FORM 4

obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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

CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL OMB Number: Estimated average burden 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

1. Name and Address of Reporting Person* GRANGER JOSEPH F																	k all appl Direct Office	icable) or r (give title	ıg Pei	10% Ov	vner
(Last) (First) (Middle) 2801 EAST BELTLINE NE					3. Date of Earliest Transaction (Month/Day/Year) 03/31/2008											X	below) below) Executive VP Sales & Marketing				ng
(Street) GRAND RAPIDS	M	I .	49525		4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)											ividual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person				
(City)	(S		(Zip)																		
1. Title of Security (Instr. 3) 2. Trai			2. Trans	action	ar) if	2A. Deemed Execution Date, if any (Month/Day/Year)			3. Transac Code (II 8)	4. Securities Acquired (A) Disposed Of (D) (Instr. 3,			d (A) o	or 5. Amo 4 and Securit Benefic		int of es ially Following	Forn (D) c	n: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
										Code	v	Amoun	t	(A) or (D)		е	Transaction(s) (Instr. 3 and 4)				
Common Stock																	23	23,714		D	
Common Stock																3,083		I		by 401(k) Plan	
Common Stock																	50			I	by Trust
		Т	able II - I (Derivat e.g., pi	ive S uts, c	ecu calls	rities , war	Acc	uir s, o	ed, Di ptions	spo s, co	sed of	, or ble	Bene secui	ficial ities	ly O)	wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution I if any (Month/Day	Date,	4. Transaction Code (Instr. 8)				Exp	Date Exer piration I ponth/Day		Amo Secu Unde Deriv	7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)		De Se (In	Price of erivative ecurity estr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transactior (Instr. 4)	ly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Dat Exe	te ercisable		piration te	Title	1	Amoun or Numbe of Shares						
Phantom Stock Units	(1)	03/31/2008			A		30			(2)		(2)	Com		30		\$32.2	9,770		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 cash or shares of the Company's common stock until the reporting person's death, disability or retirement.

/s/ Christina A. Holderman, as

03/31/2008 Attorney-in-Fact for Joseph F.

Granger

** 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.