FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

asimigton, t	J.O. 20040	

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

	nd Address of TER PAT	Reporting Person* RICK M							cker or Trac IES IN					Check	all appli Directo	cable)	g Pers	son(s) to Iss 10% Ow Other (s	vner
(Last) (First) (Middle) 2801 EAST BELTLINE NE						3. Date of Earliest Transaction (Month/Day/Year) 03/31/2021								X	below)			below)	peony
(Street) GRAND RAPIDS (City)	M		19525 Zip)		4. If	4. If Amendment, Date of Original Filed (Month/Day/Year)							. Indivine)	·					
(City) (State) (Zip) Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																			
1. Title of Security (Instr. 3) 2. Transac Date (Month/Date)				action	ction 2A. Deemed Execution Date,			3. Transa Code (I	3. 4. Securiti Transaction Code (Instr. 5)		ities Acquired (A) od Of (D) (Instr. 3, 4		or 5. Amou 4 and Securiti Benefici Owned I		unt of 6. Of es Formially (D) (Following (I) (II)		: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership	
								Code	v	Amount	(A) or (D)		,		action(s) . 3 and 4)			Instr. 4)	
		Ta										, or Ben ble sec			wned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deem Execution if any (Month/Da	Date,		ransaction Code (Instr.		of E		6. Date Exercisable ai Expiration Date (Month/Day/Year)		le and 7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)		De Se (In	Price of erivative ecurity estr. 5)	ive derivative y Securities		10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
c					Code	v	(A)	(D)	Date Exercisabl		xpiration ate	Title	Amoun or Numbe of Shares	ber					
Phantom Stock Units	(1)	03/31/2021			A		19		(2)		(2)	Common Stock	19	:	\$75.84	121,73	1	D	

Explanation of Responses:

1. 1-for-1

Remarks:

Christina A. Holderman, Attorney-in-Fact for Patrick M. 04/02/2021 Webster

** 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.

^{2.} 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