FORM 4

obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

| Washington, | D.C. | 20549 |
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| Check this box if no longer subject to | STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP |
|--|--|
| Section 16. Form 4 or Form 5 | |
| ablications may continue Con | |

| OMB APPI | ROVAL | | | | |
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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

| l | nd Address of David A. | Reporting Person* | | | | | | cker or Tra | | | | | Relationship heck all appl Direct | icable) or | | 10% O | vner |
|--|--|--|---|---|---|---|---|-------------|--------|--------------------------|---|---|--|--|---|-------------|------|
| (Last) (First) (Middle) 2801 EAST BELTLINE NE | | | | | 3. Date of Earliest Transaction (Month/Day/Year) 11/30/2022 | | | | | | | X Officer (give title Other (specify below) Chief Comp Off, Gen Csl, Secty | | | | | |
| (Street) GRAND RAPIDS (City) | M | _ | 49525 (Zip) | 4. I | 4. If Amendment, Date of Original Filed (Month/Day/Year) | | | | | | | 6. Lir | Individual or Joint/Group Filing (Check Applicable lee) X Form filed by One Reporting Person Form filed by More than One Reporting Person | | | | |
| Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned | | | | | | | | | | | | | | | | | |
| Date | | | saction n/Day/Ye | action 2A. Deemed Execution Date, if any (Month/Day/Year) | | | 3. Transaction Disposed Of (D) (Instr. 3, 4 | | | | Benefic | ties Forcially (D) Following (I) | | rm: Direct or Indirect (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) | | |
| | | | | | | | Code | v | Amount | nt (A) or Price | | Transac (Instr. 3 | ction(s) | | | (111501. 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. Deemed Execution Date, if any (Month/Day/Year) | Transaction of E | | | 6. Date Exercisable and Expiration Date (Month/Day/Year) 7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4) | | | of S g Security | 8. Price of Derivative Security (Instr. 5) | | | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | Beneficial Ownership (Instr. 4) | | |
| | | | Code V (A) (D) Exercisable Expiration Date Expiration Date Title Shares | | | | | | | | | | | | | | |
| Phantom Stock Units | (1) | 11/30/2022 | | A | | 9 | | (2) | | (2) | Common Stock | 9 | \$81.86 | 17,90 | 4 | D | |

Explanation of Responses:

Remarks:

/s/ Katherine L. Karel. 12/01/2022 Attorney-In-Fact for David A. **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.

^{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