date, I Security or Exercise (Month/Day/Year) if any				ransaction of Code (Instr. Derivative		vative prities pired prosed) r. 3, 4	6. Date Exercisable and Expiration Date (Month/Day/Year)		nd	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	tion	Title	Amount or Number of Shares					
Phantom Stock Units	(1)	12/29/2022		A		18		(2)	(2)		Common Stock	18	\$79.78	123,22	7	D	

Explanation of Responses:

Remarks:

Katherine L. Karel, Attorneyin-Fact for Patrick M. Webster

12/30/2022

** 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