FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

wasinigton,	D.C.	20349	

Check this box if no longer subject to
Section 16. Form 4 or Form 5
obligations may continue. See
Instruction 1(b).

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL									
OMB Number: 3235-0287									
Estimated average burden									
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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

	nd Address of 1 Joan A	Reporting Person*							cker or Tradi IES INC					Relationship neck all appli X Direct	icable)	ng Per	rson(s) to Is	
(Last) 2801 EA	(Fi	,	(Middle)			Date of 1/20		st Tran	saction (Mo	nth/[Day/Year)			Office below)	r (give title)		Other (below)	specify
(Street) GRAND RAPIDS (City)	M	rate) (49525 (Zip)						of Original F		`	, ,	Lin	X Form Form Perso	filed by On filed by Mo n	e Rep	g (Check A orting Person One Repo	on
Table I - Non-Deriva 1. Title of Security (Instr. 3) 2. Transac Date (Month/Date)			action	ction 2A. Deemed Execution Date,			Code (Instr. 5)			ed (A) or	5. Amou Securitie Benefici Owned I	nt of 6. Over the first		n: Direct or Indirect Enstr. 4)	7. Nature of Indirect Beneficial Ownership			
				Code V Amount (A) or (D)		Price	Reporte Transac (Instr. 3	tion(s)			(Instr. 4)							
		Т							uired, Di s, options					/ Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	Execution Date, if any		4. Transaction Code (Instr 8)		n of		6. Date Exercisal Expiration Date (Month/Day/Year		Amount of		f g Security	8. Price of Derivative Security (Instr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (Instr. 4)	s Silly	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v			Date Exercisable			Title	Amount or Number of Shares					
Deferred Stock Unit	(1)	02/01/2021			A ⁽²⁾	V	892		(3)		(3)	Common Stock	892	\$0.00	10,228	3	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,

Attorney-In-Fact for Joan

Budden

** Signature of Reporting Person Date

02/02/2021

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.