FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

wasiiiigtoii, D.C. 20049	

OMB APPRO	DVAL
OMB Number:	3235-0287
Estimated average bure	den
hours per response:	0.5

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 Thomas	Reporting Person*							ker or Tra IES IN						elationship eck all applic		g Perso	on(s) to Issi	uer
RHoues	<u> 1 IIOIIIdS</u>	<u>wayne</u>			1						-				Compared to the compared to	or		10% Ow	ner
(Last) (First) (Middle)				3. Date of Earliest Transaction (Month/Day/Year) 02/01/2021									Officer (give title Other (spelow) below)				pecify		
2801 EA	ST BELTL	INE NE																	
					4. If	f Ame	endment,	Date (of Origina	Filed	l (Month/D	ay/Year)		6. In	dividual or 3	loint/Group	Filing	(Check App	olicable
(Street) GRAND														Line	,		_		
RAPIDS	M	I	49525													•		rting Persor	
KAFIDS															Form f Persor		e than	One Repor	ting
(City)	(S	tate)	(Zip)																
		Tab	le I - Nor	n-Deriv	ative	Se	curities	s Ac	quired,	Dis	posed o	of, or B	enef	icial	y Owned	d			
1. Title of Security (Instr. 3) 2. Transa Date (Month/D				Day/Year) if		2A. Deemed Execution Date, if any (Month/Day/Year)		Transaction Dispose Code (Instr. 5)		rities Acquired (A) ed Of (D) (Instr. 3, 4		4 and Securit Benefic Owned		es ally Following	Form: (D) or	orm: Direct) or Indirect (Instr. 4)	7. Nature of Indirect Beneficial Ownership		
										Code V Amount		(A) (D)	or F	rice	Transac	Reported Transaction(s) (Instr. 3 and 4)			(Instr. 4)
		Т	able II -								osed of converti				Owned				
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,	Code (Inst				6. Date Exercisable a Expiration Date (Month/Day/Year)		•	7. Title and Amount of Securities Underlying Derivative Sect (Instr. 3 and 4)		urity	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	y G	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirec Beneficia Ownershi (Instr. 4)
					Code	v	(A)	(D)	Date Exercisal		Expiration Date	Title	or	ount nber res					
Deferred Stock Unit	(1)	02/01/2021			A ⁽²⁾	v	1,014		(3)	Ť	(3)	Common	1,0)14	\$0.00	51,076		D	

Explanation of Responses:

- 1. 1-for-1
- 2. Units credited as part of Director Retainer Stock Plan
- 3. Shares issuable upon termination of service as a director

Remarks:

<u>Christina A. Holderman,</u> <u>Attorney-in-Fact for Thomas</u>

Wayne Rhodes

02/02/2021

** 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.