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

OMB APPROVAL OMB Number: Estimated average burden hours per response: 0.5

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 Address of Reporting Person* WEBSTER PATRICK M																	all appli Direct	icable) or r (give title	ng Pei	erson(s) to Issuer 10% Owner Other (specify below)		
	(Last) (First) (Middle) 2801 EAST BELTLINE NE					3. Date of Earliest Transaction (Month/Day/Year) 01/29/2010											President and COO					
(Street) GRAND RAPIDS (City)	M		49525 (Zip)		4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)										Indivine)	'					
		Tab	le I - Nor	n-Deriv	ative	Sec	curition	es Ad	cqu	ired, I	Disp	osed	of, or	r Ben	eficia	ılly (Owne					
in the crocounty (mean c)			2. Transaction Date (Month/Day/Year)			2A. Deemed Execution Date, if any (Month/Day/Yea			3. Transac Code (I 8)		4. Secu Dispose 5)	4. Securities Acquired (A) Disposed Of (D) (Instr. 3, 5)			and Securit		es ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership (Instr. 4)		
									Code	v	Amoun	t	(A) or (D)	Price	l Turinga		tion(s)			(111511.4)		
Common Stock																	20,221			D		
Common Stock																	1,510			I	Def Comp Interest	
		Т	able II - I	Derivat (e.g., pı												y Ov	wned					
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,	I. Fransaction Code (Instr. 3)				Exp	Pate Exe piration I onth/Day	Date		7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)			Der Sec	Price of erivative ecurity estr. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	Owr Fori Dire or Ir (I) (I	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
					Code	v	(A)	(D)	Date Exe	e ercisable		piration te	Title	0 N 0	lumber	er						
Phantom	(1)	01/20/2010		Γ			20			(2)		(2)	Comn	non	29	•	33 04	20.800		D		

Explanation of Responses:

1. 1-for-1

Units

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.

> /s/ Patrick M. Webster 02/01/2010

** 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.