Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2019

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 05/15/1976

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
CUSA ACQUISITION LLC

ONE CANON PARK
MELVILLE, NY 11747

2b Employer Identification Number (EIN) 46-1382783

2c Plan Sponsor's telephone number 631-330-5000

2d Business code (see instructions) 423400

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2020	N. SCOTT MILLAR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5 Total number of participants at the beginning of the plan year	**5**	2931
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1) Total number of active participants at the beginning of the plan year	**6a(1)**	972
a(2) Total number of active participants at the end of the plan year	**6a(2)**	874
b Retired or separated participants receiving benefits	**6b**	503
c Other retired or separated participants entitled to future benefits	**6c**	1370
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	2747
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	86
f Total. Add lines **6d** and **6e**.	**6f**	2833
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

1A 1C 1I 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[ ] Insurance	**(1)**	[ ] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[X] Trust	**(3)**	[X] Trust
(4)	[ ] General assets of the sponsor	**(4)**	[ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2019 Form M-1 annual report. If the plan was not required to file the 2019 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2019

This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CUSA ACQUISITION LLC

D Employer Identification Number (EIN)
46-1382783

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2019

2 Assets:

a Market value	**2a**	165528879
b Actuarial value	**2b**	176201892

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	517	61575168	61575168
b For terminated vested participants	1442	59098820	59098820
c For active participants	972	55415207	55714033
d Total	2931	176089195	176388021

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.42 %
6 Target normal cost	**6**	2318857

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary	09/11/2020 Date
SCOTT N. FULLERTON Type or print name of actuary	20-06486 Most recent enrollment number
AON CONSULTING, INC. Firm name	847-295-5000 Telephone number (including area code)
4 OVERLOOK POINT LINCOLNSHIRE, IL 60069 Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	6913243
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1465610
9	Amount remaining (line 7 minus line 8)	0	5447633
10	Interest on line 9 using prior year's actual return of -6.74 %	0	-367170
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.53 %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	5080463

Part III Funding Percentages

14	Funding target attainment percentage	14	97.01 %
15	Adjusted funding target attainment percentage	15	97.01 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	98.96 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
			Totals ► 18(b)	0	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
3.74 %	5.35 %	6.11 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment	☐ Yes	☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment	☒ Yes	☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	2318857
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	5266592	891249
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	3210106

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	3210106	3210106

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2019** **This Form is Open to Public Inspection.**

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

A Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CUSA ACQUISITION LLC

D Employer Identification Number (EIN)
46-1382783

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

STATE STREET GLOBAL ADVISORS
ONE LINCOLN STREET
BOSTON, MA 02111

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VANGUARD

23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

HARTFORD FUNDS
P.O. BOX 55022
BOSTON, MA 02205-5022

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CREDIT SUISSE
ELEVEN MADISON AVENUE
NEW YORK, NY 10010-3629

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BLACKROCK INVESTMENTS, LLC

1 UNIVERSITY SQUARE DRIVE
PRINCETON, NJ 08540

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY

P.O. BOX 770001
CINCINNATI, OH 45277-0037

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AON CONSULTING, INC.

22-2232269

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	ACTUARY	487711	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BANK OF AMERICA

94-1681731

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	TRUSTEE	244053	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

COLUMBIA MANAGEMENT INVESTMENT SVCS

PO BOX 8081
BOSTON, MA 02266-8081

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	114131	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ROBERT W. BAIRD & CO. INCORPORATED

777 EAST WISCONSIN AVENUE
MILWAUKEE, WA 53202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	23862	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

WELLS FARGO

420 MONTGOMERY STREET
SAN FRANCISCO, CA 94104

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	20195	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

LOOMIS, SAYLES & COMPANY, L.P.

04-3200030

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	18557	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

MFS INVESTMENT INC

95-4687340

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	18458	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

FULLER & THALER ASSET MANAGEMENT

94-3176968

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	13538	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

PEREGRINE INVESTMENT ADVISORS, LLC

101 WEBSTER CIRCLE, SUITE 201
MADISON, MS 39110

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	13535	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CAMBIAR INVESTORS LLC

84-1596610

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	11570	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

SCHRODERS

875 THIRD AVENUE
22ND FLOOR
NEW YORK, NY 10022-6225

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	10060	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

ALIGHT SOLUTIONS, LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 50	NONE	7700	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ROBECO INVESTMENT MANGEMENT

ONE BEACON STREET
BOSTON, MA 02108

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	3491	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2019

This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

A Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CUSA ACQUISITION LLC

D Employer Identification Number (EIN)
46-1382783

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	1090442	1888676
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	8498110	12590212
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	79640428	79135751
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	35782884	43236704
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)	964408	1012328
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	39676369	49038725
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	165652641	186902396
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	39157	126247
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	84605	1422809
k	Total liabilities (add all amounts in lines 1g through1j)	1k	123762	1549056
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	165528879	185353340

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

	Income		(a) Amount	(b) Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)		
	(B) Participants	2a(1)(B)		
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		0
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	158628	
	(B) U.S. Government securities	2b(1)(B)	114113	
	(C) Corporate debt instruments	2b(1)(C)	2461047	
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)		
	(F) Other	2b(1)(F)	168972	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		2902760
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)	697651	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	109045	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		806696
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	148161248	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	141823515	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		6337733
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	22844182	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		22844182

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		577187
c Other income	2c		942061
d Total income. Add all **income** amounts in column (b) and enter total	2d		34410619
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11716650	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		11716650
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	731764	
(2) Contract administrator fees	2i(2)	7700	
(3) Investment advisory and management fees	2i(3)	247396	
(4) Other	2i(4)	1882648	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		2869508
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		14586158
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		19824461
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [ ] Unmodified **(2)** [ ] Qualified **(3)** [X] Disclaimer **(4)** [ ] Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? [X] Yes [ ] No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: GRANT THORNTON LLP **(2)** EIN: 36-6055558

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	

			Yes	No	Amount
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		10000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j	X		
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m			
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ..... ☒ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4244918. (See instructions.)

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2019

This Form is Open to Public Inspection.

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

A Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CUSA ACQUISITION LLC

D Employer Identification Number (EIN)
46-1382783

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3** 92

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☒ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	**14a**	
b The plan year immediately preceding the current plan year	**14b**	
c The second preceding plan year	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: 47.3 % Investment-Grade Debt: 48.8 % High-Yield Debt: 0.0 % Real Estate: 0.0 % Other: 3.9 %

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☒ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation_____

Financial Statements, Supplemental Schedules and Report of Independent Certified Public Accountants

OCÉ Employees' Cash Accumulation Plan

December 31, 2019 and 2018

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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

To the Participants and Plan Administrator
Océ Employees' Cash Accumulation Plan

Report on the financial statements

We were engaged to audit the accompanying financial statements of Océ Employees' Cash Accumulation Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statements of changes in net assets available for benefits for the years then ended, and the statement of accumulated plan benefits as of December 31, 2018, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements.

Management's responsibility for the financial statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility
Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for disclaimer of opinion
As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the certified information described in Note 3, except for comparing such information with the related information included in the financial statements. We have been informed by the Plan administrator that the certifying entity meets the requirements of 29 CFR 2520.103-8. The Plan administrator obtained certifications from this entity as of December 31, 2019 and 2018, and for the years then ended, stating that the certified information provided to the Plan administrator is complete and accurate.

Grant Thornton LLP is the U.S. member firm of Grant Thornton International Ltd (GTIL). GTIL and each of its member firms are separate legal entities and are not a worldwide partnership.

Disclaimer of opinion
Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Supplementary information
The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2019 and the supplemental Schedule of Reportable Transactions for the year ended December 31, 2019 are presented for purposes of additional analysis and are not a required part of the financial statements, but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules.

Report on form and content in compliance with DOL rules and regulations

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the certified information described in Note 3, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Grant Thornton LLP

Melville, New York
October 5, 2020

OCÉ Employees' Cash Accumulation Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of December 31,

	2019	2018
ASSETS		
Investments, at fair value		
Common stock	$ 43,236,704	$ 35,782,884
Debt instruments	79,135,751	79,640,428
Real estate investment trusts	1,012,328	964,408
Registered investment companies	49,038,725	39,676,369
Money market funds	12,590,212	8,498,110
Total investments	185,013,720	164,562,199
Due from broker	1,066,131	118,332
Interest and dividends receivable	822,545	972,110
Total assets	186,902,396	165,652,641
LIABILITIES		
Accrued expenses	126,247	39,157
Due to broker	1,422,809	84,605
Total liabilities	1,549,056	123,762
NET ASSETS AVAILABLE FOR BENEFITS	$ 185,353,340	$ 165,528,879

The accompanying notes are an integral part of these financial statements.

OCÉ Employees' Cash Accumulation Plan

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the years ended December 31,

	2019	2018
Investment income (loss)		
Net appreciation (depreciation) in fair value of investments	$ 29,759,641	$ (16,522,886)
Interest income	2,878,009	3,099,333
Dividend income	1,772,969	1,676,656
	34,410,619	(11,746,897)
Less investment expenses	(491,449)	(476,846)
Net investment income (loss)	33,919,170	(12,223,743)
Company contributions	-	5,000,000
	33,919,170	(7,223,743)
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Administrative expenses	2,378,059	1,208,888
Benefits paid to participants	11,716,650	13,376,283
Total deductions	14,094,709	14,585,171
NET INCREASE (DECREASE)	19,824,461	(21,808,914)
Net assets available for benefits at beginning of year	165,528,879	187,337,793
Net assets available for benefits at end of year	$ 185,353,340	$ 165,528,879

The accompanying notes are an integral part of these financial statements.

OCÉ Employees' Cash Accumulation Plan

STATEMENT OF ACCUMULATED PLAN BENEFITS

As of December 31, 2018

Actuarial present value of accumulated plan benefits		
Vested benefits:		
Retired employees receiving benefits	$	60,327,833
Active and terminated employees currently not receiving benefits		112,502,595
		172,830,428
Nonvested benefits - active employees		393,610
Total actuarial present value of accumulated plan benefits	$	173,224,038

The accompanying notes are an integral part of this financial statement.

OCÉ Employees' Cash Accumulation Plan

STATEMENT OF CHANGES IN ACCUMULATED PLAN BENEFITS

For the year ended December 31, 2018

Actuarial present value of accumulated plan benefits at beginning of year	$	183,550,658
Increase (decrease) during the year attributable to:		
Interest accumulation		9,289,774
Benefits paid		(13,376,283)
Benefits accumulated and other changes		(136,750)
Change in the actuarial assumptions		(6,103,361)
		(10,326,620)
Actuarial present value of accumulated plan benefits at end of year	$	173,224,038

The accompanying notes are an integral part of this financial statement.

NOTE 1 - DESCRIPTION OF THE PLAN

The following description of the Océ Employees' Cash Accumulation Plan (the "Plan") provides general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

Océ-USA Holding, Inc. (the "Company") established the Plan effective January 1, 2003. Pursuant to the action taken on November 7, 2002 by the Board of Directors of the Company and by unanimous consent of each of the Boards of Directors of the Company's U.S. operating Subsidiaries; namely, Archer Management Services, Inc., Arkwright Incorporated, Océ Printing Systems USA, Inc., Océ-USA, Inc., Océ Groupware Technology, Inc., Océ Display Graphics Systems, Inc., and Océ Reprographic Technologies Corp. (collectively, the Subsidiaries), the Subsidiaries formally delegated their individual authority to establish, fund, amend, merge and terminate all pension, welfare and fringe benefit plans, funds and programs for their respective employees to the Océ Employee Benefits Steering Committee (the "Steering Committee"). Accordingly, the Plan was adopted by the Steering Committee on behalf of the Subsidiaries and each of the employees determined to be eligible to participate in the Plan.

Notwithstanding the above, the Plan was not adopted by Océ Display Graphics Systems, Inc. until January 1, 2004. Effective December 1, 2003, Océ Printing Systems USA, Inc. and Océ-USA, Inc. merged to form Océ North America, Inc. Archer Government Services, Inc., a wholly owned subsidiary of Archer Management Services, Inc., was recognized as a participating employer effective January 1, 2003. The name of Archer Management Services, Inc. was changed to Océ Business Services, Inc., effective January 8, 2004. Océ Groupware Technology, Inc. and Océ Display Graphics Systems, Inc. closed operations in 2005, and are no longer participating employers in the Plan. Onyx Graphics, Inc., formerly a subsidiary of Océ Display Graphics Systems, Inc., was recognized as a participating employer effective January 1, 2006. Océ Imagistics, Inc. (formerly Imagistics International, Inc., which was acquired by the Company in 2005) became a participating employer as of January 1, 2006 with respect to transferees.

Pursuant to actions taken on September 14, 2005, by the Company's Board of Directors, the Plan was amended in 2005 to remove Océ Business Services, Inc. and Archer Government Services, Inc. as actively participating employers and freezing benefit accruals as of December 31, 2005 and closing the Plan to new participants from those entities.

The Plan closed to any new participants as of April 1, 2006. All participants with fewer than 62 points as of March 31, 2006 became Inactive participants. All participants with 62 "points" (age + credited service) or more as of March 31, 2006 are considered Grandfathered Active participants. The maximum annual compensation credit is 8% of a Grandfathered Active participant's eligible compensation, as defined by the Plan. The Plan was frozen on May 1, 2012 to all future accruals for the Plan's grandfathered participants. On December 31, 2012, the Company and its subsidiaries were acquired by Canon U.S.A., Inc. The Plan sponsor is now Canon USA Acquisition LLC.

The Plan was amended and restated as of April 1, 2006. The amended and restated plan provided that future benefit accruals would cease for all participants with fewer than 62 points as of March 31, 2006, with the exception of certain collectively bargained participants at Arkwright (the "Union Group"). The amended and restated plan also provided that future benefit accruals of participants with 62 or greater points (Grandfathered participants) would be reduced effective March 31, 2006.

The Plan was also amended effective January 1, 2007 so that accrued benefits would freeze for the Union Group with respect to participants with less than 61 points (the "Non-grandfathered Union participants"). Per amendment, the accrued benefits of the Non-grandfathered Union participants were converted to a cash accumulation account effective January 1, 2007.

Due to potential anticipated non-discrimination testing failures caused by the enhanced formulae for certain Grandfathered participants, the plan was further amended effective January 1, 2007 so that the future benefit accruals for all highly compensated employees would be limited to the basic cash accumulation account formula.

On November 17, 2015, the Plan was further amended and restated effective January 1, 2014. The amended and restated plan reflects that Canon USA Acquisition LLC assumed the sponsorship of the Plan effective December 31, 2012. Additional changes were also made to clarify that no participants, including grandfathered participants who were accruing benefits under the Plan prior to April 30, 2012, would accrue any benefits under the Plan for service after April 30, 2012. In addition, the restatement also provides that a participant who received an eligible rollover distribution may elect to roll over the distribution to a Roth IRA.

The Plan, which is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"), is a noncontributory defined benefit plan, commonly known as a cash balance plan, funded by contributions from the Company, covering all eligible employees to provide retirement income.

Administration

The Plan administrator, as defined, is the Employee Benefits Committee of the Company. The Plan administrator has the authority to carry out the provisions of and establish rules for the administration of the Plan. In this capacity, the Plan administrator has engaged Aon Hewitt (the Recordkeeper) to provide recordkeeping and administrative services to the Plan. Bank of America, N.A. (the "Trustee") is the trustee of the Plan.

Benefit Provisions

Normal retirement is at age 65. As defined, the benefit formula is a points-weighted cash balance formula. A cash accumulation account is established for each member. This account is credited each year with interest credits as defined by the Plan. Compensation credits as defined are no longer accrued as of April 30, 2012, the date the Plan was frozen. The normal monthly retirement benefit is based upon a monthly annuity equal to the member's cash accumulation account determined as of the end of the month preceding their annuity starting date. If a member continues employment beyond normal retirement, his/her benefit will be his/her cash accumulation account determined as of the end of the month preceding his/her late retirement date. There are other benefit formulas for certain great-grandfathered participants and union participants. Various optional forms of distribution (including a reduced surviving spouse benefit) may be selected with benefit payment amounts determined actuarially. These optional forms include a single lump-sum payment, single-life annuity, joint and surviving spouse annuity, and ten-year certain and life annuity.

A member who terminates his/her employment prior to the normal retirement date with a vested interest is entitled to receive his/her cash accumulation account determined as of the end of the month preceding the annuity starting date. Pre-retirement death benefits are paid to a participant's surviving spouse, if married, or to the participant's designated beneficiary, if single.

Any compensation and service credits a grandfathered active participant earned after April 30, 2012 are not considered in the calculation of his or her accrued benefit under the Plan.

Vesting

Plan participants become fully vested in their accrued retirement benefits upon their completion of three years of service, if they attain age 65 while actively employed regardless of length of service, or if they die while employed by the Company regardless of length of service. Participants who terminate employment prior to a vesting event forfeit their benefits.

Priorities Upon Plan Termination

Although it has not expressed any intention to do so, the Company has the right to discontinue its contributions or terminate the Plan at any time, subject to provisions set forth in ERISA. If the Plan is terminated, participants become fully vested in their benefits and the net assets of the Plan will be distributed to the participants in an order of priority determined in accordance with ERISA and applicable ERISA regulations and the Plan document.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (the "PBGC") if the Plan terminates. Generally, the PBGC guarantees most vested, normal-age retirement benefits, early retirement benefits and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit. For plan terminations occurring in 2020, that ceiling is $5,812 per month. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least age 65 years old at the time of retirement or plan termination (whichever comes later). For younger annuitants or those who elect to receive their benefits in a form other than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive the benefits should the Plan be terminated will depend on the sufficiency, at the time, of the Plan's net assets to provide these benefits, the priority of those benefits to be paid, and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the existing assets and the PBGC guaranty, while other benefits may not be provided for at all.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The Plan maintains its accounting records and prepares the accompanying financial statements on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Funding Policy

The Company is the sole contributor to the Plan. Contributions are actuarially determined and are accrued to the extent of normal cost required to fund the benefits provided by the Plan plus an amount necessary to amortize past service and other supplemental pension credits, actuarial gains and losses and changes in actuarial assumptions, if any.

The Company's contributions met the minimum funding requirements under ERISA as determined by the actuary for the Plan years ended December 31, 2019 and 2018. During the year ended December 31, 2019, the Company elected to add $0 of interest adjusted excess contributions to the prefunding balance as of the first day of the 2019 plan year. During 2019 the Company elected to apply $3,210,106 of the January 1, 2019 prefunding balances against the required contributions for the 2019 plan year. During the

year ended December 31, 2018, the Company elected to add $4,808,054 of interest adjusted excess contributions to the prefunding balance as of the first day of the 2018 plan year.

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein and, when applicable, disclosures of contingent assets and liabilities and the actuarial present value of accumulated plan benefits at the date of the financial statements. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Benefit Payments

Payments of benefits are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

Recent Accounting Pronouncements

In August 2018, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2018-13, Changes to the Disclosure Requirements for Fair Value Measurements. This ASU modifies the disclosure requirements for fair value measurements by removing, modifying, or adding certain disclosures. The primary focus of the guidance is to improve the effectiveness of the disclosure requirements for fair value measurements. The amendments are effective for fiscal years beginning after December 15, 2019, with early adoption permitted.

The removed and modified disclosures will be adopted on a retrospective basis and the new disclosures will be adopted on a prospective basis. Management is currently evaluating the potential impact of the pronouncement on the Plan's disclosure requirements.

Reclassification

Certain prior period amounts have been reclassified to conform to current period presentation.

NOTE 3 - INFORMATION CERTIFIED BY THE PLAN'S TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Bank of America, N.A. the Trustee, has certified that the following information in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments at fair value, due from/to broker, and interest and dividends receivable as shown in the Statements of Net Assets Available for Benefits as of December 31, 2019 and 2018.
- Net investment income (loss), as shown in the Statements of Changes in Net Assets Available for Benefits for the years ended December 31, 2019 and 2018.
- Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2019.
- Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions for the year ended December 31, 2019.

The Plan's independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule.

NOTE 4 - FAIR VALUE MEASUREMENTS

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (i.e., an exit price). The fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement. Level 3 inputs include management's own assumptions about the assumptions that market participants would use in pricing the asset or liability (including assumptions about risk).

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. Following is a description of the valuation methodologies used for assets measured at fair value:

Common Stock: Valued at the closing price reported on the active market on which the individual securities are traded.

Debt Instruments (includes corporate bonds, treasury stripped bonds, foreign corporate bonds, U.S. government bonds, agency stripped bonds, municipal bonds and a corporate asset-backed security): Level 1 investments are valued at the quoted market price. Level 2 investments are valued at the closing price reported on similar markets on which the individual securities could be traded. Rules based pricing applications that vary by asset class and incorporate available trade, bid and other market information is used.

Real Estate Investment Trusts: Valued at the closing price reported on the active market on which the individual securities are traded.

Registered Investment Companies: Valued at the quoted market price of shares held by the Plan at year-end.

Money Market Funds: Valued at the quoted market price of shares held by the Plan at year end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value.

	December 31, 2019			
	Level 1	Level 2	Level 3	Total
Common stock	$ 43,236,704	$ -	$ -	$ 43,236,704
Debt instruments	15,687,285	63,448,466	-	79,135,751
Real estate investment trusts	1,012,328	-	-	1,012,328
Registered investment companies	49,038,725	-	-	49,038,725
Money market funds	12,590,212	-	-	12,590,212
	$ 121,565,164	$ 63,448,466	$ -	$ 185,013,720

	December 31, 2018			
	Level 1	Level 2	Level 3	Total
Common stock	$ 35,782,884	$ -	$ -	$ 35,782,884
Debt instruments	15,734,628	63,905,800	-	79,640,428
Real estate investment trusts	964,408	-	-	964,408
Registered investment companies	39,676,369	-	-	39,676,369
Money market funds	8,498,110	-	-	8,498,110
	$ 100,656,399	$ 63,905,800	$ -	$ 164,562,199

To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the years ended December 31, 2019 and 2018 there were no transfers in or out of Levels 1, 2 or 3.

NOTE 5 - ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan to the service rendered by employees. Accumulated plan benefits include benefits expected to be paid to retired or terminated employees or to their beneficiaries, present employees or their beneficiaries and beneficiaries of deceased employees. Benefits payable under all circumstances - retirement, death, and termination of employment - are included to the extent they are deemed attributable to service rendered by employees to the valuation date.

The actuarial present value of accumulated plan benefits was determined by the Plan's consulting actuaries, and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

Significant actuarial assumptions used in the valuation at December 31, 2018 include:

- *Mortality* - Aggregate 2006 base rates from the RP-2014 mortality study projected generationally from 2006 using Scale MP-2019.
- Retirement - ages ranging from 55 -75 for various Subsidiary population groups.
- *Expected long-term rate of return on plan assets* - 5.50%, changed from 5.25% used in the prior year valuation.

Significant actuarial assumptions used in the valuation at December 31, 2017 include:

- *Mortality* - Aggregate 2006 base rates from the RP-2014 mortality study projected generationally from 2006 using Scale MP-2018.
- Retirement - ages ranging from 55 -75 for various Subsidiary population groups.

- *Expected long-term rate of return on plan assets* - 5.25%, changed from 5.00% used in the prior year valuation.

The foregoing assumptions are based on the presumption that the Plan will continue. If the Plan were to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2019 and 2018. Had the valuations been performed as of December 31, 2018 and 2017, there would be no material differences.

Valuations to determine contributions to the ongoing plan used the unit credit cost method. Under this actuarial method, the cost attributed to past service is determined on the valuation date as the present value of the benefits actually accrued as of that date.

NOTE 6 - INCOME TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated August 20, 2015 that the Plan is designed in accordance with applicable sections of the Internal Revenue Code ("IRC"). Subsequent to receiving the determination letter, the Plan was amended. The Plan administrator believes that the Plan, as amended, is designed and is currently being operated in compliance with the applicable sections of the IRC.

U.S. GAAP require management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the U.S. federal, state or local tax authorities. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2019 and 2018, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 7 - RISKS AND UNCERTAINTIES

Plan contributions are made, and the actuarial present value of accumulated plan benefits is prepared based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimates and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements of the Plan.

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in risks in the near term would materially affect the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

NOTE 8 - PARTY-IN-INTEREST TRANSACTIONS

Certain of the Plan's assets are invested in funds managed by the trustee of the Plan (Bank of America Temporary Overnight Deposits). These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements.

NOTE 9 - SUBSEQUENT EVENTS

The Plan has evaluated events subsequent to December 31, 2019 through October 5, 2020, the date when the financial statements were available to be issued. The novel coronavirus ("COVID-19"). which was declared a global health emergency in January 2020 and a pandemic in March 2020. Has caused significant changes in political and economic conditions around the world. including disruptions and volatility in the global capital markets. The full impact of COVID-19 continues to evolve rapidly and its future impact on the Plan and the Plan's assets cannot be reasonably estimated as of the date of this report.

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2019

Number of Participants and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34	2									
35-39	8	25 $5,154	3							
40-44	7	30 $9,890	32 $15,723							
45-49	6	53 $15,167	52 $22,429	18	3					
50-54	13	50 $19,335	69 $38,223	51 $59,632	29 $74,985	2	1			
55-59	16	58 $23,628	81 $41,232	59 $74,899	34 $85,755	15	16			
60-64	7	36 $19,058	60 $46,742	19	7	26 $167,607	15	2		
65-69	7	12	11	6	9	8	3			
70+	1	2	4	4						

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Note: Current compensation data was not included since the plan is “hard-frozen” (no future accruals of pay or service).

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2018), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.74%
2nd Segment Rate	5.35%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2018), without regard to interest rate stabilization
1st Segment Rate	2.28%
2nd Segment Rate	3.81%
3rd Segment Rate	4.46%
Cash Balance Interest Crediting Rate	5.00%
Cash Balance Annuity Conversion Rate	Same as funding interest rates above
Optional Payment Form Election Percentage	Actives: 60% lump sum immediately 20% deferred lump sum at age 63 20% immediate life annuity Terminated Vesteds With a Cash Balance: 80% lump sum at decrement age 20% life annuity at decrement age Other Terminated Vesteds: 100% life annuity at decrement age Exceptions: If OPS and final average pay benefit is more valuable than cash balance, then 100% life annuity. If ARK or ARU and final average pay benefit is more valuable than cash balance, then 60% lump sum immediately and 40% deferred lump sum at age 63.
Optional Payment Form Conversion Interest Rate	Same as funding interest rates above for lump sums

For ERISA Requirements

Optional Payment Form Conversion Mortality	Current IRC 417(e) table for lump sums
Retirement Age	
Active Participants	See Tables 1–2
Terminated Vesteds With a Cash Balance	See Tables 1–2
Other Terminated Vested Participants	Age 63.
Mortality Rates	
Healthy and Disabled	2019 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e) and IRS Notice 2018-02
Withdrawal Rates	See Tables 3–4
Disability Rates	See Table 5
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	OPS: It is assumed that 90% of males and 60% of females have an eligible spouse, and that males are three years older than their spouses. All others: It is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of $225,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the

	corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

For ERISA Requirements

Expected Return on Assets	
2017 Plan Year	5.90%
2018 Plan Year	6.15%
2019 Plan Year	6.30%, limited to 6.11%
Trust Expenses Included in Target Normal Cost	$2,318,857. Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premium for the current year
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2019

Table 1

Retirement Rates—Océ Business Systems

Age	Rate
55	6.00%
56	6.00%
57	6.00%
58	6.00%
59	10.00%
60	10.00%
61	10.00%
62	10.00%
63	10.00%
64	15.00%
65	15.00%
66	15.00%
67	20.00%
68	20.00%
69	50.00%
70	50.00%[1]
71	30.00%[1]
72	30.00%[1]
73	30.00%[1]
74	30.00%[1]
75+	100.00%

[1] For terminated vested participants with a cash balance account, the retirement rate is 100% at ages 70 and above.

Table 2

Retirement Rates—All Others

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	10.00%
60	10.00%
61	15.00%
62	15.00%
63	15.00%
64	15.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 3

Withdrawal Rates—Océ Business Systems

Age	Rate	Age	Rate
15	35.50%	45	14.60%
16	35.50%	46	13.30%
17	35.50%	47	12.20%
18	35.50%	48	11.20%
19	35.50%	49	10.40%
20	35.50%	50	9.60%
21	35.50%	51	9.10%
22	33.50%	52	8.80%
23	31.70%	53	8.60%
24	29.90%	54	8.60%
25	28.10%	55+	8.60%
26	26.40%		
27	24.80%		
28	23.20%		
29	21.70%		
30	20.30%		
31	18.90%		
32	17.50%		
33	16.30%		
34	15.10%		
35	19.50%		
36	17.90%		
37	16.50%		
38	15.10%		
39	13.90%		
40	12.60%		
41	11.50%		
42	10.50%		
43	9.50%		
44	8.70%		

Table 4

Withdrawal Rates—All Others

Age	Rate	Age	Rate
15	35.00%	45	11.70%
16	35.00%	46	10.80%
17	35.00%	47	10.20%
18	35.00%	48	9.30%
19	35.00%	49	8.70%
20	35.00%	50	8.10%
21	35.00%	51	7.80%
22	33.40%	52	7.20%
23	31.60%	53	6.90%
24	30.20%	54	6.60%
25	28.60%	55+	6.60%
26	27.20%		
27	25.60%		
28	24.20%		
29	23.00%		
30	21.60%		
31	20.40%		
32	19.20%		
33	18.00%		
34	17.00%		
35	15.80%		
36	14.80%		
37	13.80%		
38	13.00%		
39	12.00%		
40	11.20%		
41	10.40%		
42	9.80%		
43	9.00%		
44	8.40%		

Table 5

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS

For the year ended December 31, 2019

EIN #46-1382783/PLAN #001

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Assets	(h) Current Value on Transaction Date	(i) Net Gain or (Loss)
	Series of transactions							
*Bank of America, N.A.	Temporary Overnight Deposit							
	338 purchases	$ 25,001,177	$ -	$ -	$ -	$ 25,001,177	$ 25,001,177	$ -
	337 sales	-	25,000,439	-	-	25,000,439	25,000,439	-
Fidelity	Treasury Only Institutional Class							
	1,113 purchases	52,382,567	-	-	-	52,382,567	52,382,567	-
	709 sales	-	48,291,202	-	-	48,291,202	48,291,202	-
U.S. Treasury BD	Zr CPN due 2/15/45							
	31 purchases	5,357,577	-	-	-	5,357,577	5,357,577	-
	54 sales	-	5,435,665	-	-	5,118,224	5,435,665	317,441
U.S. Treasury SEC	Zr CPN due 2/15/29							
	40 purchases	8,633,144	-	-	-	8,633,144	8,633,144	-
	21 sales	-	5,198,214	-	-	4,972,180	5,198,214	226,034

* A party-in-interest as defined by ERISA.

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2019

This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
OCE EMPLOYEES' CASH ACCUMULATION PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
CUSA ACQUISITION LLC

D Employer Identification Number (EIN)
46-1382783

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2019

2 Assets:

a Market value	**2a**	165,528,879
b Actuarial value	**2b**	176,201,892

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	517	61,575,168	61,575,168
b For terminated vested participants	1,442	59,098,820	59,098,820
c For active participants	972	55,415,207	55,714,033
d Total	2,931	176,089,195	176,388,021

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.42%
6 Target normal cost	**6**	2,318,857

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

SCOTT N. FULLERTON

Signature of actuary

09/11/2020

Date

SCOTT N. FULLERTON

Type or print name of actuary

2006486

Most recent enrollment number

AON CONSULTING, INC.

Firm name

847-295-5000

Telephone number (including area code)

4 OVERLOOK POINT

LINCOLNSHIRE IL 60069

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	6,913,243
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	1,465,610
9	Amount remaining (line 7 minus line 8)	0	5,447,633
10	Interest on line 9 using prior year's actual return of -6.74%	0	-367,170
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.53%		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	5,080,463

Part III Funding Percentages

14	Funding target attainment percentage	**14**	97.01%
15	Adjusted funding target attainment percentage	**15**	97.01%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	**16**	98.96%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	**17**	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
		Totals ► 18(b)	0	18(c)	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a	Contributions allocated toward unpaid minimum required contributions from prior years	**19a**	0
b	Contributions made to avoid restrictions adjusted to valuation date	**19b**	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	**19c**	0

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
3.74 %	5.35 %	6.11%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6)	**31a**	2,318,857
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	5,266,592	891,249
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	3,210,106

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	3,210,106	3,210,106

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	0

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:

a Schedule elected ☐ 2 plus 7 years ☐ 15 years

b Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Océ Business Systems

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	6.00%	0.8306	2.92
59.5	10.00%	0.7807	4.65
60.5	10.00%	0.7027	4.25
61.5	10.00%	0.6324	3.89
62.5	10.00%	0.5692	3.56
63.5	10.00%	0.5122	3.25
64.5	15.00%	0.4610	4.46
65.5	15.00%	0.3919	3.85
66.5	15.00%	0.3331	3.32
67.5	20.00%	0.2831	3.82
68.5	20.00%	0.2265	3.10
69.5	50.00%	0.1812	6.30
70.5	50.00%	0.0906	3.19
71.5	30.00%	0.0453	0.97
72.5	30.00%	0.0317	0.69
73.5	30.00%	0.0222	0.49
74.5	30.00%	0.0155	0.35
75	100.00%	0.0109	0.82
	Weighted Average		63.45

All Others

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	10.00%	0.8145	4.85
60.5	10.00%	0.7331	4.43
61.5	15.00%	0.6598	6.09
62.5	15.00%	0.5608	5.26
63.5	15.00%	0.4767	4.54
64.5	15.00%	0.4052	3.92
65.5	30.00%	0.3444	6.77
66.5	30.00%	0.2411	4.81
67.5	30.00%	0.1688	3.42
68.5	30.00%	0.1181	2.43
69.5	30.00%	0.0827	1.72
70	100.00%	0.0579	4.05
	Weighted Average		62.85

	Average Age	% of Active Participants
Océ Business Systems	63.45	38.79%
All Others	62.85	61.21%
Weighted Average Retirement Age =	63.08	

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2018), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.74%
2nd Segment Rate	5.35%
3rd Segment Rate	6.11%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2018), without regard to interest rate stabilization
1st Segment Rate	2.28%
2nd Segment Rate	3.81%
3rd Segment Rate	4.46%
Cash Balance Interest Crediting Rate	5.00%
Cash Balance Annuity Conversion Rate	Same as funding interest rates above
Optional Payment Form Election Percentage	Actives: 60% lump sum immediately 20% deferred lump sum at age 63 20% immediate life annuity Terminated Vesteds With a Cash Balance: 80% lump sum at decrement age 20% life annuity at decrement age Other Terminated Vesteds: 100% life annuity at decrement age Exceptions: If OPS and final average pay benefit is more valuable than cash balance, then 100% life annuity. If ARK or ARU and final average pay benefit is more valuable than cash balance, then 60% lump sum immediately and 40% deferred lump sum at age 63.
Optional Payment Form Conversion Interest Rate	Same as funding interest rates above for lump sums

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

For ERISA Requirements

Optional Payment Form Conversion Mortality	Current IRC 417(e) table for lump sums
Retirement Age	
Active Participants	See Tables 1–2
Terminated Vesteds With a Cash Balance	See Tables 1–2
Other Terminated Vested Participants	Age 63.
Mortality Rates	
Healthy and Disabled	2019 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e) and IRS Notice 2018-02
Withdrawal Rates	See Tables 3–4
Disability Rates	See Table 5
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%)
Surviving Spouse Benefit	OPS: It is assumed that 90% of males and 60% of females have an eligible spouse, and that males are three years older than their spouses. All others: It is assumed that 85% of males and 50% of females have an eligible spouse, and that males are three years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of $225,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-

	term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).

For ERISA Requirements

Expected Return on Assets	
2017 Plan Year	5.90%
2018 Plan Year	6.15%
2019 Plan Year	6.30%, limited to 6.11%
Trust Expenses Included in Target Normal Cost	$2,318,857. Based on the prior year's actual plan administrative expenses (excluding PBGC premiums) plus the estimated PBGC premium for the current year
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2019

Table 1

Retirement Rates—Océ Business Systems

Age	Rate
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59	10.00%
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61	10.00%
62	10.00%
63	10.00%
64	15.00%
65	15.00%
66	15.00%
67	20.00%
68	20.00%
69	50.00%
70	50.00%[1]
71	30.00%[1]
72	30.00%[1]
73	30.00%[1]
74	30.00%[1]
75+	100.00%

[1] For terminated vested participants w ith a cash balance account, the retirement rate is 100% at ages 70 and above.

Table 2

Retirement Rates—All Others

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	10.00%
60	10.00%
61	15.00%
62	15.00%
63	15.00%
64	15.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70+	100.00%

Table 3

Withdrawal Rates—Océ Business Systems

Age	Rate	Age	Rate
15	35.50%	45	14.60%
16	35.50%	46	13.30%
17	35.50%	47	12.20%
18	35.50%	48	11.20%
19	35.50%	49	10.40%
20	35.50%	50	9.60%
21	35.50%	51	9.10%
22	33.50%	52	8.80%
23	31.70%	53	8.60%
24	29.90%	54	8.60%
25	28.10%	55+	8.60%
26	26.40%		
27	24.80%		
28	23.20%		
29	21.70%		
30	20.30%		
31	18.90%		
32	17.50%		
33	16.30%		
34	15.10%		
35	19.50%		
36	17.90%		
37	16.50%		
38	15.10%		
39	13.90%		
40	12.60%		
41	11.50%		
42	10.50%		
43	9.50%		
44	8.70%		

Table 4

Withdrawal Rates—All Others

Age	Rate	Age	Rate
15	35.00%	45	11.70%
16	35.00%	46	10.80%
17	35.00%	47	10.20%
18	35.00%	48	9.30%
19	35.00%	49	8.70%
20	35.00%	50	8.10%
21	35.00%	51	7.80%
22	33.40%	52	7.20%
23	31.60%	53	6.90%
24	30.20%	54	6.60%
25	28.60%	55+	6.60%
26	27.20%		
27	25.60%		
28	24.20%		
29	23.00%		
30	21.60%		
31	20.40%		
32	19.20%		
33	18.00%		
34	17.00%		
35	15.80%		
36	14.80%		
37	13.80%		
38	13.00%		
39	12.00%		
40	11.20%		
41	10.40%		
42	9.80%		
43	9.00%		
44	8.40%		

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Table 5

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

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Schedule SB, Part V—Summary of Plan Provisions
Provisions

Effective Date	January 1, 2003 (amended and restated January 1, 2014). The following plans were consolidated to form the Océ Employees' Cash Accumulation Plan: ▪ Archer Management Services, Inc. Cash Accumulation Plan ▪ Arkwright Incorporated Cash Accumulation Plan ▪ Océ Printing Systems USA, Inc. Cash Accumulation Plan ▪ Océ-USA, Inc. Cash Accumulation Plan
Coverage	An employee becomes a participant on the first day of the month coincident with or immediately following the completion of one year of service except for those employed as Union Employees of Arkwright Incorporated (see below). Each employee who was a participant in a defined benefit plan sponsored by Océ–USA Holding, Inc. as of December 31, 2002 and was an eligible employee on January 1, 2003 will automatically become a participant as of January 1, 2003. Effective December 31, 2005, Océ Business Services, Inc. (formerly Archer Management Services, Inc.) participants will no longer accrue compensation credits. The plan is also closed to any employee not meeting the participation requirements as of this date. Effective March 31, 2006, any non-union participant who is not defined as an active grandfathered (62 points) participant will no longer accrue compensation credits nor future benefits under any former grandfathered final average pay formula. The plan is also closed to any employee not meeting the participation requirements as of this date. Under certain situations as stated in the plan document a grandfathered inactive participant may resume accruing compensation credit.

	Effective December 31, 2006 the Arkwright Union Plan is frozen for those with less than 61 points on that date and closed to any employee not meeting the participation requirements as of this date. Effective May 1, 2012, benefit accruals for all remaining active plan participants accruing benefits were frozen.
Océ Cash Accumulation Plan	
Grandfathered Participants	Any participant who has 62 points (based on age and benefit service) and at least five years of vesting service on March 31, 2006 will be referred to herein as a "grandfathered participant."
Arkwright Incorporated	
Great-Grandfathered Non-Union Participants	Each employee who was a non-union participant in the Arkwright Incorporated Retirement Plan as of December 31, 1998 and was employed by Arkwright on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to herein as a "great-grandfathered non-union participant (Rhode Island)."
Union Employees	Members of the Production and Maintenance Unit shall become a participant in the plan on the later of October 1, 1991 and his date of hire. Members of the Technicians Unit shall become a participant in the plan on the later of December 1, 1991 and his date of hire.
Océ Printing Systems	Each employee who was a participant in the Océ Printing Systems USA, Inc. Retirement Plan as of December 31, 2000, and was employed by OPS on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to as a "great-grandfathered participant."
Archer Management Services	Employees who had one year of service as of January 1, 2003 but were less than age 21 became participants as of January 1, 2003.

Arkwright Incorporated

Normal Retirement Benefits

Eligibility	Age 65.
Benefit	
Non-Union Participants	Cash accumulation account.
Great-Grandfathered Non-Union Participants (Rhode Island)	Greater of cash accumulation account or great-grandfathered final average pay benefit.
Highly Compensated Employees	The benefit for a grandfathered and great-grandfathered non-union participant (Rhode Island) who is a highly compensated employee ("HCE") is calculated as (a) not less than (b) plus (c). a. Final average pay benefit calculated as of the later of the last day of the year before becoming an HCE and December 31, 2006. b. Cash accumulation account with compensation credits through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement. c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006.
Great-Grandfathered Non-Union (Rhode Island) Final Average Pay Benefit	The great-grandfathered non-union (Rhode Island) final average pay benefit is calculated (a) plus (b) not less than (c), if greater: a. 1.25% of final average earnings up to covered compensation plus 1.75% of final average earnings in excess of covered compensation all multiplied by years of service up to 15 years. b. 1.00% of final average earnings up to covered compensation plus 1.50% of final average earnings in excess of covered compensation all multiplied by years of service beyond 15 years up to an additional 15 years of service. c. $37.00 multiplied by years of service (maximum 30) effective October 1, 2000.

	Effective April 1, 2006 (a) and (b) are modified as follows for all credited service earned after April 1, 2006. a. 1.05% of final average earnings multiplied by years of service up to 15 years minus years of service up to 15 years earned prior to April 1, 2006. b. 0.80% of final average earnings multiplied by years of service beyond 15 years up to an additional 15 years of service minus years beyond 15 years earned prior to April 1, 2006.
Union Participants	$37.00 multiplied by years of service (maximum 35) effective October 1, 2000.
Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) or (b): a. Frozen accrued benefit at December 31, 2006. b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Early Retirement Benefits	
Eligibility	Age 55 and five years of service.
Benefit	
Great-Grandfathered Non-Union Participants (Rhode Island)	Greater of cash accumulation account or great-grandfathered final average pay benefit reduced 3% per year from age 65 to age 62, and 5% per year from age 62.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date.
Union Participants	Accrued benefit reduced by 6% per year from age 65.

Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b): a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65. b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Termination Benefits	
Eligibility	Three years of service.
Benefit	
Non-Union Participants	Cash accumulation account.
Great-Grandfathered Non-Union Participants (Rhode Island)	Greater of cash accumulation account or great-grandfathered final average pay benefit actuarially reduced from age 65.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date.
Union Participants	Accrued benefit reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age.
Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b): a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age.

	b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Death Benefits	
Eligibility	Any vested participant (active or terminated) is eligible.
Benefit	
Non-Union Participants	Cash accumulation account.
Union Participants	50% of amount deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement.
Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b): a. 50% of frozen accrued benefit at December 31, 2006 deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement. b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Basic Form of Payment	The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity.

Océ Printing Systems

Normal Retirement Benefits

Eligibility

Age 65.

Benefit

Non-Great-Grandfathered Participants

Cash accumulation account.

Great-Grandfathered Participants

Maximum of (1) and (2):

1. Cash accumulation account.

2. For periods before April 1, 2006, an amount calculated on the earlier of the date of retirement or December 31, 2015, equal to the sum of (a) and (b) (subject to the minimum benefit as defined in Appendix B of the Plan document).

    a. 1.125% of the first $12,000 of average final compensation (AFC) plus 1.5% of AFC in excess of $12,000, times years and completed months of benefit service up to 35 years.

    b. 1.5% of AFC times benefit service over 35 years.

For periods after April 1, 2006, 1.25% of average final compensation times years and completed months of benefit service earned after April 1, 2006.

Highly Compensated Employees

The benefit for a grandfathered and great-grandfathered participant who is a highly compensated employee ("HCE") is calculated as (a) not less than (b) plus (c).

a. Average final compensation benefit as calculated in (2) above as of the later of the last day of the year before becoming an HCE and December 31, 2006.

b. Cash accumulation account through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement.

c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006.

Early Retirement Benefits	
Eligibility	Age 55 and 10 years of employment.
Benefit	
Great-Grandfathered Participants	Maximum of (1) and (2): 1. Cash accumulation account. 2. Accrued benefit calculated on the earlier of the date of retirement or December 31, 2015, reduced from age 62 by 5% per year for first two years plus 6% for each additional year.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date.
Termination Benefits	
Eligibility	Three years of employment.
Benefit	
Non-Great-Grandfathered Participants	Cash accumulation account.
Great-Grandfathered Participants	Maximum of (1) and (2): 1. Cash accumulation account. 2. Actuarially reduced accrued benefit calculated on the earlier of the date of termination or December 31, 2015; payable on or after age 55.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date.
Disability Benefits	
Eligibility	Incur total and permanent disability while still employed, and has either (a) Workers Compensation payable, or (b) five years of employment at time of disability.
Benefits	During the period of disability, it will be assumed that the participant is accruing compensation equal to the amount of compensation during the calendar year immediately preceding disability.

Death Benefits	
Eligibility	Any vested participant (active or terminated) is eligible.
Benefit	
Non-Great-Grandfathered Participants	Cash accumulation account.
Great-Grandfathered Participants	For married participants, they receive the maximum of (1) and (2): 1. Cash accumulation account. 2. Accrued benefit calculated on the earlier of the date of death or December 31, 2015. For non-married participants, if (2) from above is greater, no benefit is payable. If (1) is greater than (2), benefit is the cash accumulation account.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date.
Basic Form of Payment	The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity.

Océ-USA, Océ Business Systems, Océ Reprographics Technologies, Océ Groupware Technologies, and Océ Display Graphics

Normal Retirement Benefits	
Eligibility	Age 65.
Benefit	Cash accumulation account.
Termination Benefits	
Eligibility	Three years of service.
Benefit	Cash accumulation account.
Death Benefits	
Eligibility	Any vested participant (active or terminated) is eligible.
Benefit	Cash accumulation account.
Basic Form of Payment	The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity.
Highly Compensated Employees	The compensation credits for a great-grandfathered participant who is a highly compensated employee ("HCE") will no longer include the 2% transition credit (if eligible) as of the later of January 1, 2007 and the first day of the plan year after becoming an HCE.

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Definitions

Final Average Earnings

Arkwright Incorporated

Average of total earnings for the five consecutive calendar years out of the last 10 years which produces the highest average. Total earnings shall include wages and salary, overtime, bonuses, commissions, and elective deferral amounts, but exclude any other payments or remuneration.

Covered Compensation

Arkwright Incorporated and Océ Printing Systems

The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the participant attains (or will attain) the Social Security retirement age.

Average Final Compensation

Océ Printing Systems

Average of total compensation for the four consecutive calendar years out of the last 10 years which produces the highest average. Total compensation shall include wages and salary, overtime, bonuses, commissions and elective deferral amounts but exclude any other payments or remuneration.

Highly Compensated Employee

A highly compensated employee for a given plan year is defined as follows:

a. Is a 5% owner as defined in the Internal Revenue Code section 416(i)(1)(A)(ii) at any time during the plan year or prior plan year;

b. Has compensation greater than $95,000 (or amount adjusted in accordance with the Internal Revenue Code section 414 (q)) during the current or prior plan year; or

c. Is a terminated employee who was a highly compensated employee for the year of separation or any plan year after attaining age 55.

Benefit Service

Océ Printing Systems

Period of employment when the employee is a member, measured in years and completed months, and provided the liability under the predecessor plan and related assets have been transferred as of December 31, 1996.

Actuarial Equivalent

For purposes of determining lump sum present values and converting the cash accumulation account to the basic form of payment, such amount is determined by using the mortality table prescribed under Section 417(e)(3)(A)(ii)(I) ("Applicable Mortality Table"), and by using the applicable segment rates specified in Section 417(e)(3)(A)(ii)(II) for the month of November (the "look back month") that precedes the plan year (the "stability period") in which the distribution is made. For purposes of converting the basic form of payment to any optional form of payment under the plan which is payable as an annuity, such amount is determined on the basis of the following:

For purposes of converting the basic form of payment to any optional annuity form of payment and for any other purposes not covered above, the actuarial equivalent is determined using the mortality table prescribed by Revenue Ruling 2001-62, and 6% interest assumption.

Arkwright Union Participants

For purposes of converting the basic form of payment to any optional form of payment, unisex factors obtained from the UP1984 Mortality Table and the PBGC rate as defined at the beginning of the plan year are used.

Cash Accumulation Account

As of the applicable entry date or participation date if later, a cash accumulation account is established for each participant. This account is a nominal account which is credited with compensation credits and interest credits each year.

	Applicable Entry Dates
Océ-USA	January 1, 1998
Arkwright	January 1, 1999
Océ Printing Systems	January 1, 2001
Océ Business Systems	January 1, 2002
Groupware and Reprographics	January 1, 2003
Océ Display Graphics	January 1, 2004

Compensation Credits

Compensation credits are credited as of the last day of each plan year (or on the date of termination of employment, if prior to the last day of the plan year) to the cash accumulation account of each participant who is employed at any time during the plan year as a participant.

a. Compensation credits equal a specified percentage of each participant's compensation limited to compensation earned while a participant. With respect to a participant's initial entry in the plan, if an employee completes a year of service in his initial eligibility computation period, he is entitled to a compensation credit for the plan year in which occurs his initial date of employment, based on the compensation that he earned in that first plan year.

b. Compensation credits shall be allocated based on a participant's total points. A participant's total points are determined by adding the participant's attained age and years of credited service (in whole years and completed months) determined as of each December 31. A participant's compensation credits for any plan year equal the amount obtained by multiplying the applicable percentage determined as of the prior December 31 based on the table below, by the participant's compensation for such plan year. If a participant is entitled to receive compensation credits for the plan year in which occurs his initial date of employment (as provided under subsection (a) above), the participant's total points for purposes of determining the compensation credits for such first plan year of employment are based on his age as of the December 31 preceding his initial date of employment.

Compensation Credits Before April 1, 2006

Participant's Total Points	Percentage
Less than 30	3%
At least 30, but less than 40	4%
At least 40, but less than 50	5%
At least 50, but less than 60	6%
At least 60, but less than 65	7%
At least 65, but less than 70	8%
At least 70, but less than 75	9%
75 or more	10%

Compensation Credits After April 1, 2006 for Grandfathered Employees

Participant's Total Points	Percentage
At least 62, but less than 65	5%
At least 65, but less than 70	6%
At least 70, but less than 75	7%
75 or more	8%

Additional Compensation Credits for Certain Employees	
Arkwright	A participant who was formerly an employee of the Océ Imaging Supplies division and becomes an Arkwright Employee ("ISU Transfer") and has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment.
Océ-USA	A participant who has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment.
Interest Credits	Interest credits are credited to the cash accumulation accounts of all participants, inactive participants and terminated participants as of the end of each plan year. The amount of the interest credit added to a participant's cash accumulation account equals (i) the balance in the participant's cash accumulation account at the beginning of the plan year times (ii) the applicable annual interest rate. The applicable annual interest rate is the rate on 30-year Treasury securities or the applicable interest rate as specified in section 417(e) for November of the preceding plan year, as reported in the Federal Reserve Statistical Release. However, in no event shall the rate be less than 5%.
Compensation	All cash compensation received by a participant from the company and affiliates including bonuses (other than retention, stay or sign on bonuses), overtime payments commissions, and taxable car allowances prior to reduction pursuant to any compensation deferral election made under a plan qualifying under Section 125 or Section 401(k) of the Internal Revenue Code, but excluding contributions to and payments from any plan of deferred compensation, premiums paid for group insurance coverage, welfare benefits, expense allowances and similar payments, and excluding severance payments and accrued but unused vacation pay. In no event will compensation exceed the Code section 401(a)(17) limit on compensation.

Optional Forms of Payment

50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity, lump sum, or life annuity.

Year of Service

a. When applied to eligibility provisions, (i) the 12 month period commencing on an individual's date of employment in which he is credited with 1,000 or more hours of service, and (ii) thereafter, the plan year which includes the first anniversary of the employee's initial date of employment and successive anniversaries of such plan year, in which he is credited with 1,000 or more hours of service.

b. When applied to vesting provisions, a year of vesting service is credited for each plan year of employment determined in completed full years, with each full 12 months of vesting service constituting a year of service, and any part of vesting service in excess of completed full years counted to the nearest fractional one-twelfth of a year.

c. When applied to determining compensation credits, a year of credited service is credited for each plan year of employment as a participant, determined in completed full years, with each full 12 months of credited service constituting a year of service, and any part of credited service in excess of completed full years counted to the nearest fractional one-twelfth of a year.

d. For all purposes under the plan, years of service shall not include any period of employment with an entity prior to the date such entity becomes an affiliate unless the company acts to grant years of service for such employment.

Arkwright Union Participants

For vesting and credited service, the following schedule is used to determine the amount of service accrued:

Months of Service	**Credit**
8 or more months	One year's credit
4 to 7 months	Half year's credit
3 or fewer months	No credit

However, if the employee worked at least 1,000 hours, he will receive one year's credit regardless of the number of months worked.

Changes in Plan Provisions

The January 1, 2019 valuation reflects the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $220,000 in 2018 to $225,000 in 2019.

The January 1, 2018 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $215,000 in 2017 to $220,000 in 2018.

The January 1, 2017 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $210,000 in 2016 to $215,000 in 2017.

The January 1, 2016 valuation reflected the following plan change:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

The January 1, 2015 valuation reflected the following plan change:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following non-prescribed assumption changes:

- The retirement age assumption for both actives and terminated vested participants for OBS was changed to better reflect the anticipated future plan experience.
- The optional form election percentage assumption was changed to better reflect the anticipated future plan experience.
- The unlimited expected return on assets was changed from 6.15% to 6.30%.

These changes were made to better reflect the anticipated plan experience. None of these assumption changes reduced the funding shortfall more than the applicable thresholds; as such, approval of the Commissioner is not required.

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Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2019

Number of Participants and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34	2									
35-39	8	25 $5,154	3							
40-44	7	30 $9,890	32 $15,723							
45-49	6	53 $15,167	52 $22,429	18	3					
50-54	13	50 $19,335	69 $38,223	51 $59,632	29 $74,985	2	1			
55-59	16	58 $23,628	81 $41,232	59 $74,899	34 $85,755	15	16			
60-64	7	36 $19,058	60 $46,742	19	7	26 $167,607	15	2		
65-69	7	12	11	6	9	8	3			
70+	1	2	4	4						

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Note: Current compensation data was not included since the plan is “hard-frozen” (no future accruals of pay or service).

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Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 1,619,365	January 1, 2018	6	$ 298,619
Shortfall	$ 3,647,227	January 1, 2019	7	$ 592,630

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Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Océ Business Systems

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	6.00%	1.0000	3.33
56.5	6.00%	0.9400	3.19
57.5	6.00%	0.8836	3.05
58.5	6.00%	0.8306	2.92
59.5	10.00%	0.7807	4.65
60.5	10.00%	0.7027	4.25
61.5	10.00%	0.6324	3.89
62.5	10.00%	0.5692	3.56
63.5	10.00%	0.5122	3.25
64.5	15.00%	0.4610	4.46
65.5	15.00%	0.3919	3.85
66.5	15.00%	0.3331	3.32
67.5	20.00%	0.2831	3.82
68.5	20.00%	0.2265	3.10
69.5	50.00%	0.1812	6.30
70.5	50.00%	0.0906	3.19
71.5	30.00%	0.0453	0.97
72.5	30.00%	0.0317	0.69
73.5	30.00%	0.0222	0.49
74.5	30.00%	0.0155	0.35
75	100.00%	0.0109	0.82
	Weighted Average		63.45

All Others

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	10.00%	0.8145	4.85
60.5	10.00%	0.7331	4.43
61.5	15.00%	0.6598	6.09
62.5	15.00%	0.5608	5.26
63.5	15.00%	0.4767	4.54
64.5	15.00%	0.4052	3.92
65.5	30.00%	0.3444	6.77
66.5	30.00%	0.2411	4.81
67.5	30.00%	0.1688	3.42
68.5	30.00%	0.1181	2.43
69.5	30.00%	0.0827	1.72
70	100.00%	0.0579	4.05
	Weighted Average		62.85

	Average Age	% of Active Participants
Océ Business Systems	63.45	38.79%
All Others	62.85	61.21%
Weighted Average Retirement Age =	63.08	

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, Part V—Summary of Plan Provisions

Provisions

Effective Date	January 1, 2003 (amended and restated January 1, 2014). The following plans were consolidated to form the Océ Employees' Cash Accumulation Plan: ▪ Archer Management Services, Inc. Cash Accumulation Plan ▪ Arkwright Incorporated Cash Accumulation Plan ▪ Océ Printing Systems USA, Inc. Cash Accumulation Plan ▪ Océ-USA, Inc. Cash Accumulation Plan
Coverage	An employee becomes a participant on the first day of the month coincident with or immediately following the completion of one year of service except for those employed as Union Employees of Arkwright Incorporated (see below). Each employee who was a participant in a defined benefit plan sponsored by Océ–USA Holding, Inc. as of December 31, 2002 and was an eligible employee on January 1, 2003 will automatically become a participant as of January 1, 2003. Effective December 31, 2005, Océ Business Services, Inc. (formerly Archer Management Services, Inc.) participants will no longer accrue compensation credits. The plan is also closed to any employee not meeting the participation requirements as of this date. Effective March 31, 2006, any non-union participant who is not defined as an active grandfathered (62 points) participant will no longer accrue compensation credits nor future benefits under any former grandfathered final average pay formula. The plan is also closed to any employee not meeting the participation requirements as of this date. Under certain situations as stated in the plan document a grandfathered inactive participant may resume accruing compensation credit. Effective December 31, 2006 the Arkwright Union Plan is frozen for those with less than 61 points on that date and

	closed to any employee not meeting the participation requirements as of this date. Effective May 1, 2012, benefit accruals for all remaining active plan participants accruing benefits were frozen.
Océ Cash Accumulation Plan Grandfathered Participants	Any participant who has 62 points (based on age and benefit service) and at least five years of vesting service on March 31, 2006 will be referred to herein as a “grandfathered participant.”
Arkwright Incorporated Great-Grandfathered Non-Union Participants	Each employee who was a non-union participant in the Arkwright Incorporated Retirement Plan as of December 31, 1998 and was employed by Arkwright on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to herein as a “great-grandfathered non-union participant (Rhode Island).”
Union Employees	Members of the Production and Maintenance Unit shall become a participant in the plan on the later of October 1, 1991 and his date of hire. Members of the Technicians Unit shall become a participant in the plan on the later of December 1, 1991 and his date of hire.
Océ Printing Systems	Each employee who was a participant in the Océ Printing Systems USA, Inc. Retirement Plan as of December 31, 2000, and was employed by OPS on January 1, 2003 will automatically continue to be a participant on January 1, 2003 and will be referred to as a “great-grandfathered participant.”
Archer Management Services	Employees who had one year of service as of January 1, 2003 but were less than age 21 became participants as of January 1, 2003.

Arkwright Incorporated

Normal Retirement Benefits	
Eligibility	Age 65.
Benefit	
Non-Union Participants	Cash accumulation account.
Great-Grandfathered Non-Union Participants (Rhode Island)	Greater of cash accumulation account or great-grandfathered final average pay benefit.
Highly Compensated Employees	The benefit for a grandfathered and great-grandfathered non-union participant (Rhode Island) who is a highly compensated employee ("HCE") is calculated as (a) not less than (b) plus (c). a. Final average pay benefit calculated as of the later of the last day of the year before becoming an HCE and December 31, 2006. b. Cash accumulation account with compensation credits through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement. c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006.
Great-Grandfathered Non-Union (Rhode Island) Final Average Pay Benefit	The great-grandfathered non-union (Rhode Island) final average pay benefit is calculated (a) plus (b) not less than (c), if greater: a. 1.25% of final average earnings up to covered compensation plus 1.75% of final average earnings in excess of covered compensation all multiplied by years of service up to 15 years. b. 1.00% of final average earnings up to covered compensation plus 1.50% of final average earnings in excess of covered compensation all multiplied by years of service beyond 15 years up to an additional 15 years of service. c. $37.00 multiplied by years of service (maximum 30) effective October 1, 2000.

	Effective April 1, 2006 (a) and (b) are modified as follows for all credited service earned after April 1, 2006. a. 1.05% of final average earnings multiplied by years of service up to 15 years minus years of service up to 15 years earned prior to April 1, 2006. b. 0.80% of final average earnings multiplied by years of service beyond 15 years up to an additional 15 years of service minus years beyond 15 years earned prior to April 1, 2006.
Union Participants	$37.00 multiplied by years of service (maximum 35) effective October 1, 2000.
Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) or (b): a. Frozen accrued benefit at December 31, 2006. b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Early Retirement Benefits	
Eligibility	Age 55 and five years of service.
Benefit	
Great-Grandfathered Non-Union Participants (Rhode Island)	Greater of cash accumulation account or great-grandfathered final average pay benefit reduced 3% per year from age 65 to age 62, and 5% per year from age 62.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date.
Union Participants	Accrued benefit reduced by 6% per year from age 65.

Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b): a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65. b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Termination Benefits	
Eligibility	Three years of service.
Benefit	
Non-Union Participants	Cash accumulation account.
Great-Grandfathered Non-Union Participants (Rhode Island)	Greater of cash accumulation account or great-grandfathered final average pay benefit actuarially reduced from age 65.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account, starting after such date.
Union Participants	Accrued benefit reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age.
Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b): a. Frozen accrued benefit at December 31, 2006 reduced by 6% per year from age 65, payable on or after early retirement age or actuarially reduced from age 65 if benefit commences before early retirement age.

	b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Death Benefits	
Eligibility	Any vested participant (active or terminated) is eligible.
Benefit	
Non-Union Participants	Cash accumulation account.
Union Participants	50% of amount deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement.
Union Participants With Less Than 61 Points on December 31, 2006	Effective January 1, 2007, the accrued benefit under the Arkwright Union Plan will be frozen as of December 31, 2006. Participants will receive the greater of (a) and (b): a. 50% of frozen accrued benefit at December 31, 2006 deceased participant would have received if he had retired the day before death with joint and 50% survivor form of annuity, payable at earliest retirement. b. Cash accumulation account calculated as of December 31, 2006. The cash accumulation account will be set equal to an amount actuarially equivalent to the frozen accrued benefit at December 31, 2006 with payments starting at age 65. No future compensation credits are accrued in this account.
Basic Form of Payment	The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity.

Océ Printing Systems

Normal Retirement Benefits

Eligibility

Age 65.

Benefit

Non-Great-Grandfathered Participants

Cash accumulation account.

Great-Grandfathered Participants

Maximum of (1) and (2):

1. Cash accumulation account.

2. For periods before April 1, 2006, an amount calculated on the earlier of the date of retirement or December 31, 2015, equal to the sum of (a) and (b) (subject to the minimum benefit as defined in Appendix B of the Plan document).

    a. 1.125% of the first $12,000 of average final compensation (AFC) plus 1.5% of AFC in excess of $12,000, times years and completed months of benefit service up to 35 years.

    b. 1.5% of AFC times benefit service over 35 years.

For periods after April 1, 2006, 1.25% of average final compensation times years and completed months of benefit service earned after April 1, 2006.

Highly Compensated Employees

The benefit for a grandfathered and great-grandfathered participant who is a highly compensated employee (“HCE”) is calculated as (a) not less than (b) plus (c).

a. Average final compensation benefit as calculated in (2) above as of the later of the last day of the year before becoming an HCE and December 31, 2006.

b. Cash accumulation account through the later of the last day of the year before becoming an HCE and December 31, 2006 including interest credits through retirement.

c. Cash accumulation account calculated starting the later of becoming an HCE and December 31, 2006.

Early Retirement Benefits	
Eligibility	Age 55 and 10 years of employment.
Benefit	
Great-Grandfathered Participants	Maximum of (1) and (2): 1. Cash accumulation account. 2. Accrued benefit calculated on the earlier of the date of retirement or December 31, 2015, reduced from age 62 by 5% per year for first two years plus 6% for each additional year.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date.
Termination Benefits	
Eligibility	Three years of employment.
Benefit	
Non-Great-Grandfathered Participants	Cash accumulation account.
Great-Grandfathered Participants	Maximum of (1) and (2): 1. Cash accumulation account. 2. Actuarially reduced accrued benefit calculated on the earlier of the date of termination or December 31, 2015; payable on or after age 55.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date.
Disability Benefits	
Eligibility	Incur total and permanent disability while still employed, and has either (a) Workers Compensation payable, or (b) five years of employment at time of disability.
Benefits	During the period of disability, it will be assumed that the participant is accruing compensation equal to the amount of compensation during the calendar year immediately preceding disability.

Death Benefits	
Eligibility	Any vested participant (active or terminated) is eligible.
Benefit	
Non-Great-Grandfathered Participants	Cash accumulation account.
Great-Grandfathered Participants	For married participants, they receive the maximum of (1) and (2): 1. Cash accumulation account. 2. Accrued benefit calculated on the earlier of the date of death or December 31, 2015. For non-married participants, if (2) from above is greater, no benefit is payable. If (1) is greater than (2), benefit is the cash accumulation account.
Highly Compensated Employees	Same as above, frozen at the later of (a) the last day of the plan year before becoming an HCE, and (b) December 31, 2006, plus the cash accumulation account if grandfathered, starting after such date.
Basic Form of Payment	The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity.

Océ-USA, Océ Business Systems, Océ Reprographics Technologies, Océ Groupware Technologies, and Océ Display Graphics

Normal Retirement Benefits	
Eligibility	Age 65.
Benefit	Cash accumulation account.
Termination Benefits	
Eligibility	Three years of service.
Benefit	Cash accumulation account.
Death Benefits	
Eligibility	Any vested participant (active or terminated) is eligible.
Benefit	Cash accumulation account.
Basic Form of Payment	The automatic form of payment to an unmarried participant is a single life annuity and to a married participant is an actuarially reduced, ERISA 50% joint and survivor annuity.
Highly Compensated Employees	The compensation credits for a great-grandfathered participant who is a highly compensated employee (“HCE”) will no longer include the 2% transition credit (if eligible) as of the later of January 1, 2007 and the first day of the plan year after becoming an HCE.

Definitions

Final Average Earnings	
Arkwright Incorporated	Average of total earnings for the five consecutive calendar years out of the last 10 years which produces the highest average. Total earnings shall include wages and salary, overtime, bonuses, commissions, and elective deferral amounts, but exclude any other payments or remuneration.
Covered Compensation	
Arkwright Incorporated and Océ Printing Systems	The average (without indexing) of the taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which the participant attains (or will attain) the Social Security retirement age.
Average Final Compensation	
Océ Printing Systems	Average of total compensation for the four consecutive calendar years out of the last 10 years which produces the highest average. Total compensation shall include wages and salary, overtime, bonuses, commissions and elective deferral amounts but exclude any other payments or remuneration.
Highly Compensated Employee	A highly compensated employee for a given plan year is defined as follows: a. Is a 5% owner as defined in the Internal Revenue Code section 416(i)(1)(A)(ii) at any time during the plan year or prior plan year; b. Has compensation greater than $95,000 (or amount adjusted in accordance with the Internal Revenue Code section 414 (q)) during the current or prior plan year; or c. Is a terminated employee who was a highly compensated employee for the year of separation or any plan year after attaining age 55.
Benefit Service	
Océ Printing Systems	Period of employment when the employee is a member, measured in years and completed months, and provided the liability under the predecessor plan and related assets have been transferred as of December 31, 1996.

Actuarial Equivalent

For purposes of determining lump sum present values and converting the cash accumulation account to the basic form of payment, such amount is determined by using the mortality table prescribed under Section 417(e)(3)(A)(ii)(I) (“Applicable Mortality Table”), and by using the applicable segment rates specified in Section 417(e)(3)(A)(ii)(II) for the month of November (the “look back month”) that precedes the plan year (the “stability period”) in which the distribution is made. For purposes of converting the basic form of payment to any optional form of payment under the plan which is payable as an annuity, such amount is determined on the basis of the following:

For purposes of converting the basic form of payment to any optional annuity form of payment and for any other purposes not covered above, the actuarial equivalent is determined using the mortality table prescribed by Revenue Ruling 2001-62, and 6% interest assumption.

Arkwright Union Participants

For purposes of converting the basic form of payment to any optional form of payment, unisex factors obtained from the UP1984 Mortality Table and the PBGC rate as defined at the beginning of the plan year are used.

Cash Accumulation Account

As of the applicable entry date or participation date if later, a cash accumulation account is established for each participant. This account is a nominal account which is credited with compensation credits and interest credits each year.

	Applicable Entry Dates
Océ-USA	January 1, 1998
Arkwright	January 1, 1999
Océ Printing Systems	January 1, 2001
Océ Business Systems	January 1, 2002
Groupware and Reprographics	January 1, 2003
Océ Display Graphics	January 1, 2004

Compensation Credits

Compensation credits are credited as of the last day of each plan year (or on the date of termination of employment, if prior to the last day of the plan year) to the cash accumulation account of each participant who is employed at any time during the plan year as a participant.

a. Compensation credits equal a specified percentage of each participant's compensation limited to compensation earned while a participant. With respect to a participant's initial entry in the plan, if an employee completes a year of service in his initial eligibility computation period, he is entitled to a compensation credit for the plan year in which occurs his initial date of employment, based on the compensation that he earned in that first plan year.

b. Compensation credits shall be allocated based on a participant's total points. A participant's total points are determined by adding the participant's attained age and years of credited service (in whole years and completed months) determined as of each December 31. A participant's compensation credits for any plan year equal the amount obtained by multiplying the applicable percentage determined as of the prior December 31 based on the table below, by the participant's compensation for such plan year. If a participant is entitled to receive compensation credits for the plan year in which occurs his initial date of employment (as provided under subsection (a) above), the participant's total points for purposes of determining the compensation credits for such first plan year of employment are based on his age as of the December 31 preceding his initial date of employment.

Compensation Credits Before April 1, 2006

Participant's Total Points	Percentage
Less than 30	3%
At least 30, but less than 40	4%
At least 40, but less than 50	5%
At least 50, but less than 60	6%
At least 60, but less than 65	7%
At least 65, but less than 70	8%
At least 70, but less than 75	9%
75 or more	10%

Compensation Credits After April 1, 2006 for Grandfathered Employees

Participant's Total Points	Percentage
At least 62, but less than 65	5%
At least 65, but less than 70	6%
At least 70, but less than 75	7%
75 or more	8%

Additional Compensation Credits for Certain Employees	
Arkwright	A participant who was formerly an employee of the Océ Imaging Supplies division and becomes an Arkwright Employee (“ISU Transfer”) and has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment.
Océ-USA	A participant who has earned 55 or more points (subject to the following sentence) as of December 31, 1997 shall be entitled to receive additional compensation credits equal to 2% of compensation for each additional year of credited service earned until retirement or other termination of employment.
Interest Credits	Interest credits are credited to the cash accumulation accounts of all participants, inactive participants and terminated participants as of the end of each plan year. The amount of the interest credit added to a participant’s cash accumulation account equals (i) the balance in the participant’s cash accumulation account at the beginning of the plan year times (ii) the applicable annual interest rate. The applicable annual interest rate is the rate on 30-year Treasury securities or the applicable interest rate as specified in section 417(e) for November of the preceding plan year, as reported in the Federal Reserve Statistical Release. However, in no event shall the rate be less than 5%.
Compensation	All cash compensation received by a participant from the company and affiliates including bonuses (other than retention, stay or sign on bonuses), overtime payments commissions, and taxable car allowances prior to reduction pursuant to any compensation deferral election made under a plan qualifying under Section 125 or Section 401(k) of the Internal Revenue Code, but excluding contributions to and payments from any plan of deferred compensation, premiums paid for group insurance coverage, welfare benefits, expense allowances and similar payments, and excluding severance payments and accrued but unused vacation pay. In no event will compensation exceed the Code section 401(a)(17) limit on compensation.

Optional Forms of Payment	50%, 75%, or 100% joint and survivor annuity, 10 year certain and life annuity, lump sum, or life annuity.
Year of Service	a. When applied to eligibility provisions, (i) the 12 month period commencing on an individual's date of employment in which he is credited with 1,000 or more hours of service, and (ii) thereafter, the plan year which includes the first anniversary of the employee's initial date of employment and successive anniversaries of such plan year, in which he is credited with 1,000 or more hours of service. b. When applied to vesting provisions, a year of vesting service is credited for each plan year of employment determined in completed full years, with each full 12 months of vesting service constituting a year of service, and any part of vesting service in excess of completed full years counted to the nearest fractional one-twelfth of a year. c. When applied to determining compensation credits, a year of credited service is credited for each plan year of employment as a participant, determined in completed full years, with each full 12 months of credited service constituting a year of service, and any part of credited service in excess of completed full years counted to the nearest fractional one-twelfth of a year. d. For all purposes under the plan, years of service shall not include any period of employment with an entity prior to the date such entity becomes an affiliate unless the company acts to grant years of service for such employment.
Arkwright Union Participants	For vesting and credited service, the following schedule is used to determine the amount of service accrued:

Months of Service	**Credit**
8 or more months	One year's credit
4 to 7 months	Half year's credit
3 or fewer months	No credit

However, if the employee worked at least 1,000 hours, he will receive one year's credit regardless of the number of months worked.

Changes in Plan Provisions

The January 1, 2019 valuation reflects the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $220,000 in 2018 to $225,000 in 2019.

The January 1, 2018 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $215,000 in 2017 to $220,000 in 2018.

The January 1, 2017 valuation reflected the following plan changes:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.
- An increase in the annual maximum benefit limit from $210,000 in 2016 to $215,000 in 2017.

The January 1, 2016 valuation reflected the following plan change:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

The January 1, 2015 valuation reflected the following plan change:

- An update to the mortality and interest rates for determining minimum lump sum payments under IRC section 417(e)(3) to the applicable rates for the current plan year.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

SUPPLEMENTAL SCHEDULES

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)		(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		Money Market Funds		
*	1,410	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT	$ 1,410	$ 1,410
	12,588,802	FIDELITY TREASURY ONLY INSTITUTIONAL CLASS	12,588,802	12,588,802
			12,590,212	12,590,212
		Registered Investment Companies		
	1,561,164	CREDIT SUISSE COMMODITY-RETURN STRATEGY FUND CL I	8,456,928	7,243,801
	57,923	HARTFORD MUT FDS II INC SCHRODERS EMERGING MKTS	703,689	960,935
	113,886	ISHARES CORE MSCI EAFE ETF	6,875,151	7,429,923
	40,326	ISHARES CORE S&P MID CAP ETF	7,208,847	8,299,897
	25,143	ISHARES RUSSELL 2000 ETF	3,595,099	4,165,441
	56,114	SPDR S&P 500 ETF TR UNIT SER 1	9,049,569	18,060,852
	64,715	VANGUARD FTSE EMERGING MKTS ETF	2,691,700	2,877,876
			38,580,983	49,038,725
		Debt Instruments		
	80,000	3M CO UNSECD SR GBL NT C2/26/49 @100 DTD 08/26/19 3.250% DUE 08/26/49	79,482	77,870
	90,000	ABBOTT LABS UNSECD SR NT CALL 05/30/46 @100 DTD 11/22/16 4.900% DUE 11/30/46	102,180	118,283
	515,000	ABBVIE INC SR UNSECD NT CALL 05/14/48 @100 DTD 09/18/18 4.875% DUE 11/14/48	494,085	595,000
	180,000	ACTAVIS FDG SCS UNSECD SR NT LUXEMBOURG DTD 06/19/14 4.850% DUE 06/15/44	175,878	196,178
	85,000	AEP TEX INC UNSECD SR NT SER H CALL 07/15/49 @100 DTD 12/05/19 3.450% DUE 01/15/50	84,602	85,082
	175,000	AEP TX INC UNSECD SR NT SER G CALL 11/01/48 @100 DTD 05/01/19 4.150% DUE 05/01/49	176,775	194,239
	65,000	ALCAN INC DEB CANADA DTD 03/23/01 7.250% DUE 03/15/31	86,753	91,523
	690,000	AMAZON COM INC UNSECD SR NT CALL 09/05/24 @100 DTD 12/05/14 3.800% DUE 12/05/24	732,811	744,772
	42,000	AMERADA HESS CORP SR UNSECD NT DTD 03/05/02 7.125% DUE 03/15/33	47,662	53,123
	130,000	AMERICA MOVIL S A B DE C V SR UNSECD NT MEXICO DTD 07/16/12 4.375% DUE 07/16/42	124,171	146,138
	85,000	AMERICA MOVIL S A B DE C V GTD SR NT MEXICO DTD 10/30/07 6.125% DUE 11/15/37	87,319	111,296
	425,000	AMERICAN EXPRESS CO UNSECD SR NT C1/27/23 @100 DTD 02/27/18 VAR RT DUE 02/27/23	425,000	426,683
	420,000	AMERICAN INTL GROUP INC SR UNSECD NT DTD 10/02/13 4.125% DUE 02/15/24	422,949	451,042
	130,000	AMERICAN INTL GROUP INC UNSECD SR NT CALL 10/01/47 @100 DTD 03/26/18 4.750% DUE 04/01/48	156,322	156,757
	155,000	AMERICAN INTL GROUP INC SR UNSECD NT CALL 07/15/54 @100 DTD 01/15/15 4.375% DUE 01/15/55	141,321	170,207
	75,000	AMERICAN INTL GROUP INC SR UNSECD NT CALL 01/16/44 @100 DTD 07/16/14 4.500% DUE 07/16/44	76,440	86,515
	85,000	AMGEN INC SR UNSECD NT DTD 09/16/10 4.950% DUE 10/01/41	86,030	101,255
	220,000	AMGEN INC SR UNSECD NT DTD 01/16/09 6.400% DUE 02/01/39	271,937	297,154
	1,090,000	ANHEUSER BUSCH INBEV WORLDWIDE INC SR UNSECD NT C07/23/48 @100 DTD 01/23/19 5.550% DUE 01/23/49	1,222,756	1,416,259
	215,000	ANHEUSER-BUSCH INBEV WORLDWIDE INC UNSECD SR MTN CALL 01/13/28 DTD 04/04/18 4.000% DUE 04/13/28	214,224	236,618
	70,000	APPALACHIAN PWR CO UNSECD SR NT SER Y C9/01/48 @100 DTD 03/06/19 4.500% DUE 03/01/49	73,021	81,071
	380,000	APPLE INC UNSECD SR PIDI NT C3/11/49 @100 DTD 09/11/19 2.950% DUE 09/11/49	376,591	368,444
	100,000	APPLE INC UNSECD SR NT CALL 3/12/47 @100 DTD 09/12/17 3.750% DUE 09/12/47	93,683	111,391
	100,000	ARCELORMITTAL LUXEMBOURG UNSECD SR NT LUXEMBOURG DTD 07/16/19 4.250% DUE 07/16/29	98,797	104,480
	130,000	AT&T INC SR UNSECD NT CALL 11/15/45 @100 DTD 05/04/15 4.750% DUE 05/15/46	121,725	147,126

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
340,000	AT&T INC UNSECD SR GBL NT C01/15/45 @100 DTD 01/15/19 4.850% DUE 07/15/45	$ 349,462	$ 388,334
285,000	AT&T INC SR UNSECD NT CALL 02/14/37 @100 DTD 08/14/18 4.900% DUE 08/15/37	322,332	328,155
71,000	AT&T INC SR UNSECD GLOBAL NT DTD 03/15/16 6.350% DUE 03/15/40	78,349	92,220
80,000	AT&T INC UNSECD SR GBL NT STEP UP 6/19 DTD 06/05/19 VAR RT DUE 12/15/43	86,043	94,854
271,000	AT&T INC SR UNSECD GLOBAL NT CALL 5/15/40 @100 DTD 02/15/16 6.000% DUE 08/15/40	289,699	347,108
340,000	AT&T INC UNSECD SR GLOBAL NT CALL 9/09/47 @100 DTD 09/07/16 4.500% DUE 03/09/48	374,826	375,632
15,000	BANK NEW YORK INC UNSECD SR MEDIUM TERM SR NT C10/18/25 @100 DTD 11/18/13 3.950% DUE 11/18/25	15,033	16,431
455,000	BARCLAYS BK PLC UNSECD SR NT UNITED KINGDOM C12/11/20 @100 DTD 01/11/18 VAR RT DUE 01/11/21	455,497	455,523
167,000	BECTON DICKINSON & CO UNSECD SR GBL NT C3/6/27 @100 DTD 06/06/17 3.700% DUE 06/06/27	159,819	177,721
114,000	BECTON DICKINSON & CO SR UNSECD NT CALL 6/15/44 @100 DTD 12/15/14 4.685% DUE 12/15/44	110,550	133,415
170,000	BERKSHIRE HATHAWAY FIN CORP CO GTD SR NT DTD 01/13/10 5.750% DUE 01/15/40	180,697	233,335
460,000	BERKSHIRE HATHAWAY INC DEL UNSECD SR NT CALL 12/15/25 @100 DTD 03/15/16 3.125% DUE 03/15/26	462,488	484,845
20,000	BERKSHIRE HATHAWAY INC DEL UNSECD SR NT DTD 02/11/13 4.500% DUE 02/11/43	21,890	24,255
130,000	BHP BILLITON FIN USA LTD SR UNSECD NT AUSTRALIA DTD 09/30/13 5.000% DUE 09/30/43	140,976	166,491
15,000	BIOGEN IDEC INC SR UNSECD NT DTD 09/15/15 5.200% DUE 09/15/45	15,113	18,116
75,000	BOEING CO UNSECD SR NT CALL 09/01/46 @100 DTD 02/16/17 3.650% DUE 03/01/47	68,395	77,314
110,000	BP CAP MKTS AMER INC SR UNSECD NT CALL 06/21/28 @100 DTD 09/21/18 3.937% DUE 09/21/28	110,531	121,585
210,000	BP CAP MKTS AMER INC SR UNSECD NT CALL 08/06/28 @100 DTD 11/06/18 4.234% DUE 11/06/28	220,821	237,520
50,000	BRIGHTHOUSE FINL INC UNSECD SR NT C12/22/46 @100 DTD 12/22/17 4.700% DUE 06/22/47	39,929	46,330
135,000	BROADCOM CORP/BROADCOM CAYMAN FIN LTD UNSECD SR NT C10/15/26 DTD 01/15/18 3.875% DUE 01/15/27	131,015	140,233
40,000	BURLINGTON NORTHN SANTA FE CP DEB DTD 08/08/00 7.950% DUE 08/15/30	53,760	58,369
125,000	BURLINGTON NORTHN SANTA FE LLC UNSECD SR PIDI NT C6/15/48 @100 DTD 08/02/18 4.150% DUE 12/15/48	124,769	144,044
110,000	BURLINGTON NORTHN SANTA FE LLC SR UNSECD NT CALL 3/1/45 @100 DTD 08/20/15 4.700% DUE 09/01/45	109,703	134,222
135,000	BURLINGTON RES FIN CO GTD NT CANADA DTD 06/01/02 7.400% DUE 12/01/31	182,867	194,349
75,000	CALIFORNIA ST GO BDS-TAXBL DTD 04/28/09 07.550 DUE 04/01/39	113,593	120,301
65,000	CANADIAN NAT RES LTD NT CANADA DTD 03/19/07 6.250% DUE 03/15/38	76,090	84,585
255,000	CANADIAN NAT RES LTD NT CANADA DTD 08/17/06 6.500% DUE 02/15/37	283,769	333,412
125,000	CANADIAN NATL RY CO UNSECD SR PIDI NT C08/03/47 @100 CANADA DTD 02/06/18 3.650% DUE 02/03/48	124,323	138,020
240,000	CAPITAL ONE FINL CORP SR UNSECD PIDI NT C12/31/27 @100 DTD 01/30/18 3.800% DUE 01/31/28	224,575	258,101
45,000	CARDINAL HEALTH INC UNSECD SR NT C3/15/45 @100 DTD 06/23/15 4.900% DUE 09/15/45	40,627	46,958
305,000	CELGENE CORP UNSECD SR PIDI NT C2/20/47 @100 DTD 02/20/18 4.550% DUE 02/20/48	314,661	368,495
285,000	CENOVUS ENERGY INC SR UNSECD NT CANADA DTD 05/15/10 6.750% DUE 11/15/39	315,081	363,110
35,000	CHARTER COMMUNICATIONS OPER LLC/ CHARTER COMMUNICATIONS 1ST LIEN DTD 11/01/17 5.375% DUE 05/01/47	33,661	39,267
330,000	CHARTER COMMUNICATIONS OPER LLC/ CHARTER COMMUNICATIONS 1ST LIEN DTD 10/23/16 6.484% DUE 10/23/45	387,039	409,111
60,000	CHICAGO ILL WTR REV REV BDS-TAXBL DTD 11/10/10 06.742 DUE 11/01/40	67,082	83,470
50,000	CISCO SYS INC SR NT DTD 11/17/09 5.500% DUE 01/15/40	60,240	68,314
490,000	CITIGROUP INC SUB NT DTD 09/29/15 4.450% DUE 09/29/27	487,746	539,872
390,000	CITIGROUP INC SUB NT DTD 07/25/16 4.125% DUE 07/25/28	387,758	425,595
286,000	CITIGROUP INC SR NT DTD 07/23/09 8.125% DUE 07/15/39	404,450	477,466
355,000	CITIGROUP INC UNSECD SR NT CALL 09/01/22 @100 DTD 08/26/16 VAR RT DUE 09/01/23	367,308	362,537

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
275,000	COLOMBIA REP UNSECD SR GBL BD CALL 12/15/44 @100 COLOMBIA DTD 01/28/15 5.000% DUE 06/15/45	$ 293,296	$ 319,412
70,000	COMCAST CORP NEW SR UNSECD NT DTD 11/14/05 6.500% DUE 11/15/35	90,185	99,275
170,000	COMCAST CORP NEW SR UNSECD NT DTD 01/14/13 4.250% DUE 01/15/33	169,597	197,044
225,000	COMCAST CORP NEW UNSECD SR PIDI NT C8/1/49 @100 DTD 11/05/19 3.450% DUE 02/01/50	224,755	230,668
230,000	COMCAST CORP NEW UNSECD SR NT CALL 07/15/28 @100 DTD 10/05/18 4.150% DUE 10/15/28	230,315	259,058
130,000	COMCAST CORP NEW SR UNSECD NT CALL 04/15/58 @100 DTD 10/05/18 4.950% DUE 10/15/58	132,181	169,419
145,000	COMCAST CORP NEW SR UNSECD NT C5/1/47 @100 DTD 10/19/17 3.969% DUE 11/01/47	129,326	159,751
20,000	COMCAST CORP NEW UNSECD SR NT CALL 2/15/47 @100 DTD 08/07/17 4.000% DUE 08/15/47	20,196	22,053
90,000	COMCAST CORP NEW UNSECD SR NT CALL 02/15/35 @100 DTD 05/27/15 4.400% DUE 08/15/35	90,230	105,573
70,000	COMMONWEALTH EDISON CO 1ST MTG BD SER 113 C4/01/42 @100 DTD 10/01/12 3.800% DUE 10/01/42	66,573	75,586
170,000	COMMONWEALTH EDISON CO 1ST MTG DTD 03/06/06 5.900% DUE 03/15/36	192,793	225,673
150,000	CONAGRA BRANDS INC UNSECD SR NT C5/1/48 @100 DTD 10/22/18 5.400% DUE 11/01/48	139,808	183,211
110,000	CONSOLIDATED EDISON CO N Y INC UNSECD SR PIDI DEB C5/15/59 @100 DTD 11/08/19 3.700% DUE 11/15/59	109,612	113,672
5,000	CONSOLIDATED EDISON CO NY INC UNSECD SR PIDI NT C12/15/46 @100 DTD 06/08/17 3.875% DUE 06/15/47	5,012	5,422
175,000	CONSOLIDATED EDISON CO NY INC DEB SER 2007 A DTD 08/28/07 6.300% DUE 08/15/37	230,551	240,984
55,000	CONSUMERS ENERGY CO SECD 1ST MTGE PIDI BD C8/15/49 @100 DTD 05/28/19 3.750% DUE 02/15/50	54,359	60,801
225,000	CORNING INC UNSECD SR NT C5/15/68 @100 DTD 11/06/18 5.850% DUE 11/15/68	225,537	268,591
195,000	CSX CORP SR UNSECD BD C3/1/27 @100 DTD 05/01/17 3.250% DUE 06/01/27	192,149	205,142
20,000	CSX CORP UNSECD SR NT C5/15/48 @100 DTD 11/15/18 4.750% DUE 11/15/48	20,625	24,271
195,000	CSX CORP UNSECD SR NT CALL 09/01/67 @100 DTD 02/20/18 4.650% DUE 03/01/68	194,245	224,032
11,000	CSX CORP UNSECD SR GBL NT DTD 10/18/16 4.250% DUE 11/01/66	10,791	11,768
49,000	CSX CORP SR UNSECD NT CALL 11/30/41 @100 DTD 11/01/11 4.750% DUE 05/30/42	53,890	57,768
30,000	CSX CORP SR UNSECD NT CALL 10/15/40 @100 DTD 10/21/10 5.500% DUE 04/15/41	32,915	37,989
490,000	CVS CAREMARK CORP SR UNSECD NT CALL 01/20/45 @100 DTD 07/20/15 5.125% DUE 07/20/45	567,309	581,297
90,000	DEERE & CO SR UNSECD NT CALL 12/09/41 @100 DTD 06/08/12 3.900% DUE 06/09/42	87,690	101,282
150,000	DEUTSCHE TELEKOM INTL FIN B V BD NETHERLANDS DTD 05/29/02 9.250% DUE 06/01/32	237,262	238,630
200,000	DIAGEO CAP PLC UNSECD SR PIDI NT UNITED KINGDOM DTD 10/03/19 2.375% DUE 10/24/29	198,192	197,334
90,000	DISNEY WALT CO UNSECD SR NT C3/1/49 @100 DTD 09/06/19 2.750% DUE 09/01/49	84,601	84,962
285,000	DISNEY WALT CO DEB CALL 07/15/23 @103.02 DTD 07/15/93 7.550% DUE 07/15/93	364,535	338,378
180,000	DISTRICT COLUMBIA WTR & SWR AU PUB UTIL SUB LIEN REV BDS-TAXBL DTD 10/27/10 05.522 DUE 10/01/44	181,618	235,388
205,000	DOMINION RES INC DEL SR UNSECD NT SER E DTD 12/16/02 6.750% DUE 12/15/32	256,133	273,698
125,000	DOMINION RES INC VA NEW SR UNSECD NT SER B DTD 06/17/08 7.000% DUE 06/15/38	158,722	173,595
100,000	DOWDUPONT INC UNSECD SR NT C5/15/48 @100 DTD 11/28/18 5.419% DUE 11/15/48	125,499	123,388
170,000	DTE ELEC CO SECD NT CALL 12/01/24 @100 DTD 07/02/14 3.375% DUE 03/01/25	169,949	179,270
245,000	DTE ENERGY CO UNSECD SR NT CALL 7/1/26 @100 DTD 10/05/16 2.850% DUE 10/01/26	227,278	247,212
195,000	DUKE ENERGY PROGRESS INC SECD 1ST MTG BD C2/15/45 @100 DTD 08/13/15 4.200% DUE 08/15/45	194,011	222,115
100,000	DUKE ENERGY PROGRESS LLC SECD 1ST MTG PIDI BD C03/15/47 @100 DTD 09/08/17 3.600% DUE 09/15/47	90,467	104,900
280,000	EL PASO ENERGY CORP MTN DTD 01/11/02 7.750% DUE 01/15/32	337,470	385,977
305,000	EL PASO PIPELINE PARTNERS OPER CO GTD SR NT DTD 11/19/10 7.500% DUE 11/15/40	372,632	420,388
110,000	ENBRIDGE ENERGY PARTNERS L P SR UNSECD NT DTD 09/13/10 5.500% DUE 09/15/40	107,641	130,855

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
55,000	ENERGY TRANSFER PARTNERS L P SR UNSECD NT CALL 06/15/45 @100 DTD 06/23/15 6.125% DUE 12/15/45	$ 63,643	$ 63,785
300,000	ENERGY TRANSFER PARTNERS L P NEW UNSECD SR NT CALL 12/15/47 @100 DTD 06/08/18 6.000% DUE 06/15/48	301,875	350,052
30,000	ENTERPRISE PRODS OPER LLC SR UNSECD NT CALL 12/15/45 @100 DTD 05/07/15 4.900% DUE 05/15/46	31,406	35,187
195,000	ENTERPRISE PRODS OPER LLC UNSECD SR NT CALL 7/31/49 @100 DTD 07/08/19 4.200% DUE 01/31/50	201,294	209,319
95,000	ENTERPRISE PRODS OPER LLC UNSECD GTD SR NT C08/01/48 @100 DTD 10/11/18 4.800% DUE 02/01/49	104,200	111,601
120,000	ENTERPRISE PRODS OPER LLC JR SUB BD SER E C08/16/27 @100 DTD 08/16/17 5.250% DUE 08/16/77	120,000	121,438
80,000	ENTERPRISE PRODS OPER LLC SR UNSECD NT CALL 8/15/44 @100 DTD 02/12/14 5.100% DUE 02/15/45	83,195	95,910
55,000	ENTERPRISE PRODUCTS OPER DTD 2/14/2003 6.875% DUE 3/1/2033	67,244	75,003
306,000	EXPRESS SCRIPTS HLDG CO UNSECD SR NT CALL 01/15/46 @100 DTD 07/05/16 4.800% DUE 07/15/46	302,053	346,444
40,000	EXXON MOBIL CORP SR UNSECD NT CALL 2/16/49 @100 DTD 08/16/19 3.095% DUE 08/16/49	39,992	39,937
265,000	FEDEX CORP SR UNSECD NT DTD 01/09/14 5.100% DUE 01/15/44	291,467	290,859
5,000	FEDEX CORP UNSECD SR PIDI NT C08/15/47 @100 DTD 01/31/18 4.050% DUE 02/15/48	4,690	4,831
90,000	FLORIDA PWR & LT CO 1ST MTG BD DTD 02/09/10 5.690% DUE 03/01/40	112,176	122,345
160,000	FLORIDA PWR & LT CO 1ST MTG SECD BD C04/01/44 @100 DTD 09/10/14 4.050% DUE 10/01/44	161,363	182,552
75,000	FLORIDA PWR & LT CO SECD NT CALL 06/15/42 @100 DTD 12/20/12 3.800% DUE 12/15/42	72,310	81,808
260,000	FLORIDA PWR CORP 1ST MTG SECD BD DTD 03/25/10 5.650% DUE 04/01/40	287,629	345,301
135,000	FORD MTR CO DEL SR UNSECD NT CALL 06/08/46 @100 DTD 12/08/16 5.291% DUE 12/08/46	123,683	128,640
510,000	FORD MTR CR CO LLC UNSECD SR PIDI NT DTD 03/05/18 VAR RT DUE 04/05/21	510,000	507,623
140,000	FRANCE TELECOM SA SR UNSECD NT FRANCE DTD 01/13/12 5.375% DUE 01/13/42	154,598	180,341
85,000	FRANCE TELECOM SA NT FRANCE DTD 09/01/01 9.000% DUE 03/01/31	135,973	131,668
60,000	GENERAL ELEC CAP CORP GTD SUB NT DTD 08/21/95 7.500% DUE 08/21/35	85,591	79,174
55,000	GENERAL ELEC CAP CORP SR UNSECD MTN DTD 01/09/09 6.875% DUE 01/10/39	71,676	73,510
544,000	GENERAL ELEC CAP CORP SR MTN DTD 01/14/08 5.875% DUE 01/14/38	678,950	661,265
375,000	GENERAL ELEC CAP CORP SR UNSECD INTERNOTE DTD 03/14/13 VAR RT DUE 03/15/23	376,987	376,342
231,000	GENERAL ELEC CO PERP PFD JR SUB NT SER D DTD 01/20/16 5.000% DUE 12/29/49	241,798	226,255
260,000	GENERAL ELEC CO UNSECD SR NT DTD 10/09/12 2.700% DUE 10/09/22	249,430	263,596
95,000	GENERAL MTRS CO SR UNSECD NT CALL 10/01/48 @100 DTD 09/10/18 5.950% DUE 04/01/49	98,555	105,318
420,000	GILEAD SCIENCES INC SR UNSECD NT CALL 09/01/46 @100 DTD 09/20/16 4.150% DUE 03/01/47	394,439	467,905
185,000	GOLDMAN SACHS GROUP INC SR NT DTD 01/28/11 6.250% DUE 02/01/41	230,920	258,697
950,000	GOLDMAN SACHS GROUP INC UNSECD SR NT CALL 05/01/28 @100 DTD 04/23/18 4.223% DUE 05/01/29	920,227	1,047,451
425,000	GOLDMAN SACHS GROUP INC SR UNSECD NT C10/31/22 @100 DTD 10/31/17 VAR RT DUE 10/31/22	427,316	427,928
90,000	HESS CORP SR UNSECD NT DTD 08/10/10 5.600% DUE 02/15/41	88,165	105,401
100,000	HEWLETT PACKARD ENTERPRISE CO UNSECD SR GBL NT C4/15/45 @100 DTD 10/15/16 6.350% DUE 10/15/45	103,480	120,413
520,000	HOME DEPOT INC UNSECD SR NT CALL 05/01/22 @100 DTD 06/02/15 2.625% DUE 06/01/22	527,628	530,561
105,000	HONEYWELL INTL INC UNSECD SR NT CALL 05/15/29 @100 DTD 08/08/19 2.700% DUE 08/15/29	104,625	107,472
120,000	ING U S INC UNSECD GTD SR NT DTD 07/26/13 5.700% DUE 07/15/43	135,170	150,316
195,000	INTEL CORP UNSECD SR NT CALL 5/15/49 @100 DTD 11/21/19 3.250% DUE 11/15/49	196,425	196,092
185,000	INTERNATIONAL BUSINESS MACHS CORP UNSECD SR NT DTD 05/15/19 4.250% DUE 05/15/49	196,588	211,725
20,000	JOHNSON & JOHNSON UNSECD SR NT CALL 06/05/43 @100 DTD 12/05/13 4.500% DUE 12/05/43	21,862	24,791
187,000	JOHNSON & JOHNSON UNSECD SR NT CALL 09/03/36 @100 DTD 03/03/17 3.625% DUE 03/03/37	195,222	206,571

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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170,000	JPMORGAN CHASE & CO UNSECD SR NT CALL 01/23/28 @100 DTD 01/23/18 3.509% DUE 01/23/29	$ 168,072	$ 180,696
1,570,000	JPMORGAN CHASE & CO UNSECD SR GBL NT C2/1/27 @100 DTD 02/01/17 3.782% DUE 02/01/28	1,611,139	1,693,072
95,000	JPMORGAN CHASE & CO SUB NT DTD 09/10/14 3.875% DUE 09/10/24	95,084	101,705
425,000	JPMORGAN CHASE & CO UNSECD SR NT DTD 12/08/16 VAR RT DUE 01/15/23	432,842	429,492
845,000	JPMORGAN CHASE & CO UNSECD SR PIDI NT C10/15/29 @100 DTD 09/12/19 VAR RT DUE 10/15/30	840,776	845,127
105,000	KINDER MORGAN INC DEL UNSECD SR GBL NT C9/1/47 @100 DTD 03/01/18 5.200% DUE 03/01/48	116,566	121,931
265,000	KRAFT FOODS GROUP INC SR UNSECD NT DTD 12/04/12 5.000% DUE 06/04/42	280,934	283,158
209,000	KRAFT HEINZ FOODS CO UNSECD SR GBL NT CALL 12/01/45 @100 DTD 05/24/16 4.375% DUE 06/01/46	183,559	206,026
130,000	KREDITANSTALT FUR WIEDERAUFBAU KFW GLOBAL NT GERMANY DTD 04/19/06 ZR CPN DUE 04/18/36	69,518	88,258
210,000	KROGER CO UNSECD SR GBL NT C7/15/47 @100 DTD 07/24/17 4.650% DUE 01/15/48	207,881	229,858
160,000	LLOYDS BANKING GROUP PLC SUB NT UNITED KINGDOM DTD 06/10/16 4.582% DUE 12/10/25	168,416	173,296
145,000	LOCKHEED MARTIN CORP SR UNSECD NT CALL 9/1/44 @100 DTD 02/20/15 3.800% DUE 03/01/45	140,831	161,057
33,000	LOCKHEED MARTIN CORP SR UNSECD NT CALL 11/15/35 @100 DTD 11/23/15 4.500% DUE 05/15/36	33,628	39,141
65,000	LOCKHEED MARTIN CORP NT SER B DTD 08/30/06 6.150% DUE 09/01/36	73,715	88,965
245,000	LOEWS CORP UNSECD SR NT CALL 11/15/42 @100 DTD 05/07/13 4.125% DUE 05/15/43	233,942	272,504
140,000	LOS ANGELES CALIF CMNTY COLLEG GO BDS-TAXBL DTD 07/22/10 06.750 DUE 08/01/49	216,461	229,845
295,000	LOWES COS INC UNSECD SR GBL NT C11/3/46 @100 DTD 05/03/17 4.050% DUE 05/03/47	289,903	318,700
270,000	LYB INTL FINANCE BV GTD SR UNSECD NT NETHERLANDS DTD 07/16/13 5.250% DUE 07/15/43	306,195	318,935
220,000	LYONDELLBASELL INDS N V SR UNSECD NT NETHERLANDS DTD 05/15/12 6.000% DUE 11/15/21	253,716	233,702
128,000	MACYS RETAIL HLDGS INC UNSECD SR DEB DTD 02/06/98 7.000% DUE 02/15/28	142,761	143,508
50,000	MAGELLAN MIDSTREAM PARTNERS LP UNSECD SR NT C9/1/49 @100 DTD 08/19/19 3.950% DUE 03/01/50	49,955	51,426
125,000	MASSACHUSETTS INST TECHNOLOGY UNSECD BD MATURITY 07/01/2114 DTD 04/08/14 4.678% DUE 07/01/67	125,296	161,205
45,000	MASSACHUSETTS INST TECHNOLOGY UNSECD NT DT 8/02/16 3.885% DUE 07/01/2116	45,000	48,998
270,000	MCDONALDS CORP SR UNSECD MTN CALL 10/30/25 @100 DTD 12/09/15 3.700% DUE 01/30/26	268,948	291,341
10,000	MCDONALDS CORP SR UNSECD MTN CALL 03/01/48 @100 DTD 08/15/18 4.450% DUE 09/01/48	10,170	11,462
135,000	MCDONALDS CORP SR UNSECD MTN CALL 09/01/46 @100 DTD 03/09/17 4.450% DUE 03/01/47	136,499	153,504
140,000	MCKESSON CORP SR UNSECD NT DTD 02/28/11 6.000% DUE 03/01/41	169,120	171,816
16,000	MEDTRONIC INC SR UNSECD NT DTD 03/15/15 4.625% DUE 03/15/45	17,362	20,153
90,000	MEMORIAL SLOAN-KETTERING CANCER CTR SR UNSECD BD DTD 12/05/12 4.125% DUE 07/01/52	90,146	102,794
100,000	MERCK & CO INC NEW UNSECD SR NT CALL 09/07/48 @100 DTD 03/07/19 4.000% DUE 03/07/49	103,633	117,290
30,000	MERCK & CO INC NEW SR UNSECD NT CALL 8/10/44 @100 DTD 02/10/15 3.700% DUE 02/10/45	27,813	33,188
185,000	MERCK & CO INC NEW SR UNSECD NT CALL 11/10/24 @100 DTD 02/10/15 2.750% DUE 02/10/25	184,431	191,956
120,000	METLIFE INC SR UNSECD NT DTD 11/13/13 4.875% DUE 11/13/43	137,049	148,808
255,000	MICROSOFT CORP SR UNSECD NT CALL 2/8/56 @100 DTD 08/08/16 3.950% DUE 08/08/56	295,443	302,216
290,000	MICROSOFT CORP SR UNSECD NT DTD 08/08/16 3.700% DUE 08/08/46	286,475	327,917
65,000	MICROSOFT CORP SR UNSECD NT CALL 5/3/45 @100 DTD 11/03/15 4.450% DUE 11/03/45	67,980	81,393
40,000	MICROSOFT CORP SR UNSECD NT CALL 08/12/54 @100 DTD 02/12/15 4.000% DUE 02/12/55	42,039	47,430
110,000	MIDAMERICAN ENERGY CO SECD 1ST MTG CALL 11/1/45 @100 DTD 10/15/15 4.250% DUE 05/01/46	117,449	127,740
165,000	MIDAMERICAN ENERGY CO 1ST MTG SECD NT CALL 3/15/43 @100 DTD 09/19/13 4.800% DUE 09/15/43	164,639	204,105
355,000	MORGAN STANLEY UNSECD SR GMTN C1/23/29 @100 DTD 01/23/19 4.431% DUE 01/23/30	397,426	401,533

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
375,000	MORGAN STANLEY UNSECD SR NT CALL 10/24/22 @100 DTD 10/24/16 VAR RT DUE 10/24/23	$ 387,748	$ 383,096
260,000	MPLX LP UNSECD SR PIDI NT C10/15/47 @100 DTD 02/08/18 4.700% DUE 04/15/48	252,279	264,924
105,000	MPLX LP UNSECD SR NT C8/15/48 @100 DTD 11/15/18 5.500% DUE 02/15/49	103,638	119,289
170,000	NEVADA POWER CO GEN REF MORT DTD 05/12/11 5.450% DUE 05/15/41	203,223	217,348
35,000	NEVADA PWR CO GEN & REF MTG NT C3/15/40 @100 DTD 09/14/10 5.375% DUE 09/15/40	38,146	42,595
55,000	NEW YORK & PRESBYTERIAN HOSP UNSECD PIDI BD SER 2019 DT 10/29/19 3.954% DUE 8/01/2119	55,000	55,517
25,000	NEW YORK & PRESBYTERIAN HOSP UNSECD BD DTD 06/28/16 3.563% DUE 08/01/36	24,999	25,596
90,000	NEW YORK N Y CITY MUN WTR FIN REV BDS-TAXBL DTD 09/23/10 05.440 DUE 06/15/43	90,000	123,714
55,000	NEXEN INC NT CANADA DTD 05/04/07 6.400% DUE 05/15/37	62,918	75,407
50,000	NISOURCE FIN CORP CO GTD NT DTD 12/08/10 6.250% DUE 12/15/40	62,895	66,169
3,000	NISOURCE FIN CORP SR UNSECD NT DTD 06/14/12 5.250% DUE 02/15/43	3,270	3,652
210,000	NISOURCE FIN CORP GTD NT CALL 12/15/40 @100 DTD 06/10/11 5.950% DUE 06/15/41	210,960	269,174
157,000	NISOURCE FIN CORP SR UNSECD GTD NT CALL 11/15/46 @100 DTD 05/22/17 4.375% DUE 05/15/47	172,905	174,188
82,000	NOBLE ENERGY INC UNSECD NT DTD 11/07/14 5.050% DUE 11/15/44	79,612	91,186
85,000	NORTHERN STS PWR CO MINN SECD 1ST MTG GBL BD C9/1/49 @100 DTD 09/10/19 2.900% DUE 03/01/50	81,124	81,206
85,000	NORTHERN STS PWR CO MINN SECD 1ST MTG BD C03/15/47 @100 DTD 09/13/17 3.600% DUE 09/15/47	82,595	91,014
50,000	NORTHERN STS PWR CO MINN 1ST MTG SECD BD C2/15/42 @100 DTD 08/13/12 3.400% DUE 08/15/42	45,712	52,352
190,000	NORTHERN STS PWR CO MINN 1ST MTG SECD BD C2/15/22 @100 DTD 08/13/12 2.150% DUE 08/15/22	188,123	191,320
360,000	NORTHROP GRUMMAN CORP SR UNSECD NT DTD 05/31/13 3.250% DUE 08/01/23	359,232	375,318
330,000	NORTHROP GRUMMAN CORP UNSECD SR BD C10/15/27 @100 DTD 10/13/17 3.250% DUE 01/15/28	320,816	344,411
40,000	ORACLE CORP SR UNSECD NT CALL 11/15/54 @100 DTD 05/05/15 4.375% DUE 05/15/55	47,997	47,497
145,000	ORACLE CORP SR UNSECD NT CALL 1/15/46 @100 DTD 07/07/16 4.000% DUE 07/15/46	144,633	161,410
90,000	ORACLE CORP SR UNSECD NT CALL 01/15/36 @100 DTD 07/07/16 3.850% DUE 07/15/36	90,516	98,682
270,000	ORACLE CORP SR UNSECD NT CALL 01/08/11 @100 DTD 07/08/14 4.500% DUE 07/08/44	293,946	320,987
65,000	PANAMA REP UNSECD SR GLOBAL BD PANAMA DTD 04/29/13 4.300% DUE 04/29/53	73,921	75,563
130,000	PANAMA REP SR UNSECD UNSUB AMORTIZING GLOBAL BD DTD 01/26/06 6.700% DUE 01/26/36	156,757	182,164
59,000	PECO ENERGY CO 1ST REF MTG SECD BD CALL 04/01/44 @100 DTD 09/15/14 4.150% DUE 10/01/44	60,060	66,563
170,000	PEMEX PROJ FDG MASTER TR GTD BD SER 13 DTD 12/15/05 6.625% DUE 06/15/35	186,545	174,165
235,000	PEPSICO INC UNSECD SR NT CALL 04/29/29 @100 DTD 07/29/19 2.625% DUE 07/29/29	234,547	239,857
105,000	PERU REP SR UNSECD US$ GLOBAL BD DTD 03/14/07 6.550% DUE 03/14/37	135,083	153,563
285,000	PFIZER INC SR UNSECD BD DTD 11/21/16 4.125% DUE 12/15/46	290,011	331,401
110,000	PHILIP MORRIS INTL INC SR UNSECD NT DTD 11/10/14 4.250% DUE 11/10/44	119,982	121,629
355,000	PHILIPPINES REP SR UNSECD GLOBAL BD PHILIPPINES DTD 10/23/09 6.375% DUE 10/23/34	473,188	503,181
130,000	PLAINS ALL AMERN PIPELINE L P / PAA FIN CORP SR NT DTD 07/15/07 6.650% DUE 01/15/37	147,139	153,631
105,000	PLAINS ALL AMERN PIPELINE LP/ PAA FIN CORP UNSECD SR GBL BD DTD 04/23/14 4.700% DUE 06/15/44	88,344	102,111
175,000	PNC BK N A PITTSBURGH PA MEDIUM TERM SUB BK NT CALL 10/1/25 @100 DTD 10/24/13 4.200% DUE 11/01/25	175,389	192,454
35,000	PNC BK N A PITTSBURGH PA UNSECD MEDIUM TERM SR BK NT DTD 01/22/18 VAR RT DUE 01/22/21	35,050	35,040
305,000	PORT AUTH N Y & N J CONSOLIDATED BONDS-TAXBL DTD 10/10/12 04.458 DUE 10/01/62	344,322	373,808
10,000	PPL CAP FDG INC SR UNSECD NT CALL 9/15/43 @100 DTD 03/10/14 5.000% DUE 03/15/44	11,528	11,497
220,000	PPL CAP FDG INC SR UNSECD NT CALL 12/1/42 @100 DTD 05/24/13 4.700% DUE 06/01/43	221,462	245,551

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
127,000	PRESIDENT & FELLOWS HARVARD COLLEGE UNSECD NT C01/15/46 @100 DTD 10/13/16 3.150% DUE 07/15/46	$ 126,784	$ 129,767
115,000	PROCTER & GAMBLE CO SR UNSECD NT DTD 02/02/16 2.700% DUE 02/02/26	114,468	119,804
65,000	PROGRESS ENERGY INC SR UNSECD NT DTD 11/19/09 6.000% DUE 12/01/39	73,111	85,621
230,000	PRUDENTIAL FINL INC UNSECD SR MTN CALL 09/13/50 @100 DTD 09/13/19 3.700% DUE 03/13/51	230,334	242,105
50,000	PUBLIC SVC ELEC GAS CO SECD MTN CALL 03/01/42 @100 DTD 09/13/12 3.650% DUE 09/01/42	48,401	53,447
110,000	QUALCOMM INC SR UNSECD NT CALL 11/20/44 @100 DTD 05/20/15 4.800% DUE 05/20/45	111,428	134,782
135,000	REPUBLICA ORIENTAL DEL URUGUAY SR UNSECD BD URUGUAY DTD 11/20/12 4.125% DUE 11/20/45	119,779	145,125
555,000	RESOLUTION FDG CORP FED PRIN STRIPS GENERIC PRIN PMT DTD 01/30/90 ZR CPN 01/15/30	343,681	435,980
670,000	RESOLUTION FDG CORP CPN STRIPS GENERIC INT PMT DTD 09/26/94 ZR CPN DUE 04/15/29	370,415	538,365
730,000	RESOULTION FDG CORP PRIN STRIPS GENERIC PRIN PMT DTD 04/15/90 ZR CPN DUE 04/15/30	503,665	570,013
25,000	RIO TINTO FIN USA PLC SR UNSECD GTD NT CALL 2/21/42 @100 UK DTD 08/21/12 4.125% DUE 08/21/42	25,325	28,678
90,000	ROGERS COMMUNICATIONS INC SR NT DTD 08/06/08 7.500% DUE 08/15/38	119,835	131,459
235,000	ROGERS COMMUNICATIONS INC SR UNSECD NT CANADA C9/15/25 @100 DTD 12/08/15 3.625% DUE 12/15/25	234,441	250,663
200,000	ROYAL BK SCOTLAND GROUP PLC UNSECD SR NT CALL 05/15/22 @100 DTD 05/15/17 VAR RT DUE 05/15/23	200,000	202,204
325,000	SAN DIEGO GAS & ELEC CO SECD 1ST MTG CALL 6/1/23 @100 DTD 09/09/13 3.600% DUE 09/01/23	326,194	339,859
100,000	SEMPRA ENERGY SR UNSECD NT DTD 10/08/09 6.000% DUE 10/15/39	117,997	129,840
65,000	SEMPRA ENERGY SR UNSECD NT C8/1/47 @100 DTD 01/12/18 4.000% DUE 02/01/48	59,924	68,322
111,000	SEMPRA ENERGY UNSECD SR NT CALL 02/15/20 @100 DTD 03/13/15 2.400% DUE 03/15/20	108,921	111,007
20,000	SEMPRA ENERGY SR UNSECD NT CALL 03/15/24 @100 DTD 06/13/14 3.550% DUE 06/15/24	19,942	20,952
50,000	SHELL INTL FIN B V SR UNSECD GTD NT NETHERLANDS DTD 08/21/12 3.625% DUE 08/21/42	53,470	53,490
175,000	SHELL INTL FIN B V SR UNSECD NT NETHERLANDS DTD 05/10/16 2.875% DUE 05/10/26	174,076	181,598
110,000	SHELL INTL FIN B V GTD SR NT NETHERLANDS DTD 05/10/16 4.000% DUE 05/10/46	106,924	125,357
95,000	SIMON PPTY GROUP L P UNSECD SR PIDI NT C3/13/49 @100 DTD 09/13/19 3.250% DUE 09/13/49	95,703	92,439
45,000	SOUTHERN CALIF EDISON CO SECD 1ST REF MTG NT SER 13-A C9/15/42 DTD 03/07/13 3.900% DUE 03/15/43	43,770	46,161
17,000	SOUTHERN CALIF GAS CO 1ST MTG SECD NT DTD 03/13/14 4.450% DUE 03/15/44	18,875	19,138
335,000	SOUTHERN CO UNSECD SR NT CALL 1/1/46 @100 DTD 05/24/16 4.400% DUE 07/01/46	330,777	371,538
159,000	SYNCHRONY FINL UNSECD SR PIDI NT C12/19/28 @100 DTD 03/19/19 5.150% DUE 03/19/29	158,657	180,925
40,000	TAMPA ELEC CO UNSECD SR NT C12/15/48 @100 DTD 10/04/18 4.450% DUE 06/15/49	41,009	47,431
155,000	TARGET CORP UNSECD SR NT CALL 05/15/47 @100 DTD 10/20/17 3.900% DUE 11/15/47	149,083	178,231
50,000	TARGET CORP SR UNSECD NT DTD 04/11/16 3.625% DUE 04/15/46	51,511	54,700
79,000	TELEFONICA EMISIONES S A U GTD SR NT SPAIN DTD 06/20/06 7.045% DUE 06/20/36	96,170	110,579
100,000	TELEFONICA EMISIONES S A U UNSECD SR GBL NT SPAIN DTD 03/08/17 5.213% DUE 03/08/47	99,879	118,691
55,000	TEXAS ST GO TAXABLE TRANS COMM HWY -TAXBL DTD 12/11/19 03.211 DUE 04/01/44	55,000	55,549
180,000	TIME WARNER CABLE INC NT DTD 04/09/07 6.550% DUE 05/01/37	191,138	220,813
122,000	TIME WARNER CABLE INC CO GTD NT DTD 06/29/09 6.750% DUE 06/15/39	148,122	154,147
58,000	TIME WARNER CABLE INC SR NT DTD 06/19/08 7.300% DUE 07/01/38	73,454	75,660
45,000	TOTAL CAP INTL UNSECD SR GBL NT FRANCE CALL 1/12/49 @100 DTD 07/10/19 3.461% DUE 07/12/49	44,268	47,347
90,000	TRANSCANADA PIPELINES LTD SR NT CANADA DTD 10/05/07 6.200% DUE 10/15/37	109,835	117,443
75,000	TYSON FOODS INC UNSECD SR NT CALL 03/23/48 @100 DTD 09/28/18 5.100% DUE 09/28/48	72,669	94,437
30,000	UNION PAC CORP UNSECD SR NT CALL 10/15/42 @100 DTD 03/15/13 4.250% DUE 04/15/43	32,174	33,441

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

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70,000	UNION PAC CORP UNSECD SR NT CALL 03/10/48 @100 DTD 06/08/18 4.500% DUE 09/10/48	$ 72,839	$ 82,687
215,000	UNION PAC CORP SR UNSECD NT CALL 5/15/65 @100 DTD 10/29/15 4.375% DUE 11/15/65	223,818	236,674
65,000	UNION PAC CORP SR UNSECD NT CALL 06/15/43 @100 DTD 10/25/13 4.750% DUE 12/15/43	74,964	77,693
40,000	UNITED MEXICAN STS SR UNSECD MTN SER A MTN MEXICO DTD 01/11/08 6.050% DUE 01/11/40	48,960	52,000
485,000	UNITED MEXICAN STS MTN MEXICO DTD 03/08/12 4.750% DUE 03/08/44	476,345	535,925
110,000	UNITED PARCEL SVC INC UNSECD SR NT CALL 05/15/47 @100 DTD 11/14/17 3.750% DUE 11/15/47	98,346	118,544
115,000	UNITED PARCEL SVC INC UNSECD SR NT CALL 05/15/40 @100 DTD 11/12/10 4.875% DUE 11/15/40	133,390	137,232
1,760,000	UNITED STATES TREAS BD STRIPPED PRIN PMT DTD 02/17/15 ZR CPN DUE 02/15/45	958,655	959,306
530,000	UNITED STATES TREAS BD STRIPPED PRIN PMT 3.750% DTD 08/15/11 ZR CPN DUE 08/15/41	271,768	318,387
40,000	UNITED STATES TREAS BD DTD 08/15/19 2.250% DUE 08/15/49	39,950	38,912
195,000	UNITED STATES TREAS BD DTD 05/15/19 2.875% DUE 05/15/49	226,392	215,514
200,000	UNITED STATES TREAS BDS DTD 02/15/19 3.000% DUE 02/15/49	216,271	226,218
80,000	UNITED STATES TREAS NT STRIPPED PRIN PMT 2.000% DTD 08/17/15 ZR CPN DUE 08/15/25	69,510	72,573
2,490,000	UNITED STATES TREAS NT DTD 02/15/18 2.750% DUE 02/15/28	2,474,243	2,654,664
80,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 11/15/13 ZR CPN DUE 11/15/43	33,896	44,281
1,415,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 11/15/97 ZR CPN DUE 11/15/27	1,086,881	1,213,079
6,335,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 02/16/99 ZR CPN DUE 02/15/29	5,177,421	5,265,018
5,425,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 08/15/97 ZR CPN DUE 08/15/27	3,900,524	4,679,334
145,000	UNITED TECHNOLOGIES CORP NT DTD 05/26/06 6.050% DUE 06/01/36	187,738	197,499
45,000	UNITED TECHNOLOGIES CORP UNSECD SR NT CALL 05/01/46 @100 DTD 11/01/16 3.750% DUE 11/01/46	49,319	49,040
245,000	UNITED TECHNOLOGIES CORP SR UNSECD NT DTD 05/04/15 4.150% DUE 05/15/45	251,951	281,020
70,000	UNITED TECHNOLOGIES CORP SR UNSECD BD DTD 06/01/12 4.500% DUE 06/01/42	71,755	83,924
90,000	UNITEDHEALTH GROUP INC SR UNSECD NT DTD 02/17/11 5.950% DUE 02/15/41	105,922	122,204
215,000	UNITEDHEALTH GROUP INC UNSECD SR NT DTD 10/25/17 2.375% DUE 10/15/22	214,822	217,690
405,000	UNITEDHEALTH GROUP INC SR UNSECD NT DTD 07/23/15 4.750% DUE 07/15/45	463,614	498,733
190,000	UNIVERSITY CALIF REVS GEN REV BDS-TAXBL DTD 03/01/12 04.858 DUE 05/15/12	190,000	234,236
35,000	UNIVERSITY CHICAGO UNSECD BD SER 12-B C10/1/22 @100 DTD 02/02/12 4.683% DUE 10/01/42	34,996	36,306
200,000	UNIVERSITY VA UNIV REVS TAXABLE GEN REV BDS-TAXBL-OID DTD 04/22/09 06.200 DUE 09/01/39	265,238	292,676
165,000	VERIZON COMMUNICATIONS INC SR UNSECD BD DTD 08/10/17 4.500% DUE 08/10/33	164,535	192,606
100,000	VERIZON COMMUNICATIONS INC SR UNSECD NT DTD 03/16/17 5.250% DUE 03/16/37	99,217	125,593
190,000	VERIZON COMMUNICATIONS INC SR UNSECD GBL NT DTD 03/13/15 4.522% DUE 09/15/48	182,971	227,991
420,000	VERIZON COMMUNICATIONS INC SR UNSECD NT DTD 02/03/17 5.012% DUE 04/15/49	495,095	538,490
275,000	VERIZON COMMUNICATIONS INC SR UNSECD GBL NT DTD 03/13/15 4.672% DUE 03/15/55	290,788	339,785
20,000	VIRGINIA ELEC & PWR CO UNSECD SR NT CALL 05/15/46 @100 DTD 11/16/16 4.000% DUE 11/15/46	19,877	22,074
20,000	VIRGINIA ELEC & PWR CO SR UNSECD NT CALL 11/15/44 @100 DTD 05/13/15 4.200% DUE 05/15/45	21,615	22,873
70,000	VISA INC SR UNSECD NT CALL 6/14/45 @100 DTD 12/14/15 4.300% DUE 12/14/45	74,038	86,052
135,000	VODAFONE GROUP PLC NEW UNSECD SR NT UNITED KINGDOM DTD 06/19/19 5.125% DUE 06/19/59	133,771	158,718
195,000	VODAFONE GROUP PLC NEW UNSECD SR GBL NT UNITED KINGDOM DTD 05/30/18 5.250% DUE 05/30/48	190,352	234,238
237,000	VOYA FINL INC UNSECD SR GBL NT DTD 06/13/16 3.650% DUE 06/15/26	236,424	250,395
75,000	WALMART INC SR UNSECD NT CALL 12/29/47 @100 DTD 06/27/18 4.050% DUE 06/29/48	72,345	88,901

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

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158,000	WAL-MART STORES INC SR NT DTD 04/15/08 6.200% DUE 04/15/38	$ 213,032	$ 229,730
5,000	WAL-MART STORES INC UNSECD SR NT CALL 06/15/47 @100 DTD 10/20/17 3.625% DUE 12/15/47	4,804	5,565
145,000	WASTE MGMT INC DEL UNSECD SR NT CALL 1/15/39 @100 DTD 05/22/19 4.000% DUE 07/15/39	146,409	162,473
1,000,000	WELLS FARGO & CO UNSECD SR MTN CALL 10/30/29 @100 DTD 10/31/19 VAR RT DUE 10/30/30	1,005,623	1,006,950
425,000	WELLS FARGO & CO SR UNSECD MEDIUM TERM SR NT DTD 07/22/15 VAR RT DUE 07/22/20	431,484	426,781
110,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 11/17/15 4.900% DUE 11/17/45	121,093	134,561
220,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 06/14/16 4.400% DUE 06/14/46	254,084	250,936
40,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 11/04/14 4.650% DUE 11/04/44	40,695	47,048
1,090,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT SER M DTD 02/13/13 3.450% DUE 02/13/23	1,103,196	1,128,848
95,000	WESTERN GAS PARTNERS LP UNSECD SR NT CALL 05/15/28 @100 DTD 08/09/18 4.750% DUE 08/15/28	94,827	95,857
130,000	WESTERN GAS PARTNERS LP UNSECD SR NT CALL 02/15/48 @100 DTD 08/09/18 5.500% DUE 08/15/48	120,685	114,351
195,000	WILLIAMS PARTNERS L P UNSECD SR NT DTD 02/09/10 6.300% DUE 04/15/40	221,947	241,938
30,000	WILLIAMS PARTNERS LP SR UNSECD NT CALL 03/15/45 @100 DTD 03/03/15 5.100% DUE 09/15/45	31,871	33,454
305,000	WILLIAMS PARTNERS LP NEW UNSECD SR NT C09/01/47 @100 DTD 03/05/18 4.850% DUE 03/01/48	292,687	333,908
150,000	WYETH NT DTD 03/27/07 5.950% DUE 04/01/37	196,211	204,897
		72,787,716	79,135,751
Common Stock			
765	AAR CORP COM	33,305	34,501
652	ACADIA PHARMACEUTICALS INC COM	15,336	27,893
926	ACCENTURE PLC CL A COM IRELAND	107,939	194,988
7,001	ACCOR SA SPONSORED ADR FRANCE	61,532	65,620
402	ACI WORLDWIDE INC COM	10,036	15,230
7,568	ACS ACTIV DE CONSTRUC Y SERV UNSPONSORED ADR SPAIN	49,338	60,567
755	ACTUANT CORP COM CL A NEW	20,606	19,653
495	ADAPTIVE BIOTECHNOLOGIES CORP COM	14,079	14,810
2,079	ADECCO GROUP S A ADR SWITZERLAND	64,422	65,719
555	ADIDAS AG SPONSORED ADR GERMANY	64,634	90,271
1,325	ADTRAN INC COM	20,347	13,104
1,075	AERCAP HOLDINGS NV COM ISIN NL0000687663 NETHERLANDS	49,298	66,080
2,023	AERCAP HOLDINGS NV COM ISIN NL0000687663 NETHERLANDS	100,594	124,354
448	AGCO CORP COM	29,971	34,608
2,765	AIA GROUP LTD SPONSORED ADR HONG KONG	81,259	116,111
2,306	AIA GROUP LTD SPONSORED ADR HONG KONG	75,984	96,836
1,780	AIRBUS SE UNSPONSORED ADR NETHERLANDS	37,459	65,176
140	ALCON INC COM SWITZERLAND	6,606	7,920
3,244	ALCON INC COM SWITZERLAND	190,894	183,513
768	ALEXION PHARMACEUTICALS INC COM	99,433	83,059
1,935	ALIBABA GROUP HLDG LTD ADS CAYMAN ISLANDS	248,081	410,413
539	ALIBABA GROUP HLDG LTD ADS CAYMAN ISLANDS	84,482	114,322
592	ALIGN TECHNOLOGY INC COM	142,514	165,192

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
4,856	ALLSCRIPTS-MISYS HEALTHCARE SOLUTIONS INC COM	$ 55,300	$ 47,662
2,188	ALLSCRIPTS-MISYS HEALTHCARE SOLUTIONS INC COM	27,961	21,475
1,438	ALLSTATE CORP COM	133,208	161,703
238	ALNYLAM PHARMACEUTICALS INC COM	22,483	27,410
153	ALPHABET INC CL A COM	127,895	204,927
153	ALPHABET INC CL C COM	121,412	204,564
830	ALTERYX INC CL A COM	85,308	83,058
228	AMAZON COM INC COM	215,774	421,308
3,255	AMDOCS LTD COM GUERNSEY	186,402	234,978
1,350	AMERICAN AXLE & MFG HLDGS INC COM	13,977	14,526
1,527	AMERICAN ELEC PWR INC COM	119,979	144,317
27	AMERICAN EXPRESS CO COM	2,191	3,361
1,069	AMERICAN WTR WKS CO INC NEW COM	109,698	131,327
543	AMGEN INC COM	91,803	130,901
1,340	AMICUS THERAPEUTICS INC COM	13,387	13,052
688	AMN HEALTHCARE SVCS INC COM	35,121	42,869
793	ANALOG DEVICES INC COM	84,744	94,240
5,140	ANGLO AMERN PLC SPONSORED ADR UNITED KINGDOM	61,824	73,980
940	AON PLC COM ISIN GB00B5BT0K07 UNITED KINGDOM	125,477	195,793
588	APPLIED INDL TECHNOLOGIES INC COM	34,987	39,214
671	APTARGROUP INC COM	73,837	77,581
1,010	APTIV PLC COM JERSEY	81,221	95,920
4,198	ARCH CAP GROUP LTD NEW COM BERMUDA	133,980	180,052
534	ARGO GROUP INTL HLDGS LTD COM BERMUDA	32,215	35,110
492	ARISTA NETWORKS INC COM	120,147	100,073
75	ARMSTRONG WORLD INDS INC NEW COM	4,340	7,048
822	ASGN INC COM	55,924	58,337
276	ASML HOLDINGS NV ADR ISIN USN070592100 NETHERLANDS	52,096	81,679
245	ASML HOLDINGS NV ADR ISIN USN070592100 NETHERLANDS	41,006	72,505
631	ASSURED GUARANTY LTD COM BERMUDA	23,440	30,932
775	ATKORE INTL GROUP INC COM	21,143	31,357
1,309	ATRICURE INC COM	34,679	42,556
1,660	AUTODESK INC COM	154,867	304,544
398	AUTOMATIC DATA PROCESSING INC COM	40,563	67,859
622	AVNET INC COM	25,309	26,398
2,406	AXA SA SPONSORED ADR FRANCE	59,497	67,816
891	AXOGEN INC COM	24,972	15,940
992	AXONICS MODULATION TECH INC COM	23,622	27,488
2,513	BAE SYS PLC SPONSORED ADR UNITED KINGDOM	81,030	75,212
2,654	BAKER HUGHES CO CL A COM	65,125	68,022

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
10,572	BANCO BILBAO VIZCAYA ARGENTARIA S A SPONSORED ADR SPAIN	$ 77,334	$ 58,992
1,505	BANCORP INC DELAWARE COM	15,405	19,520
4,669	BARRICK GOLD CORP COM CANADA	84,473	86,797
3,636	BASF SE SPONSORED ADR GERMANY	84,235	68,720
2,247	BAYERISCHE MOTOREN WERKE A G SPONSORED ADR GERMANY	75,494	61,876
1,252	BEACON ROOFING SUPPLY INC COM	42,838	40,039
660	BENEFITFOCUS INC COM	21,921	14,480
1,134	BHP GROUP LTD SPONSORED ADR AUSTRALIA	55,729	62,041
694	BLACK KNIGHT INC COM	42,556	44,749
241	BLUEBIRD BIO INC COM	24,200	21,148
1,131	BOISE CASCADE CO DEL COM	41,211	41,315
2,199	BOX INC CL 4 COM	50,386	36,899
2,937	BRIDGESTONE CORP ADR COM JAPAN	56,954	54,998
827	BRINKS CO COM	58,063	74,992
1,133	BROADRIDGE FINL SOLUTIONS INC COM	120,152	139,971
2,641	BROOKLINE BANCORP INC DEL COM	43,198	43,471
6,013	BROWN & BROWN INC COM	175,812	237,393
934	BRP GROUP INC CL A COM	15,962	14,991
599	BUILDERS FIRSTSOURCE INC COM	9,463	15,221
1,844	BUNZL PLC SPONSORED ADR NEW UNITED KINGDOM	50,137	50,444
2,100	BURBERRY GROUP PLC SPONSORED ADR UNITED KINGDOM	54,819	61,343
204	BURLINGTON STORES INC COM	26,773	46,518
846	BURLINGTON STORES INC COM	116,842	192,913
1,879	BWX TECHNOLOGIES INC COM	120,919	116,648
130	CABLE ONE INC COM	92,310	193,501
1,519	CABOT CORP COM	74,877	72,183
238	CABOT MICROELECTRONICS CORP COM	25,434	34,348
1,412	CALLAWAY GOLF CO COM	24,822	29,934
2,657	CAPGEMINI S E UNSPONSORED ADR FRANCE	64,226	64,958
1,070	CAREDX INC COM	25,717	23,080
987	CARLISLE COS INC COM	121,540	159,736
2,236	CARLSBERG AS SPONSORED ADR DENMARK	45,356	66,760
175	CARTER HLDGS INC COM	17,329	19,135
769	CBOE HLDGS INC COM	90,739	92,280
3,134	CBRE GROUP INC CL A COM	156,099	192,083
1,592	CDW CORP COM	127,597	227,401
309	CELANESE CORP DEL SER A COM	30,420	38,044
280	CERENCE INC COM	4,603	6,336
1,992	CERNER CORP COM	116,228	146,193
3,955	CERUS CORP COM	20,555	16,690

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
659	CHARLES RIV LABORATORIES INTL INC COM	$ 91,934	$ 100,669
402	CHART INDUSTRIES INC COM	30,026	27,131
371	CHECK POINT SOFTWARE TECH LTD ORD ISRAEL	44,836	41,166
391	CHILDRENS PLACE INC COM	37,280	24,445
894	CHUBB LTD COM SWITZERLAND	110,654	139,160
514	CHURCH & DWIGHT INC COM	35,685	36,155
1,323	CIENA CORP NEW COM	38,298	56,479
1,099	CIGNA CORP NEW COM	182,054	224,735
1,328	CIMAREX ENERGY CO COM	109,459	69,707
676	CINTAS CORP COM	126,324	181,898
585	CIRCOR INTL INC COM	23,161	27,050
3,554	CISCO SYS INC COM	125,995	170,450
611	CIT GROUP INC NEW COM	26,048	27,880
3,621	CITIGROUP INC NEW COM	220,578	289,282
4,767	CNO FINL GROUP INC COM	86,679	86,426
3,152	COCA COLA CO COM	135,150	174,463
1,717	COLGATE PALMOLIVE CO COM	121,268	118,198
501	COLUMBIA SPORTSWEAR CO COM	41,902	50,195
5,496	COMCAST CORP NEW CL A COM	160,339	247,155
1,191	COMMERCIAL METALS CO COM	21,625	26,524
1,809	COMMSCOPE HLDG CO INC COM	29,054	25,670
7,797	COMPAGNIE DE ST GOBAIN UNSPONSORED ADR FRANCE	65,789	63,889
8,175	COMPAGNIE FINANCIERE RICHEMONT AG ADR SWITZERLAND	68,788	64,215
3,113	CONTINENTAL AG SPONSORED ADR GERMANY	67,542	40,276
524	COOPER COS INC COM NEW	135,837	168,356
745	COOPER STD HLDGS INC COM	45,003	24,704
895	CORNERSTONE ONDEMAND INC COM	44,154	52,402
1,794	COTT CORP QUE COM CANADA	23,022	24,542
2,942	COVANTA HLDG CORP COM	47,946	43,659
1,289	CROWN HLDGS INC COM	62,221	93,504
323	CUMMINS INC COM	49,293	57,804
385	CYBER-ARK SOFTWARE LTD COM ISRAEL	29,444	44,883
1,770	D R HORTON INC COM	65,800	93,367
1,994	D R HORTON INC COM	89,436	105,183
818	DANAHER CORP DEL COM	63,851	125,547
5,631	DANONE SPONSORED ADR FRANCE	88,138	93,424
10,433	DANONE SPONSORED ADR FRANCE	155,205	173,094
854	DBS GROUP HLDGS LTD SPONSORED ADR SINGAPORE	56,292	65,747
1,006	DEERE & CO COM	117,134	174,300
2,781	DESIGNER BRANDS INC CL A COM	58,406	43,773

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
4,300	DEUTSCHE BOERSE ADR GERMANY	$ 52,102	$ 67,648
1,997	DEUTSCHE POST AG SPONSORED ADR GERMANY	81,335	76,237
3,017	DEUTSCHE WOHNEN SE UNSPONSORED ADR GERMANY	56,508	61,670
1,886	DEVON ENERGY CORP NEW COM	62,429	48,979
511	DEXCOM INC COM	77,908	111,776
543	DIAGEO PLC SPONSORED ADR NEW UNITED KINGDOM	72,343	91,452
808	DIAMONDBACK ENERGY INC COM	89,329	75,031
5,561	DISCOVERY INC NEW CL C COM	149,801	169,555
3,565	DNB NOR ASA SPONSORED ADR REPSTG NORWAY	60,517	66,534
3,520	DNB NOR ASA SPONSORED ADR REPSTG NORWAY	65,438	65,694
1,743	DOLBY LABORATORIES INC CL A COM	117,581	119,918
539	DOLBY LABORATORIES INC CL A COM	30,993	37,083
1,483	DOLLAR GEN CORP NEW COM	146,626	231,318
1,949	DUKE ENERGY CORP NEW COM	160,274	177,768
1,006	DUPONT DE NEMOURS INC COM	67,287	64,585
378	DYCOM INDS INC COM	29,538	17,823
5,520	E ON SE SPONSORED ADR GERMANY	56,236	59,014
443	EAGLE MATERIALS INC COM	37,878	40,162
1,957	EAST WEST BANCORP INC COM	130,587	95,306
1,695	EATON CORP PLC COM IRELAND	126,602	160,550
1,105	EL PASO ELEC CO COM NEW	61,678	75,018
983	ELDORADO RESORTS INC COM	38,894	58,626
3,336	ELEMENT SOLUTIONS INC COM	39,521	38,964
490	EMERGENT BIOSOLUTIONS INC COM	23,363	26,435
1,064	ENERGIZER HLDGS INC COM	48,123	53,434
4,174	ENGIE SPONSORED ADR FRANCE	65,884	67,469
110	ENSTAR GROUP LTD COM BERMUDA	19,517	22,755
628	EOG RES INC COM	59,985	52,601
819	EPAM SYS INC COM	94,049	173,759
2,868	ERSTE GROUP BANK A G SPONSORED ADR REPSTG 1/2 SH AUSTRIA	63,467	54,022
1,124	ESSENT GROUP LTD COM BERMUDA	46,463	58,437
1,033	ESSILORLUXOTTICA ADR FRANCE	63,753	78,733
685	ESSILORLUXOTTICA ADR FRANCE	42,409	52,209
2,333	ETSY INC COM	112,997	103,352
1,184	EURONET WORLDWIDE INC COM	102,262	186,551
691	EURONET WORLDWIDE INC COM	91,910	108,874
293	EURONET WORLDWIDE INC COM	44,169	46,165
692	EVERCORE PARTNERS INC CL A COM	61,490	51,734
2,022	EVOLENT HEALTH INC COM	26,900	18,299
2,341	EXPEDITORS INTL WASHINGTON INC COM	129,656	182,645

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
2,253	EXTENDED STAY AMER INC PAIRED SHS COMPRISED 1 COM	$ 45,380	$ 33,480
1,994	FACEBOOK INC CL A COM	249,562	409,268
429	FACTSET RESH SYS INC COM	78,784	115,101
3,478	FANUC CORP UNSP ADR JAPAN	66,970	65,063
2,537	FASTENAL CO COM	63,825	93,742
1,260	FIDELITY NATL INFORMATION SVCS INC COM	101,211	175,253
4,912	FIFTH THIRD BANCORP COM	137,005	150,995
1,354	FIRST HAWAIIAN INC COM	34,762	39,063
8,731	FIRST HORIZON NATL CORP COM	142,167	144,585
3,403	FIRST MIDWEST BANCORP DEL COM	75,809	78,473
372	FIRSTCASH INC COM	30,694	29,994
2,540	FIRSTENERGY CORP COM	102,124	123,444
3,241	FIRSTENERGY CORP COM	139,748	157,513
1,443	FISERV INC COM	94,531	166,854
1,933	FISERV INC COM	142,865	223,513
1,291	FIVE BELOW INC COM	150,683	165,067
1,071	FLEXION THERAPEUTICS INC COM	24,166	22,170
1,724	FLEXTRONICS COM SINGAPORE	14,598	21,757
6,787	FNB CORP PA COM	80,068	86,195
2,733	FNF GROUP COM	95,254	123,942
981	FOCUS FINL PARTNERS INC CL A COM	29,553	28,910
1,301	FORMFACTOR INC COM	20,533	33,787
599	FOX FACTORY HLDG CORP COM	31,488	41,672
115	GALAPAGOS NV SPONSORED ADR BELGIUM	11,665	23,785
1,524	GALLAGHER ARTHUR J & CO COM	104,409	145,131
2,328	GARDNER DENVER HLDGS INC COM	75,779	85,391
884	GARDNER DENVER HLDGS INC COM	25,077	32,425
535	GARTNER GROUP INC NEW CL A	73,197	82,443
1,840	GASLOG LTD COM BERMUDA	29,459	18,014
1,903	GEA GROUP AG SPONSORED ADR GERMANY	46,301	62,972
1,308	GENTHERM INC COM	48,287	58,062
968	G-III APPAREL GROUP LTD COM	32,659	32,428
1,350	GLATFELTER COM	26,862	24,705
682	GLAUKOS CORP COM	37,735	37,149
1,867	GLAXOSMITHKLINE PLC SPONSORED ADR UNITED KINGDOM	76,704	87,730
960	GLOBAL PMTS INC COM	110,984	175,258
505	GOLDMAN SACHS GROUP INC COM	104,215	116,115
612	GOOSEHEAD INS INC COM CL A	19,850	25,949
2,457	GRACO INC COM	108,796	127,764
1,088	GRAND CANYON ED INC COM	134,945	104,220

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
2,035	GRANITE CONSTR INC COM	$ 77,423	$ 56,308
8,499	GRAPHIC PACKAGING HLDG CO COM	115,458	141,508
644	GREIF INC CL A	21,670	28,465
497	HARSCO CORP COM	10,195	11,436
1,320	HDFC BK LTD ADR REPSTG 3 SHS INDIA	57,057	83,648
401	HEALTHEQUITY INC COM	25,675	29,702
1,065	HESS CORP COM	61,152	71,153
837	HITACHI LIMITED ADR 10 COM JAPAN	57,602	71,258
1,001	HONEYWELL INTL INC COM	119,896	177,177
1,609	HONG KONG EXCHANGES & CLEARING LTD ADR HONG KONG	50,081	52,244
4,580	HOPE BANCORP INC COM	73,283	68,059
2,589	HOUGHTON MIFFLIN HARCOURT CO COM	21,570	16,181
1,697	HSBC HLDGS PLC SPON ADR NEW UNITED KINGDOM	76,431	66,336
644	HUB GROUP INC CL A	29,547	33,031
498	HUMANA INC COM	143,073	182,527
404	HYSTER-YALE MATLS HANDLING INC CL A COM	24,340	23,820
594	IAA INC COM	20,604	27,954
521	ICF INTL INC COM	37,307	47,734
1,076	ICON PLC COM ISIN IE0005711209 IRELAND	137,313	185,319
370	ICON PLC COM ISIN IE0005711209 IRELAND	45,583	63,725
830	IDEX CORP COM	110,901	142,760
480	IDEXX LABS INC COM	102,712	125,342
937	ILLINOIS TOOL WKS INC COM	127,056	168,313
1,163	IMMUNOMEDICS INC COM	17,812	24,609
4,370	INDUSTRIA DE DISENO TEXTIL INDITEX SA ADR SPAIN	67,119	77,135
2,933	INFINEON TECHNOLOGIES AG SPONSORED ADR GERMANY	73,832	66,867
1,199	INGERSOLL-RAND CO LTD COM IRELAND	106,847	159,371
795	INSULET CORP COM	72,703	136,104
146	INTERCEPT PHARMACEUTICALS INC COM	11,743	18,092
2,712	INTERNATIONAL GAME TECHNOLOGY PLC COM UNITED KINGDOM	53,591	40,599
2,033	INTERNATIONAL PAPER CO COM	94,198	93,620
13,682	INVESTORS BANCORP INC NEW COM	167,152	163,021
1,204	INVITAE CORP COM	20,646	19,421
362	IONIS PHARMACEUTICALS INC COM	18,301	21,868
917	IOVANCE BIOTHERAPEUTICS INC COM	14,095	25,383
2,024	IRONWOOD PHARMACEUTICALS INC CL A COM	24,319	26,939
2,201	J P MORGAN CHASE & CO COM	174,325	306,819
1,902	JACOBS ENGR GROUP INC DEL COM	134,463	170,857
879	JANUS HENDERSON GROUP PLC COM JERSEY	23,436	21,492
3,533	JAPAN AIRLS LTD UNSPONSORED ADR	54,838	55,217

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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1,272	JARDINE STRATEGIC HLDGS LTD BERMUDA ADR	$ 23,405	$ 19,493
681	JAZZ PHARMACEUTICALS PLC COM IRELAND	118,302	101,660
2,490	JELD-WEN HLDG INC COM	47,358	58,291
2,060	JOHNSON & JOHNSON COM	239,225	300,492
1,913	JOHNSON CONTROLS INTL PLC COM IRELAND	75,817	77,878
7,444	JULIUS BAER GROUP LTD ADR SWITZERLAND	80,540	76,763
1,151	KANSAS CITY SOUTHERN NEW COM	126,615	176,287
673	KAR AUCTION SVCS INC COM	33,489	14,665
548	KBR INC COM	16,723	16,714
720	KENNAMETAL INC COM	24,487	26,561
2,568	KEYCORP NEW COM	43,978	51,976
1,505	KEYSIGHT TECHNOLOGIES INC COM	106,659	154,458
695	KIMBERLY CLARK CORP COM	75,265	95,597
1,076	KLX ENERGY SVCS HLDGS INC COM	24,035	6,929
791	KNIGHT-SWIFT TRANSN HLDGS INC CL A COM	29,047	28,349
2,128	KNORR-BREMSE AG UNSPONSORED ADR GERMANY	55,842	54,194
1,897	KOHLS CORP COM	119,071	96,652
1,340	KONINKLIJKE PHILIPS NV SPONSORED ADR NY REGISTRY SH NEW 2000 NETHERLANDS	60,030	65,392
991	KOPPERS HLDGS INC COM	34,806	37,876
1,774	KRATOS DEFENSE & SECURITY SOLUTIONS INC NEW COM	24,718	31,950
2,046	LAMB WESTON HLDGS INC COM	132,948	176,017
484	LAMB WESTON HLDGS INC COM	32,256	41,639
434	LEAR CORP NEW COM	59,338	59,545
1,760	LIONS GATE ENTMT CORP CL B NON VTG COM CANADA	37,299	17,477
456	LITTELFUSE INC COM	103,881	87,233
1,180	LIVERAMP HLDGS INC COM	40,510	56,723
21,483	LLOYDS BANKING GROUP PLC SPONSORED ADR UNITED KINGDOM	72,423	71,109
19,472	LLOYDS BANKING GROUP PLC SPONSORED ADR UNITED KINGDOM	63,982	64,452
248	LOCKHEED MARTIN CORP COM	81,146	96,566
2,979	LOEWS CORP COM	141,631	156,368
1,674	LONZA GROUP AG UNSPON ADR SWITZERLAND	43,480	61,057
864	LUMENTUM HLDGS INC COM	47,217	68,515
1,222	MAKITA CORP ADR NEW JAPAN	50,397	42,842
220	MARKETAXESS HLDGS INC COM	46,662	83,404
1,863	MASCO CORP COM	79,257	89,405
438	MASONITE INTL CORP NEW ORD COM CANADA	28,926	31,628
1,648	MATSON INC COM	60,285	67,238
375	MAXIMUS INC COM	28,335	27,896
744	MCKESSON CORP COM	114,273	102,910
1,881	MEDTRONIC PLC COM IRELAND	146,473	213,399

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SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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939	MERCK & CO INC NEW COM	$ 53,339	$ 85,402
1,351	MERCURY SYSTEMS INC COM	64,943	93,368
1,499	MICROCHIP TECHNOLOGY INC COM	145,449	156,975
1,783	MICROSOFT CORP COM	121,578	281,179
835	MILLER HERMAN INC COM	29,733	34,778
707	MIMECAST LTD COM UNITED KINGDOM	28,297	30,670
886	MOHAWK INDS INC COM	121,908	120,833
2,842	MOLSON COORS BREWING CO CL B COM	172,801	153,184
1,184	MOMENTA PHARMACEUTICALS INC COM	15,041	23,360
1,056	MONOLITHIC PWR SYS INC COM	139,051	187,989
304	MONRO,INC COM	18,471	23,773
3,698	MONSTER BEVERAGE CORP COM	189,619	235,008
2,065	MRC GLOBAL INC COM	38,964	28,167
627	MTS SYS CORP COM	35,474	30,115
4,579	MURATA MFG CO CO LTD ADR JAPAN	56,324	71,062
929	NASDAQ INC COM	60,063	99,496
2,633	NATIONAL GEN HLDGS CORP COM	63,176	58,189
3,325	NATIONAL OILWELL VARCO INC COM	89,885	83,291
3,955	NCR CORP NEW COM	111,802	139,058
1,042	NCR CORP NEW COM	32,463	36,637
1,146	NESTLE S A SPONSORED ADR SWITZERLAND	93,196	124,003
1,729	NESTLE S A SPONSORED ADR SWITZERLAND	131,763	187,086
1,794	NINTENDO LTD ADR JAPAN	82,601	90,732
8,299	NORDEA BK ABP SPONSORED ADR FINLAND	85,836	67,056
12,726	NORSK HYDRO A S SPONSORED ADR NORWAY	65,495	47,277
835	NORTHERN TR CORP COM	77,805	88,710
430	NORTHROP GRUMMAN CORP COM	121,273	147,907
1,765	NOVARTIS A G SPONSORED ADR SWITZERLAND	169,441	167,128
240	NOVOCURE LTD COM JERSEY	8,671	20,225
3,324	NOVO-NORDISK A S ADR DENMARK	165,524	192,393
2,412	NUANCE COMMUNICATIONS INC COM	33,185	43,006
1,160	NUTRIEN LTD COM CANADA	61,884	55,576
876	NUTRIEN LTD COM CANADA	43,054	41,969
859	NVIDIA CORP COM	127,514	202,123
545	NXP SEMICONDUCTORS NV COM NETHERLANDS	41,511	69,357
437	O REILLY AUTOMOTIVE INC NEW COM	129,047	191,520
1,288	OCADO GROUP PLC SPONSORED ADR UNITED KINGDOM	30,251	43,646
483	OMNICELL INC COM	35,022	39,471
812	ONTO INNOVATION INC COM	27,669	29,670
5,717	ORACLE CORP COM	255,691	302,887

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

(a)	(b and c) Identity of Issuer, Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
1,575	ORION ENGINEERED CARBONS SA COM LUXEMBOURG	$ 39,944	$ 30,397
3,484	OTSUKA HLDGS CO LTD ADR JAPAN	72,760	78,272
3,459	OVERSEA-CHINESE BKG CORP LTD UNSPONSORED ADR SINGAPORE	59,879	56,489
530	PACIRA PHARMACEUTICALS INC COM	19,785	24,009
948	PACKAGING CORP AMER COM	93,027	106,167
2,822	PACWEST BANCORP DEL COM	113,867	107,998
1,427	PAGERDUTY INC COM	36,363	33,378
766	PALOMAR HLDGS INC COM	28,334	38,675
1,678	PARSLEY ENERGY INC COM	39,768	31,731
3,965	PATTERSON-UTI ENERGY INC COM	55,597	41,632
656	PBF ENERGY INC CL A COM	18,603	20,579
561	PEPSICO INC COM	72,782	76,672
1,211	PERFORMANCE FOOD GROUP CO COM	43,338	62,342
1,319	PETIQ INC CL A COM	44,795	33,041
4,037	PFIZER INC COM	128,091	158,170
1,133	PGT INNOVATIONS INC COM	20,700	16,893
1,804	PHILIP MORRIS INTL INC COM	168,095	153,502
796	PHREESIA INC COM	21,491	21,205
1,627	PINNACLE FINL PARTNERS INC COM	98,438	104,128
820	PNC FINL SVCS GROUP INC COM	100,706	130,897
832	POOL CORP COM	120,776	176,700
1,004	PORTLAND GEN ELEC CO COM NEW	53,616	56,013
815	PORTOLA PHARMACEUTICALS INC COM	19,869	19,462
1,197	PPG INDS INC COM	130,527	159,788
1,380	PPG INDS INC COM	152,919	184,216
1,247	PRESTIGE CONSUMER HEALTHCARE INC COM	43,175	50,504
1,629	PROCTER & GAMBLE CO COM	129,272	203,462
7,282	PROSUS NV SPONSOR ADR NETHERLANDS	105,299	108,764
678	PTC INC COM	53,817	50,775
779	PVH CORP COM	63,161	81,912
2,518	QUALCOMM INC COM	140,787	222,163
3,380	RANGE RES CORP COM	37,685	16,393
1,004	REALPAGE INC COM	50,821	53,965
2,146	REALPAGE INC COM	121,772	115,348
4,146	RECKITT BENCKISER PLC SPONSORED ADR UNITED KINGDOM	66,356	67,327
541	REGENERON PHARMACEUTICALS COM	189,921	203,135
9,505	REGIONS FINL CORP NEW COM	153,649	163,106
4,041	REPSOL S A SPONSORED ADR SPAIN	77,894	63,185
1,911	REPUBLIC SVCS INC COM	148,345	171,283
2,745	RESIDEO TECHNOLOGIES INC COM	47,721	32,748

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

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4,255	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	$ 153,796	$ 172,468
3,105	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	107,082	125,855
1,779	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	56,007	72,108
2,426	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	78,836	98,333
643	ROCKWELL AUTOMATION INC COM	112,533	130,317
5,338	ROLLS-ROYCE HLDGS PLC SPONSORED ADR UNITED KINGDOM	62,092	48,314
3,069	ROYAL DSM N V SPONSORED ADR	68,296	99,991
1,084	ROYAL DUTCH SHELL PLC SPONSORED ADR CL A DUTCH LISTING	64,553	63,934
2,201	RWE AG SPONSORED ADR REPSTG ORD PAR GERMANY	61,547	67,571
1,297	SANDS CHINA LTD UNSPONSORED ADR CAYMAN ISLANDS	65,686	69,330
667	SANOFI SPONSORED ADR FRANCE	33,373	33,483
718	SAP SE SPONSORED ADR GERMANY	78,269	96,205
620	SAP SE SPONSORED ADR GERMANY	79,562	83,074
3,115	SCHLUMBERGER LTD COM CURACAO	197,469	125,223
5,196	SCHNEIDER ELEC SE ADR FRANCE	78,115	106,736
1,807	SCHNEIDER NATL INC WIS CL B COM	45,305	39,429
2,127	SEALED AIR CORP NEW COM	89,900	84,718
2,449	SEI INVESTMENTS CO COM	143,327	160,361
2,992	SIEMENS HEALTHINEERS AG UNSPONSORED ADR GERMANY	62,484	71,907
634	SILICON MOTION TECHNOLOGY CORP SPONSORED ADR REPSTG SHS CAYMAN ISLANDS	31,118	32,150
778	SILK RD MED INC COM	31,069	31,416
996	SIMMONS 1ST NATL CORP CL A $10 PAR	26,670	26,683
1,411	SKYLINE CORP COM	31,247	44,729
3,470	SMC CORP JAPAN SPONSORED ADR JAPAN	59,557	80,289
1,425	SMITH & NEPHEW PLC SPDN ADR NEW UNITED KINGDOM	51,278	68,500
717	SMITH A O COM	39,112	34,158
2,349	SMITH A O COM	143,786	111,906
1,758	SMITH A O COM	83,428	83,751
1,301	SONY CORP ADR NEW JAPAN	71,475	88,468
2,484	SOUTHERN CO COM	141,432	158,231
451	SPROUT SOCIAL INC CL A COM	8,078	7,239
702	SPROUTS FMRS MKT INC COM	14,691	13,584
1,131	SPX CORP COM	37,995	57,545
1,141	SS&C TECHNOLOGIES HLDGS INC COM	57,023	70,057
1,049	STANLEY BLACK & DECKER INC COM	147,417	173,861
749	STANLEY BLACK & DECKER INC COM	107,875	124,139
1,762	STARBUCKS CORP COM	103,185	154,915
942	STATE STR CORP COM	81,736	74,512
916	STEEL DYNAMICS INC COM	34,845	31,181
521	STERIS PLC COM IRELAND	64,284	79,411

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

As of December 31, 2019

EIN #46-1382783/PLAN #001

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	863 STIFEL FINL CORP COM	$ 47,734	$ 52,341
	245 STRATEGIC ED INC COM	35,180	38,931
	3,655 SUNCOR ENERGY INC NEW COM CANADA	114,877	119,884
	140 SVB FINL GROUP COM	27,262	35,146
	1,375 SYKES ENTERPRISES INC COM	37,155	50,861
	1,122 SYNEOS HEALTH INC COM CL A	52,731	66,731
	1,315 SYNOPSYS INC COM	117,298	183,048
	564 TABULA RASA HEALTHCARE INC COM	29,140	27,456
	686 TACTILE SYS TECHNOLOGY INC COM	32,286	46,312
	2,284 TAIWAN SEMICONDUCTOR MFG LTD SPONSORED ADR TAIWAN	79,177	132,700
	3,664 TAKEDA PHARMACEUTICAL CO LTD SPONSORED ADR JAPAN	71,594	72,291
	1,343 TAKE-TWO INTERACTIVE SOFTWARE COM	144,486	164,423
	374 TALEND S A AMERN DEPOSITARY SHS ADR FRANCE	18,303	14,627
	2,221 TCF FINL CORP NEW COM	87,936	103,943
	564 TELADOC HEALTH INC COM	30,688	47,218
	1,973 TENCENT HLDGS LTD ADR CAYMAN ISLANDS	85,263	95,108
	1,299 TENNECO INC COM	36,299	17,017
	592 TERADYNE INC COM	24,523	40,368
	1,300 TEREX CORP NEW COM	38,653	38,714
	4,619 TETRA TECHNOLOGIES INC DEL COM	22,383	9,053
	708 TEXAS CAP BANCSHARES INC COM	42,823	40,193
	1,442 TEXAS INSTRS INC COM	121,025	184,994
	187 THERMO FISHER SCIENTIFIC CORP COM	27,776	60,751
	1,940 TOTAL S A SPONSORED ADR FRANCE	111,887	107,282
	404 TOYOTA MOTOR CORP SP ADR REP2COM JAPAN	51,785	56,778
	2,129 TRANSUNION COM	162,310	182,264
	886 TRAVELERS COS INC COM	98,291	121,338
	919 TREX INC COM	80,500	82,600
	1,448 TRI POINTE HOMES INC COM	20,304	22,560
	2,045 TRIMBLE NAVIGATION LTD COM	72,595	85,256
	358 TRINSEO S A COM LUXEMBOURG	15,952	13,321
	719 TRIUMPH BANCORP INC COM	28,335	27,336
	2,319 TRUIST FINL CORP COM	111,133	130,606
	721 TYLER TECHNOLOGIES INC COM	159,438	216,314
	625 U S CONCRETE INC NEW COM	37,759	26,038
	3,915 UBS GROUP AG COM SWITZERLAND	64,585	49,251
	2,603 UMICORE SA UNSPONSORED ADR BELGIUM	28,331	31,673
	816 UNION PAC CORP COM	92,991	147,525
	1,108 UNITED BANKSHARES INC WEST VA COM	40,266	42,835
	647 UNITED RENTALS INC COM	87,591	107,900

OCÉ Employees' Cash Accumulation Plan

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543	UNIVERSAL HLTH SVCS INC CL B	$ 66,714	$ 77,899
3,043	US BANCORP DEL COM NEW	141,804	180,419
405	VAIL RESORTS INC COM	108,464	97,131
459	VAIL RESORTS INC COM	100,485	110,082
688	VALERO ENERGY CORP NEW COM	58,130	64,431
488	VARIAN MED SYS INC COM	48,885	69,301
1,250	VARIAN MED SYS INC COM	157,744	177,513
669	VEEVA SYS INC CL A COM	52,590	94,102
709	VERINT SYS INC COM	32,009	39,250
1,076	VERISK ANALYTICS INC COM	111,791	160,690
2,172	VERRA MOBILITY CORP COM	29,502	30,386
2,108	VESTAS WIND SYS A/S UTD KINGDOM UNSPONSORED ADR REPSTG 3 ORD DENMARK	58,374	71,059
1,205	VIRTU FINL INC COM	27,752	19,268
227	VIRTUS INVT PARTNERS INC COM	28,082	27,630
2,516	VISA INC CL A COM	208,166	472,756
1,634	WABASH NATL CORP COM	30,817	24,003
1,113	WADDELL & REED FINL INC CL A	20,615	18,609
406	WATSCO INC COM	73,685	73,141
1,428	WELLS FARGO & CO NEW COM	70,160	76,826
241	WEX INC COM	40,838	50,480
3,897	WHITBREAD PLC SPONSORED ADR UNITED KINGDOM	56,397	62,543
56	WHITE MTNS INS GROUP LTD COM ISIN BMG9618E1075 BERMUDA	47,967	62,469
612	WILEY JOHN & SONS INC CL A	32,901	29,694
390	WILLIS TOWERS WATSON PUB LTD CO IRELAND	66,496	78,757
332	WOODWARD INC COM	32,551	39,322
5,941	WPX ENERGY INC COM	72,569	81,629
7,519	WPX ENERGY INC COM	88,573	103,311
1,454	XYLEM INC COM	106,880	114,561
1,141	YUM BRANDS INC COM	78,159	114,933
1,895	YUM CHINA HLDGS INC COM	61,427	90,979
2,752	YUM CHINA HLDGS INC COM	117,467	132,124
505	ZENDESK INC COM	28,344	38,698
927	ZIMMER BIOMET HLDGS INC COM	109,805	138,753
2,056	ZIONS BANCORPORATION COM	100,092	106,748
1,966	ZUORA INC CL A COM	39,675	28,173
		36,091,104	43,236,704

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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Real Estate Investment Trusts			
1,111	AG MTG INVT TR INC REITS	$ 19,911	$ 17,132
768	ALEXANDER & BALDWIN INC NEW COM	20,176	16,097
2,687	AMERICAN CAMPUS CMNTYS INC REIT	122,643	126,370
13,241	ANNALY CAP MGMT INC REIT	129,877	124,730
3,182	BRIXMOR PPTY GROUP INC REITS	56,721	68,763
2,173	CHATHAM LODGING TR REITS	43,731	39,853
5,013	COLONY CAP INC NEW CL A REITS	39,246	23,812
4,911	FRANKLIN STR PPTYS CORP REITS	46,985	42,038
5,336	INVITATION HOMES INC REITS	128,156	159,920
2,087	KITE RLTY GROUP TR REITS	33,755	40,759
864	MID-AMER APT CMNTYS INC COM	89,755	113,927
1,956	PARK HOTELS & RESORTS INC REITS	50,452	50,602
671	PEBBLEBROOK HOTEL TR COM	20,079	17,989
476	POTLATCHDELTIC CORPORATION NEW REITS	20,004	20,597
720	QTS RLTY TR INC REITS CL A	32,406	39,074
1,720	RAYONIER INC REIT	54,176	56,347
1,900	RETAIL PPTYS AMER INC CL A REITS	23,557	25,460
333	RYMAN HOSPITALITY PPTYS INC REITS	23,821	28,858
		955,451	1,012,328
	Total investments, at fair value	$ 161,005,466	$ 185,013,720

* A party-in-interest as defined by ERISA.

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 1,619,365	January 1, 2018	6	$ 298,619
Shortfall	$ 3,647,227	January 1, 2019	7	$ 592,630

Schedule SB Attachment (Form 5500)—2019 Plan Year
Océ Employees' Cash Accumulation Plan
EIN: 46-1382783 PN: 001

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following non-prescribed assumption changes:

- The retirement age assumption for both actives and terminated vested participants for OBS was changed to better reflect the anticipated future plan experience.
- The optional form election percentage assumption was changed to better reflect the anticipated future plan experience.
- The unlimited expected return on assets was changed from 6.15% to 6.30%.

These changes were made to better reflect the anticipated plan experience. None of these assumption changes reduced the funding shortfall more than the applicable thresholds; as such, approval of the Commissioner is not required.