SEC Form 4	
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FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL OMB Number: 3235-0287 Estimated average burden

0.5

hours per response:

	Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).
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STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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 Ad	dress of Reporting Pe CHAEL R	erson [*]		er Name and Ticke INDUSTRIE			5. Rela (Check	ssuer Dwner			
(Last) 2801 EAST F	(First) BELTLINE NE	(Middle)	3. Date 03/29	e of Earliest Transa /2024	ction (Month/E	Day/Year)	X	Officer (give title Other (spi below) below) Chief Financial Officer			
(Street)			4. If An	nendment, Date of	Original Filed	(Month/Day/Year)	6. Individual or Joint/Group Filing (Check Applicable Line)				
GRAND RAPIDS	MI	49525					X	Form filed by On Form filed by Mo Person			
(City)	(State)	(Zip)	Rule	Rule 10b5-1(c) Transaction Indication							
Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.										ded to	
		Table I - Non-	-Derivative S	ecurities Acq	uired, Disp	oosed of, or Benefi	cially	Owned			
1. Title of Secu	rity (Instr. 3)		2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr.	4. Securities Acquired (A Disposed Of (D) (Instr. 3, 5)		5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial	

					Month/Day/Yea		8)				Owned Reporte	Following	(I) (Instr. 4)	Ownership (Instr. 4)	
						Code	v	Amount	(A) c (D)	or Price	Transac (Instr. 3	tion(s)		(1150.4)	
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)															
1. Title of Derivative	2. Conversion	3. Transaction Date	3A. Deemed Execution Date,	4. Transaction	5. Number of	6. Date Ex Expiration				8. Price of Derivative	9. Number derivative	of 10. Ownersh	ip of Indirect		

Derivative Security (Instr. 3)	Conversion or Exercise Price of Derivative Security	Date (Month/Day/Year)	Execution Date, if any (Month/Day/Year)	Transa Code (8)		of Expiration Date Derivative (Month/Day/Year) Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		ration Date Amount of		f g Security	Derivative Security (Instr. 5)	derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	of Indirect Beneficial Ownership (Instr. 4)		
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares					
Phantom Stock Units	(1)	03/29/2024		Α		11		(2)	(2)	Common Stock	11	\$123.01	30,899 ⁽³⁾	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 shares of the Company's Common Stock until the reporting person's death, disability or retirement

3. Includes units acquired through dividend reinvestment feature.

Remarks:

Katherine L. Karel, Attorney-03/29/2024 in-Fact for Michael R. Cole

** 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.