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


Explanation of Responses:

1. Options vest $20 \%$ annually on the anniversary date of the grant and are fully vested after five years.

Remarks:

| /s/ RACHEL R. STERN, Attorney in | $\underline{11 / 12 / 2020}$ |
| :--- | :--- |
| Fact for Helen Shan  <br> *ignature 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. $78 \mathrm{ff}(\mathrm{a})$.
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.

