FORM 4

obligations may continue. See Instruction 1(b).

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

| wasnington, | 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 | |
| abligations may continue Con | |

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 | nd Address of David A. | Reporting Person* | | | | | | cker or Tradi RIES INC | | | | | Relationship neck all appl Direct | icable) | ng Per | rson(s) to Is: 10% O Other (| vner |
|--|--|-------------------|----------------------|-----------------|---|------------------------|-------------------|--|--------|--|---|--|--|--------------------------------------|--|--|------|
| (Last) 2801 EA | (Fi | , | (Middle) | | 3. Date of Earliest Transaction (Month/Day/Year) 01/29/2021 | | | | | | | X Officer (give title Other (specific below) Chief Comp Off, Gen Csl, Secty | | | | | |
| (Street) GRAND RAPIDS | M | I . | 49525 | 4. 1 | f Ame | endmen | t, Date | of Original F | iled | (Month/E | Day/Year) | 6. I | X Form | filed by On filed by Mo | e Rep | ng (Check Apporting Person | on |
| (City) | (St | | (Zip) | | | | | | | | | | | | | | |
| | Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned | | | | | | | | | | | | | | | | |
| Date | | | nsaction h/Day/Ye | Execution Date, | | e, Transac Code (In | Code (Instr. 5) | | | ed (A) or str. 3, 4 and | 5. Amount of 4 and Securities Beneficially Owned Following Reported | | Forn (D) o | n: Direct or Indirect nstr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) | | |
| | | | | | | | Code | v | Amount | (A) or (D) Price | | Transac (Instr. 3 | ction(s) | | | (111341. 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) | ve Conversion Date Execution Date, or Exercise (Month/Day/Year) if any | | | Code | ransaction of Code (Instr. Derivative | | | 6. Date Exercisable and 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 | | xpiration ate | Title | Amount or Number of Shares | | | | | |
| Phantom Stock Units | (1) | 01/29/2021 | | A | | 14 | | (2) | | (2) | Common Stock | 14 | \$53.94 | 16,45 | 3 | D | |

Explanation of Responses:

1. 1-for-1

Remarks:

/s/ Christina A. Holderman, Attorney-In-Fact for David A. 02/01/2021 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 retirement