FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington,	D.C.	20549
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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

		Reporting Person*			<u>W(</u>		ERIN		er or Tradir			C /DE/	[(Ch	eck all appli X Directo	cable) or	g Pers	on(s) to Issu	ner
(Last) (First) (Middle) C/O 9341 COURTLAND DRIVE NE				3. Date of Earliest Transaction (Month/Day/Year) 02/01/2024										Officer (give title below)		Other (s below)	pecify	
(Street)	ORD M	I	49351		4. If	Amen	idment, [Date o	f Original Fi	iled (f	Month/Da	y/Year)	Line	e) <mark>X</mark> Form f	iled by One	Repo	(Check Apporting Person	
(City)	(Si	tate)	(Zip)		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.													
	Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned																	
Date				/Day/Year) Exec		2A. Deemed Execution Date, f any Month/Day/Year)		Transaction Disposed C		ties Acquired (A) or I Of (D) (Instr. 3, 4 and		Benefici Owned I	es Formally (D) (Sollowing (I) (I		m: Direct or Indirect nstr. 4)	7. Nature of Indirect Beneficial Ownership		
									Code	′	Amount	(A) or (D)	Price	Transac	Reported Transaction(s) (Instr. 3 and 4)		((Instr. 4)
Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)																		
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date if any (Month/Day/Ye:	ate, Tr	Code (Instr.				6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction (Instr. 4)	i illy	Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Co	ode	v	(A)		Date Exercisable		opiration	Title	Amount or Number of Shares					
Stock Units	(1)	02/01/2024			A		800.94		(1)		(1)	Common Stock	800.94	\$8.46	68,560.	51	D	

Explanation of Responses:

1. Award of stock units representing dividend equivalents on amounts previously deferred under the Company's Amended and Restated Outside Directors' Deferred Compensation Plan. Shares of Common Stock are issuable on a one-for-one basis in either a lump sum or installments after termination of service as a director or upon a change in control of the Issuer.

Remarks:

/s/ David Latchana, by Power of Attorney

02/02/2024

** 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.