FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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

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

	nd Address of MICHAE	Reporting Person*							cker or Tradi IES INC					Check	all appli Direct	cable) or	ng Per	son(s) to Iss 10% Ov Other (s	/ner
(Last) 2801 EA	(Fi ST BELTL	,	(Middle)			3. Date of Earliest Transaction (Month/Day/Year) 05/28/2021								X	Officer (give title below) Chief Financi			below)	респу
(Street) GRAND RAPIDS	M	I .	49525		4. If	f Ame	ndment	t, Date	of Original F	Filed	(Month/D	ay/Year)		i. Individine)	Form	filed by One	e Rep	g (Check Ap orting Perso n One Repo	n
(City)	(St	ate) ((Zip)																
		Tabl	e I - Noi	n-Deriv	ative	Sec	curitie	es Ac	quired, [Disp	osed (of, or Be	nefici	ally C	Owne	d			
Date			2. Trans Date (Month/	/Day/Year) Ex		2A. Deemed Execution Date, if any (Month/Day/Year)		Code (In	Transaction Disp Code (Instr. 5)		ities Acquir d Of (D) (Ins		4 and Securit Benefic Owned		es ally Following	Form (D) o	: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership	
							Code	v	Amount (A		Price	, 1	Reported Transaction(s) (Instr. 3 and 4)				Instr. 4)		
		Ţ							uired, Di s, options						vned				
Derivative Conversion Date Execution Date, or Exercise (Month/Day/Year)				Transaction of E Code (Instr. Derivative (I			Expiration D	5. Date Exercisable and Expiration Date Month/Day/Year)			7. Title and Amount of Securities Underlying Derivative Securit (Instr. 3 and 4)		rice of ivative urity tr. 5)	9. Number derivative Securities Beneficial Owned Following Reported Transactio (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)	Date Exercisable		piration	Title	Amour or Number of Shares	er					
Phantom Stock Units	(1)	05/28/2021			A		18		(2)		(2)	Common Stock	18	\$7	79.52	29,020)	D	

Explanation of Responses:

1. 1-for-

Remarks:

Christina A. Holderman,

Attorney-in-Fact for Michael 06/01/2021

R. Cole

** Signature of Reporting Person Date

 $Reminder: Report \ on \ a \ separate \ line \ for \ each \ class \ of \ securities \ beneficially \ owned \ directly.$

- * 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.