## FORM 4

## UNITED STATES SECURITIES AND EXCHANGE COMMISSION

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		Washington	n DC 2	0549		

OMB APPROVAL									
OMB Number:	3235-028								

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

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OWIB APPROVAL									
OMB Number:	3235-0287								
Estimated average	burden								
hours per response	9: 0.5								

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.

1. Name and Address of Reporting Person* WALKER BRIAN C								cker or Tradin IES INC				neck all appli Direct	cable) or	Person(s) to Is	wner
(Last) 2801 EA	(Fi	irst) (		Date of /03/20		t Tran	saction (Mon	h/Day/Year		Office below	r (give title )	Other ( below)	specify		
(Street) GRAND RAPIDS	M		49525	4.	4. If Amendment, Date of Original Filed (Month/Day/Year)						6. Lin	e) Form			
(City)	(8)		Zip)		- 0				•	- C D	6				
1. Title of Security (Instr. 3)  2. Transac Date (Month/Da				ansaction	ay/Year)   Execution Date, if any (Month/Day/Year)   Transaction Code (Instr. 8)   Disposed Of (D) (Instr. 3, 5)		red (A) or str. 3, 4 an	5. Amou Securiti Benefic Owned Reporte Transac (Instr. 3	5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)		7. 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)														
Derivative Conversion Date Execution Date, Tr Security or Exercise (Month/Day/Year) if any Co		4. Transa Code ) 8)		n of Ex		Expiration D	6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4	11. Nature of Indirect Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Deferred Stock Unit	(1)	02/03/2025		A		292(2)		(3)	(3)	Common Stock	292	\$115.32	31,721 <sup>(4)</sup>	D	

## **Explanation of Responses:**

- 1. 1-for-1
- 2. Units credited as part of Director Compensation Plan.
- 3. Shares issuable following termination of service as a director
- 4. 80 shares credited to account based on dividends paid on December 16, 2024

## Remarks:

/s/ Katherine L. Karel, Attorney-in-Fact for Brian C. Walker

02/05/2025

\*\* Signature of Reporting Person Date

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

- $^{\star}$  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.