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

OMB APPROVAL
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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. Name and Add COLE MIC	dress of Reporting F	Person [*]		er Name and Ticke INDUSTRIE			5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner					
(Last) 2801 EAST E	(Last) (First) (Middle) 2801 EAST BELTLINE NE			e of Earliest Transa /2023	ction (Month/E	Day/Year)	X	Officer (give title Othe below) belo Chief Financial Office		'		
,		4. If Ar	4. If Amendment, Date of Original Filed (Month/Day/Year) 6. Individual or Joint/Group Filing (Check Applic Line)									
(Street)				X Form filed by One Reporting Person								
GRAND RAPIDS	MI	49525				Form filed by More than One Reporting Person						
(City)	(State)	(Zip)	Rule	Rule 10b5-1(c) Transaction Indication								
			Ch sa	Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.								
		Table I - Nor	n-Derivative S	ecurities Acq	uired, Disp	osed of, or Benefi	cially	Owned				
1. Title of Secur	ity (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		

()	Month/Day/Year)	if any (Month/Day/Year)	Code (8)	Instr.	5)			Beneficially Owned Following Reported		Beneficial Ownership (Instr. 4)		
			Code	v	Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(11150.4)		
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)	4. Transa Code (8)		of I		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)	08/31/2023		A		14		(2)	(2)	Common Stock	14	\$104.35	30,292	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:

<u>/s/ Katherine L. Karel,</u> <u>Attorney-in-Fact for Michael</u> 09/01/2023 <u>R. Cole</u>

** 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.