FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPROVAL							
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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	nd Address of dre Arme	Reporting Person*					Name a og, <u>In</u>				ng Symbol				5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner				
1	ΓADOG, IN	•	(Middle))		3. Date of Earliest Transaction (Month/Day/Year)							r (give title Other (specify below) Chief People Officer						
(Street)			10018		_ 4.	4. If Amendment, Date of Original Filed (Month/Day/Year)						6. In Line	ividual or Joint/Group Filing (Check Applicable Form filed by One Reporting Person Form filed by More than One Reporting Person				n		
(City)	(S		(Zip)		1 513511														
		Tal	ole I -	Non-Der	ivativ	e Se	curitie	s A	cqui	red, C	Disposed o	of, or E	3en	eficially	y Owned				
1. Title of Security (Instr. 3)				2. Transaction Date (Month/Day/Year)		2A. Deemed Execution Date, if any (Month/Day/Year)		3. Transaction Code (Instr. 8)		4. Securities Acquired (A) of Disposed Of (D) (Instr. 3, 4		or and 5)	Securiti Benefic Owned	5. Amount of Securities Beneficially Owned Following		: Direct r Indirect str. 4)	7. Nature of Indirect Beneficial Ownership		
									Code	v	Amount	(A) or (D)	Pric	e	Reported (Instr. 4 Transaction(s) (Instr. 3 and 4)				(Instr. 4)
Class A Common Stock 11/2				11/26/2	021				C ⁽¹⁾		5,625	A		\$0.00	63	63,029		D	
Class A (Common St	ock		11/26/2	2021				S ⁽²⁾		1,500	D	\$1	80.0911	⁽³⁾ 61,529 D				
Class A C	Common St	ock		11/26/2	2021				S ⁽²⁾		1,280	D	\$	181.12 ⁽⁴	(4) 60,249 D				
Class A (Common St	ock		11/26/2	2021				S ⁽²⁾		2,045	D	\$1	82.0307	D)7 ⁽⁵⁾ 58,204 D				
Class A C	Common St	ock		11/26/2	2021				S ⁽²⁾		700	D	\$1	83.2614	14 ⁽⁶⁾ 57,504 D				
Class A C	Common St	ock		11/26/2	2021				S ⁽²⁾		100	D		\$184.4	.4 57,404 D				
			Table						•	,	sposed of s, converti	,		•	Owned				
1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	on Date Exise (Month/Day/Year) Exist Control of the control of	Execut if any			nsaction de (Instr. Securiti Acquire or Dispo of (D) (I 3, 4 and		tive ties ed (A) oosed Instr.	Expiration (Month/Do			Amou Secur Under	7. Title and Amount of Securities Underlying Derivative Secu (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Numbe derivative Securities Beneficia Owned Following Reported Transacti	e s illy	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	Beneficial Ownership (Instr. 4)
					Code	v	(A)	(D)	Da	te ercisabl	Expiration e Date	Title		Amount or Number of Shares		(Instr. 4)			

Explanation of Responses:

\$7,9567

(1)

(1)

Stock

Option

(Right to Buy) Class B

Common

Stock

Stock

Class B

1. Each share of Class B Common Stock is convertible at any time at the option of the Reporting Person into one share of Class A Common Stock and has no expiration date. Each share of Class B Common Stock will convert automatically into one share of Class A Common Stock upon the earliest of: (i) any transfer, whether or not for value, except for certain "Permitted Transfers" as defined in the Issuer's amended and restated certificate of incorporation, (ii) the death of the Reporting Person in the case of shares held directly or in a trustee capacity, and (iii) the tenth anniversary of the Issuer's initial public offering of its

5,625

5.625

5 625

М

M

C⁽¹⁾

2. Shares sold pursuant to a 10b5-1 plan entered into on August 18, 2020.

11/26/2021

11/26/2021

11/26/2021

- 3. Price reported is a weighted-average sales price. The shares were sold at prices ranging from \$179.59 to \$180.51. The reporting person will provide upon request to the SEC, the Issuer or security holder of the Issuer, full information regarding the number of shares sold at each separate price.
- 4. Price reported is a weighted-average sales price. The shares were sold at prices ranging from \$180.63 to \$181.615. The reporting person will provide upon request to the SEC, the Issuer or security holder of the Issuer, full information regarding the number of shares sold at each separate price.
- 5. Price reported is a weighted-average sales price. The shares were sold at prices ranging from \$181.63 to \$182.52. The reporting person will provide upon request to the SEC, the Issuer or security holder of the Issuer, full information regarding the number of shares sold at each separate price.
- 6. Price reported is a weighted-average sales price. The shares were sold at prices ranging from \$183.00 to \$183.96. The reporting person will provide upon request to the SEC, the Issuer or security holder of the Issuer, full information regarding the number of shares sold at each separate price.
- 7. Option vested as to 25% on June 20, 2020 and in equal monthly installments thereafter over three years.

Remarks:

Armelle De Madre, by /s/ Ron Metzger, Attorney-in-Fact

Shares

5,625

5,625

5,625

\$0.00

\$0.00

\$0.00

106.875

5,625

O

D

D

D

06/28/2029

(1)

Class B

Common Stock

Class A

Common

Stock

Class A

Commo

Stock

11/30/2021

** 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.