FORM 4

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

Washington,	D.C.	20549
-------------	------	-------

## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

OMB APPR	OVAL
OMB Number:	3235-0287
Estimated average bure	den
hours per response:	0.5

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. Name and Address of Reporting Person  Kurtz George											nc. CRW	(Ch	(Check all applicable)  X Director 10% Owner  V Officer (give title Other (specify					
	OWDSTRII	irst) KE HOLDINGS LACE, SUITE 3				Date o		est Trar	nsaction	(Mon	th/Day/Year)			below)	ESIDE		below)	
(Street)	VALE C	A	94086		4.	. If Ame	endmei	nt, Date	of Origi	inal Fi	led (Month/D	Line	Individual or Joint/Group Filing (Check Applicable Line)     X Form filed by One Reporting Person     Form filed by More than One Reporting					
(City)	(5	state)	(Zip)											Person				
		Та	ıble I -	Non-De	rivati	ve Se	curit	ties A	cquire	ed, C	isposed	of, or B	eneficiall	y Owned				
1. Title of Security (Instr. 3)		2. Transaction Date (Month/Day/Ye		Execution [		Date,	3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and			5. Amount of Securities Beneficially Owned Following Reported		6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	irect Ir direct B 4) O	Nature of odirect eneficial wnership nstr. 4)		
									Code	v	Amount	(A) or (D)	Price	Transaction (Instr. 3 and	n(s) d 4)			,
Class A c	ommon sto	ck		12/03/	/2020				С		10,833	A	(1)	10,83	33	I	S	Kurtz 2009 pendthrift Trust <sup>(2)</sup>
Class A c	ommon sto	ck		12/03/	/2020				С		821	A	(1)	821	L	I	In C	Allegra Curtz crevocable Gift Crust <sup>(2)</sup>
Class A common stock		12/03/2020					С		821	A	(1)	821	L	I		Alexander Kurtz Trevocable Gift Trust <sup>(2)</sup>		
Class A common stock		12/03/2020					S		10,833	D	\$163.26 <sup>(3</sup>	0		I		Curtz 2009 pendthrift 'rust <sup>(2)</sup>		
Class A common stock		12/03/2020		)			S		821	D	\$163.26 <sup>(3</sup>	0		I		Allegra Aurtz crevocable Gift Crust <sup>(2)</sup>		
Class A common stock			12/03/2020					S		821	D	\$163.26 <sup>(3</sup>	0.26 <sup>(3)</sup>		I		Alexander Aurtz Trevocable Gift Trust <sup>(2)</sup>	
Class A c	ommon sto	ck												201,95	55 <sup>(4)</sup>	D		
			Table								sposed o		neficially	Owned				
1. Title of Derivative Security (Instr. 3)	Title of 2. 3. Transaction 3A. Deemed Execution Date, Transactivity or Exercise (Month/Day/Year) if any Code		saction of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		mber rative rities ired r osed (Instr.	6. Date Exercisable Expiration Date (Month/Day/Year)		sable and 7. Title te Securit		nd Amount of s Underlying e Security	8. Price of Derivative Security (Instr. 5)	9. Numb derivati Securiti Benefic Owned Followin Reporte Transac (Instr. 4)	tive Owne Form: cically Direct or Ind (I) (Instead action(s)		Beneficial Ownership (Instr. 4)			
					Code	v	(A)	(D)	Date Exercis	sable	Expiration Date	Title	Amount or Number of Shares					
Class B common stock	\$0	12/03/2020			С			10,833	(5)	)	(5)	Class A common stock	10,833	\$0	11,029	9,837	I	Kurtz 2009 Spendthrift Trust <sup>(2)</sup>
Class B common stock	\$0	12/03/2020			С			821	(5)	)	(5)	Class A common stock	821	\$0	1,771	.,038	I	Allegra Kurtz Irrevocable Gift Trust <sup>(2)</sup>

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/Year)	4. Transa Code ( 8)		of		6. Date Exerc Expiration Da (Month/Day/Y	ate	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(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Class B common stock	\$0	12/03/2020		С			821	(5)	(5)	Class A common stock	821	\$0	1,771,038	I	Alexander Kurtz Irrevocable Gift Trust <sup>(2)</sup>
Class B common stock	\$0							(5)	(5)	Class A common stock	100,000		100,000	I	Kurtz Family Dynasty Trust <sup>(2)</sup>
Class B common stock	\$0							(5)	(5)	Class A common stock	1,430,658		1,430,658 <sup>(6)</sup>	D	

## **Explanation of Responses:**

- 1. Class B common stock convert into Class A common stock on a one-for-one basis.
- 2. The Reporting Person disclaims beneficial ownership of the shares except to the extent of his pecuniary interest in such shares.
- 3. These transactions were executed in multiple trades at prices ranging from \$163.20 to \$163.48. The price reported above reflects the weighted average sale price. The Reporting Person hereby undertakes to provide upon request to the SEC staff, the issuer or a security holder of the issuer full information regarding the number of shares and prices at which the transaction was effected.
- $4. \ Includes \ shares \ to \ be \ is sued \ in \ connection \ with \ the \ vesting \ of \ one \ or \ more \ restricted \ stock \ units \ ("RSUs").$
- 5. 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. All shares of Class B common stock will automatically convert into shares of Class A common stock upon the occurrence of certain specified events.
- 6. All or a portion of the Class B common stock was issued in connection with the exercise of an unvested stock option subject to an early exercise provision, and as such, the unvested portion may be repurchased by the Company at the original exercise price paid by the Reporting Person for the shares.

## Remarks:

All transactions were executed pursuant to a Rule 10b5-1 plan entered into by the Reporting Person.

/s/ Remie Solano, as Attorneyin-Fact for George Kurtz 12/07/2020

\*\* 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.