

/s/ Jolyn J. Sebree, Attorney-in-Fact	01/26/2022
Signature of Reporting Person	Date

## Explanation of Responses:

\* 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).

On January 26, 2022, the Company withheld 1,063 shares of Class A common stock to satisfy withholding taxes due in connection with the vesting of one-third of the shares (1) of Class A common stock underlying an award of restricted stock units previously granted to the reporting person. Such shares had a market value of \$19.41 per share, the closing price of the Class A common stock on January 21, 2022, the vesting date.

(2) Consists of previously disclosed restricted stock units that remained subject to time-based vesting criteria.

### Remarks:

Senior Vice President, Chief People Officer

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.