FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL								
OMB Number:	3235-0287							
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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

1. Name and Address of Reporting Person* GLENN MICHAEL B									cker or Tr		g Symbol PRODU	[(CI	5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner X Officer (give title below) below)								
(Last) (First) (Middle) 2801 EAST BELTLINE, N.E.						3. Date of Earliest Transaction (Month/Day/Year) 12/28/2007									Chief Executive Officer						
(Street) GRAND RAPIDS	GRAND MI 49525							4. If Amendment, Date of Original Filed (Month/Day/Year) 01/02/2008									Individual or Joint/Group Filing (Check Applicable Line) Form filed by One Reporting Person Form filed by More than One Reporting Person				
(City)	(S									. 5.55											
		Tab	le I - No	on-Deri	vative	Sec	uriti	es Ac	quired	l, Di	sposed	of, or	Ben	eficia	lly Owne	d					
1. Title of Security (Instr. 3) 2. Transaction Date (Month/Day/						Execution [3. Transa Code (8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 a 5)				5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)		'. Nature of ndirect Beneficial Dwnership Instr. 4)		
									Code	v	Amount	(A)) or)	Price	Transaction (Instr. 3 ar						
Common Stock															172,377		D				
Common Stock															8,954 I		I l	y Trust			
Common Stock															31,064		I		oy P/S Plan		
Common Stock															4,800		I		oy Foundation		
		Т	able II -								osed of convert	•		-	Owned						
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deer Execution if any (Month/E	n Date,	Code (I		of		6. Date E Expiratio (Month/D	n Dat		7. Title and Amount of Securities Underlying Derivative Secur (Instr. 3 and 4)			8. Price of Derivative Security (Instr. 5)	9. Numb derivativ Securitie Benefici Owned Followin Reporter Transact (Instr. 4)	e Ow s For ally Dire or I g (I) (10. Ownershi Form: Direct (D) or Indirec (I) (Instr. 4	Beneficial Ownership (Instr. 4)		
					Code	v	(A)	(D)	Date Exercisa		Expiration Date	Title	0 N	Amount or Number of Shares	1 1						
Phantom Stock Units	(1)	12/28/2007			A	A			(2)		(2)	Comm		43	\$30.01	9,36	54	D			

Explanation of Responses:

- 1. 1-for-1.
- 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 retirement.

/s/ Christina A. Holderman, as Attorney in Fact for Michael B. 01/03/2008 Glenn

** 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.