FORM 4

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

OMB APP	ROVAL							
OMB Number:	3235-0287							
Estimated average burden								

0.5

hours per response:

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

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

## 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

	nd Address of Patrick N	Reporting Person*							cker or Trad						ionship all appli Directo	cable)	g Pers	on(s) to Iss	
(Last)		rst) (	Middle)			ate of 30/20		st Trar	nsaction (Mo	onth/l	Day/Year)			<b>V</b>	Officer below)	(give title	nstruc	Other (s below)	pecify
(Street) GRAND RAPIDS	M	I 4	19525		4. If	Amer	ndment	, Date	of Original	Filed	(Month/D	ay/Year)		Indivi ne)	Form t	filed by One	e Repo	(Check Apporting Person	n
(City)	(St	·	Zip) e I - Non-I	Deriva	tive	Sec	uritie		cauired	Disi	nosed (	of or Be	neficia	ally (	)wne				
1. Title of Security (Instr. 3)  2. Transac Date (Month/Date)				2A. Deemed Execution Date,			3. Transac	tion	4. Securities Acquired (A. Disposed Of (D) (Instr. 3, 5)			or 5. Amou Securitie Benefici Owned F Reporter Transaci		int of es Forn (D) o (I) (Ir d) tion(s)		Direct C Indirect E str. 4)	. Nature of Indirect Beneficial Ownership 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. Deemed Execution Da if any (Month/Day/Y	ate, Ti	4. Transactic Code (Ins				6. Date Exe Expiration (Month/Day		7. Title and Amount of Securities Underlying Derivative Sec (Instr. 3 and 4)		Der Sec	s. 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)	Beneficial Ownership (Instr. 4)	
				С	ode	v	(A)	(D)	Date Exercisable		xpiration ate	Title	Amount or Number of Shares	1					
Phantom Stock Unit	(1)	09/30/2024			A		11		(2)		(2)	Common Stock	11	\$1	31.21	10,901		D	

## Explanation of Responses:

## Remarks:

/s/ Katherine L. Karel, Attorney-in-Fact for Patrick M. 10/01/2024 Benton

\*\* Signature of Reporting Person Date

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

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>1. 1-</sup>for-1

<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 retirement.

 $<sup>^{\</sup>star}$  If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

<sup>\*\*</sup> Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).