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

STATEMENT	OF CHANGES	IN BENEFICIAL	OWNERSHIP

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* GRANGER JOSEPH F (Last) (First) (Middle) 2801 EAST BELTLINE NE																	k all appl Direct Office	tionship of Reportin all applicable) Director Officer (give title below)		10% O Other (below)	wner
					3. Date of Earliest Transaction (Month/Day/Year) 09/30/2008												Executive VP Sales & Marketing				
(Street) GRAND RAPIDS	M	I .	49525		4. If	f Ame	ndmen	t, Date	e of C	Original I	Filed	(Month/E	Day/Ye	ear)		6. Indi _ine) X	Form	filed by On	e Rep	g (Check Apporting Personn One Repo	on
(City)	(S		(Zip)																		
1. Title of Security (Instr. 3) 2. Tr. Date			2. Trans Date (Month/l	action	ear) i	2A. Deemed Execution Date, if any (Month/Day/Year		e,	3. Transaction Code (Instr.				d (A) d) or 5. Amo 4 and Securit Benefic Owned		unt of ies ially Following	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		7. Nature of Indirect Beneficial Ownership		
										Code	v	Amoun	t	(A) or (D)	Pric	e		nsaction(s) str. 3 and 4)			(Instr. 4)
Common Stock																18	3,263		D		
Common Stock																3,083				by 401(k) Plan	
Common Stock																	135			I	by Trust
		Т	able II - I	Derivat (e.g., p													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,	4. Transaction Code (Instr. 8)				6. Date Exercisal Expiration Date (Month/Day/Year)				7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)			De Se (Ir	Price of erivative ecurity 1str. 5)	9. Number derivative Securities Beneficiall Owned Following Reported Transactio (Instr. 4)	ly [10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Dat Exe	te ercisable		piration te	Title	1	Amour or Numbe of Shares	er					
Phantom Stock	(1)	09/30/2008			A		28			(2)		(2)	Com	mon	28		\$34.91	9.951		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 cash or shares of the Company's common stock until the reporting person's death, disability or

/s/ Christina A. Holderman as attorney-in-fact for Joseph F. Granger

10/01/2008

** 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.