FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT	OF	CHANGES	IN BE	NEFICIAL	OWNERSHIP
OIAILMENI	V.	SHANGEO	114 DE	INCI IOIAL	OTTITLINGIIII

OMB APPROVAL									
OMB Number:	3235-0287								
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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).

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 David A.	Reporting Person*							ker or Trad IES INC					(Ched	ck all appli Directo	cable)	g Pers	son(s) to Iss 10% Ow Other (s	/ner
(Last) (First) (Middle) 2801 EAST BELTLINE NE				3. Date of Earliest Transaction (Month/Day/Year) 08/31/2022								X	below)	, ,	below) Off, Gen Csl, Sect				
(Street) GRAND RAPIDS	M	MI 49525				4. If Amendment, Date of Original Filed (Month/Day/Year)								Individual or Joint/Group Filing (Check Applicable Line) X Form filed by One Reporting Person Form filed by More than One Reporting					
(City)	(St	rate) (Zip)											Person					
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																		
1. Title of Security (Instr. 3) 2. Transac Date (Month/Da					Execution Date,			Code (li	Transaction Disposed Of (D) (Instr. 3, 4)				4 and Securiti Benefic Owned		es Fo ially (D) Following (I)		: Direct Indirect str. 4)	7. Nature of Indirect Beneficial Ownership	
								Code	v	Amount (A) or (D)		r Pri	се	Reported Transaction(s) (Instr. 3 and 4)				Instr. 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. Deeme Execution if any (Month/Da	Date,	4. Transa Code (I 8)		ı of		6. Date Exercisal Expiration Date (Month/Day/Year)		Amount of		of S g Securi	S (1	. Price of Perivative Security Instr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	ly	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code			Date Exercisable	Expiration ble Date		Amount or Number of Shares		er						
Phantomn Stock Units	(1)	08/31/2022			A		9		(2)		(2)	Common Stock	9		\$79.39	17,873	3	D	

Explanation of Responses:

Remarks:

/s/ Katherine L. Karel. Attorney-In-Fact for David A. 09/01/2022 **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