SEC Form 4
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## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL
OMB Number: 3235-0287
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0.5

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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).
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## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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	dress of Reporting I			er Name <b>and</b> Ticke INDUSTRIE			5. Rela (Check	Owner		
(Last) 2801 EAST E	(First) BELTLINE NE	(Middle)		e of Earliest Transa /2022	ction (Month/I	Day/Year)	X	Officer (give title below) President	Other below t and COO	(specify )
(Street) GRAND RAPIDS (City) (State) (Zip)				nendment, Date of	Original Filed	(Month/Day/Year)	6. Indiv Line) X	idual or Joint/Group Form filed by One Form filed by Mor Person	e Reporting Pers	son
		Table I - Noi	n-Derivative S	ecurities Acq	uired, Dis	oosed of, or Benef	icially	Owned		
Date			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 (Instr.		5)			Beneficially Owned Following Reported	(D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
			Code V		Amount	(A) or (D)	Price	Transaction(s) (Instr. 3 and 4)		(1130.4)
Common Stock	02/17/2022		A		63,402	Α	<b>\$0.00</b> <sup>(1)</sup>	281,350	D	
Common Stock								57,163	Ι	Def Comp Interest

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)		5. Nun of Deriva Securi (A) or Dispos of (D) (Instr. and 5)	tive ities red sed 3, 4	Expiration Date (Month/Day/Year) S		nd 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	(2)	02/17/2022		A		1,255		(3)	(3)	Common Stock	1,255	\$84.31	124,217	D	

Explanation of Responses:

1. Represents grant of shares of restricted stock that vest on the fifth (5th) anniversary of the grant date, subject to earlier vesting upon death, disability or change in control

2. 1-for-1

3. 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:

Christina A. Holderman,

Attorney-in-Fact for Patrick M. 02/21/2022

<u>Webster</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.