FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

| wasnington, | D.C. | 20549 |  |
|-------------|------|-------|--|
|             |      |       |  |

| Check this box if no longer subject to |
|--|
| Section 16. Form 4 or Form 5           |
| obligations may continue. See          |
| Instruction 1(h)                       |

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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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<br>MICHAE  | Reporting Person* |   |             |         |   |              |   | ker or Tradi<br>IES INC                             |   |           |   |                                   | (Che   | ck all appli<br>Directo           | cable)<br>or  | ig Per  | son(s) to Iss<br>10% Ov<br>Other (s | vner       |
|--|--|-------------------|---|-------------|---------|---|--------------|---|---|---|-----------|---|-----------------------------------|--|-----------------------------------|---|---|-------------------------------------|------------|
| (Last)<br>2801 EA  | Last) (First) (Middle) 2801 EAST BELTLINE, N.E.                                  |                   |   |             |         | 3. Date of Earliest Transaction (Month/Day/Year) 10/29/2021 |              |   |   |   |           |   |                                   | X  | below)                            | Officer (give title below)  Chief Financia                        |   | below)                              | респу      |
| (Street)<br>GRAND<br>RAPIDS  | М  | I .               | 49525                                   |             | 4. If   | Ame   | ndment       | t, Date   | of Original F                                       | Filed   | (Month/D  | ay/Year)  |                                   | 6. Inc<br>Line)  | Form f                            | iled by One   | e Rep   | g (Check Ap<br>orting Person        | n          |
| (City)   | (St  | ate)              | (Zip)                                   |             |         |   |              |   |   |   |           |   |                                   |  | 1 01301                           | •   |   |                                     |            |
|  | Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned |                   |   |             |         |   |              |   |   |   |           |   |                                   |  |                                   |   |   |                                     |            |
| Date   |  |                   | 2. Trans<br>Date<br>(Month/I            | Day/Year) i |         | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) |              | Code (In  | Transaction Disposed Of (D) (Instr. Code (Instr. 5) |   |           |   | Securitie<br>Beneficia<br>Owned F | eficially<br>ed Following  |                                   | r Indirect<br>str. 4)   | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership |                                     |            |
|  |  |                   |   |             |         |   |              |   | Code  | v   | Amount    | (A) o<br>(D)  | r <sub>Pri</sub>                  | ce   | Reported<br>Transact<br>(Instr. 3 | ion(s)  |   |                                     | (Instr. 4) |
|  |  | T                 |   |             |         |   |              |   | uired, Di<br>s, options                             |   |           |   |                                   |  | Owned                             |   |   |                                     |            |
| 1. Title of Derivative Conversion or Exercise (Instr. 3)  2. Conversion Date (Month/Day/Year)  Or Exercise Price of Derivative Security  3. Transaction Date Execution Date, if any (Month/Day/Year) |  | Date,             | 4.<br>Transaction<br>Code (Instr.<br>8) |             | ı of Ex |   | Expiration [ | . Date Exercisable and<br>xpiration Date<br>Month/Day/Year) |   | 7. Title and<br>Amount of<br>Securities<br>Underlying<br>Derivative Securit<br>(Instr. 3 and 4) |           | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) |                                   | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(<br>(Instr. 4) | ly                                | Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | Beneficial<br>Ownership<br>(Instr. 4)               |                                     |            |
|  |  |                   |   |             | Code    | v   | (A)          | (D)   | Date<br>Exercisable                                 |   | opiration | Title   | Amor<br>or<br>Numl<br>of<br>Share | oer  |                                   |   |   |                                     |            |
| Phantom<br>Stock<br>Units  | (1)  | 10/29/2021        |   |             | A       |   | 17           |   | (2)   |   | (2)       | Common<br>Stock                                     | 17                                | ,  | \$81.83                           | 29,119  | )   | D                                   |            |

## **Explanation of Responses:**

## Remarks:

Christina A. Holderman,

Attorney-in-Fact for Michael 11/01/2021

R. Cole

\*\* 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.

<sup>2.</sup> 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