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

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

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.)
- ☒ 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:
- ☒ 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.	10/11/2021	N. SCOTT MILLAR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	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**	2833
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)**	874
a(2) Total number of active participants at the end of the plan year	**6a(2)**	706
b Retired or separated participants receiving benefits	**6b**	535
c Other retired or separated participants entitled to future benefits	**6c**	1368
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	2609
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	91
f Total. Add lines **6d** and **6e**	**6f**	2700
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)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(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)** [X] **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 2020 Form M-1 annual report. If the plan was not required to file the 2020 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

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **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 2020

2 Assets:

a Market value	**2a**	185353340
b Actuarial value	**2b**	177002618

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	554	64705647	64705647
b For terminated vested participants	1405	54241565	54241565
c For active participants	874	51028058	51389789
d Total	2833	169975270	170337001

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**	5.64 %
6 Target normal cost	**6**	1321700

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	09/24/2021 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	5080463
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3210106
9	Amount remaining (line 7 minus line 8)	0	1870357
10	Interest on line 9 using prior year's actual return of 21.36 %	0	399508
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 5.42 %		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	2269865

Part III Funding Percentages

14	Funding target attainment percentage	14	102.58 %
15	Adjusted funding target attainment percentage	15	103.91 %
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	97.01 %
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:	
4.75 %	5.50 %	6.27 %	☐ 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**	1321700
b Excess assets, if applicable, but not greater than line 31a	**31b**	1321700

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**	0

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

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.**	**2020** **This Form is Open to Public Inspection.**

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan	**B** Three-digit plan number (PN) ▶
OCE EMPLOYEES' CASH ACCUMULATION PLAN	001

C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
CUSA ACQUISITION LLC	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	
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	
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	
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	
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

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

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

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

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

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

(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	650515	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	244873	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	116568	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	24585	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	23684	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	19332	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	18057	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	14038	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	13562	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	12730	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	11109	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	9600	Yes [ ] No [X]	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 G (Form 5500)

Department of Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Financial Transaction Schedules

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

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

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 Schedule of Loans or Fixed Income Obligations in Default or Classified as Uncollectible

Complete as many entries as needed to report all loans or fixed income obligations in default or classified as uncollectible. Check box (a) if obligor is known to be a party in interest. Attach Overdue Loan Explanation for each loan listed. See Instructions.

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

(a)	(b) Identity and address of obligor	(c) Detailed description of loan including dates of making and maturity, interest rate, the type and value of collateral, any renegotiation of the loan and the terms of the renegotiation, and other material items
☐		

	Amount received during reporting year			Amount overdue	
(d) Original amount of loan	(e) Principal	(f) Interest	(g) Unpaid balance at end of year	(h) Principal	(i) Interest

Part II Schedule of Leases in Default or Classified as Uncollectible

Complete as many entries as needed to report all leases in default or classified as uncollectible. Check box (a) if lessor or lessee is known to be a party in interest. Attach Overdue Lease Explanation for each lease listed. (See instructions)

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

(a)	(b) Identity of lessor/lessee	(c) Relationship to plan, employer, employee organization, or other party-in-interest	(d) Terms and description (type of property, location and date it was purchased, terms regarding rent, taxes, insurance, repairs, expenses, renewal options, date property was leased)
☐			

(e) Original cost	(f) Current value at time of lease	(g) Gross rental receipts during the plan year	(h) Expenses paid during the plan year	(i) Net receipts	(j) Amount in arrears

Part III Nonexempt Transactions

Complete as many entries as needed to report all nonexempt transactions. **Caution:** If a nonexempt prohibited transaction occurred with respect to a disqualified person, file Form 5330 with the IRS to pay the excise tax on the transaction.

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price
CUSA ACQUISITION LLC	EMPLOYER	EXPENSES INAPPROPRIATELY PAID FROM PLAN ASSETS DURING 2020	

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction
				3458	118

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

(a) Identity of party involved	(b) Relationship to plan, employer, or other party-in-interest	(c) Description of transaction including maturity date, rate of interest, collateral, par or maturity value	(d) Purchase price

(e) Selling price	(f) Lease rental	(g) Transaction expenses	(h) Cost of asset	(i) Current value of asset	(j) Net gain (or loss) on each transaction

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

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

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)	1888676	758019
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	12590212	12441020
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	79135751	83396561
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	43236704	48980012
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)	1012328	1209252
(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)	49038725	47899273
(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	186902396	194684137
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	126247	61869
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	1422809	0
k	Total liabilities (add all amounts in lines 1g through1j)	1k	1549056	61869
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	185353340	194622268

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)	44621	
	(B) U.S. Government securities	2b(1)(B)	88473	
	(C) Corporate debt instruments	2b(1)(C)	2122054	
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)		
	(F) Other	2b(1)(F)	163972	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		2419120
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)	583614	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	26334	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		609948
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	165933326	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	164345261	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		1588065
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	17733687	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		17733687

		(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)		200643
c Other income	2c		689148
d Total income. Add all **income** amounts in column (b) and enter total	2d		23240611
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	12134003	
(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)		12134003
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)	895388	
(2) Contract administrator fees	2i(2)	13058	
(3) Investment advisory and management fees	2i(3)	253665	
(4) Other	2i(4)	675569	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		1837680
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		13971683
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		9268928
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 Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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	

		Yes	No	Amount
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	
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		3458
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 Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 4308288.

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

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

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** 126

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 deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**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: 47.0 % Investment-Grade Debt: 49.0 % High-Yield Debt: 0.0 % Real Estate: 0.0 % Other: 4.0 %

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, 2020 and 2019

Contents

	Page
Report of Independent Certified Public Accountants	3
Financial Statements	
Statements of net assets available for benefits	5
Statements of changes in net assets available for benefits	6
Statement of accumulated plan benefits	7
Statement of changes in accumulated plan benefits	8
Notes to financial statements	9
Supplemental Schedules	
Schedule H, line 4i - schedule of assets (held at end of year)	19
Schedule H, line 4j - schedule of reportable transactions	43
Schedule G, part III - schedule of nonexempt transactions	44

GRANT THORNTON LLP
445 Broad Hollow Road, Suite 300
Melville, NY 11747

D +1 631 249 6001
F +1 631 249 6144

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, 2020 and 2019, 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, 2019, 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, 2020 and 2019, 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, 2020, Schedule of Reportable Transactions for the year ended December 31, 2020 and Schedule of Nonexempt Transactions for the year ended December 31, 2020 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 8, 2021

OCÉ Employees' Cash Accumulation Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of December 31,

	2020	2019
ASSETS		
Investments, at fair value		
Common stock	$ 48,980,012	$ 43,236,704
Debt instruments	83,396,561	79,135,751
Real estate investment trusts	1,209,252	1,012,328
Registered investment companies	47,899,273	49,038,725
Money market funds	12,441,020	12,590,212
Total investments	193,926,118	185,013,720
Due from broker	5,699	1,066,131
Interest and dividends receivable	752,320	822,545
Total assets	194,684,137	186,902,396
LIABILITIES		
Accrued expenses	61,869	126,247
Due to broker	-	1,422,809
Total liabilities	61,869	1,549,056
NET ASSETS AVAILABLE FOR BENEFITS	$ 194,622,268	$ 185,353,340

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,

	2020	2019
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Investment income		
Net appreciation in fair value of investments	$ 19,522,579	$ 29,759,641
Interest income	2,407,570	2,878,009
Dividend income	1,310,462	1,772,969
	23,240,611	34,410,619
Less investment expenses	(498,537)	(491,449)
Net investment income	22,742,074	33,919,170
	22,742,074	33,919,170
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Administrative expenses	1,339,143	2,378,059
Benefits paid to participants	12,134,003	11,716,650
Total deductions	13,473,146	14,094,709
NET INCREASE	9,268,928	19,824,461
Net assets available for benefits at beginning of year	185,353,340	165,528,879
Net assets available for benefits at end of year	$ 194,622,268	$ 185,353,340

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, 2019

Actuarial present value of accumulated plan benefits		
Vested benefits:		
Retired employees receiving benefits	$	70,077,303
Active and terminated employees currently not receiving benefits		115,402,266
		185,479,569
Nonvested benefits - active employees		592,339
Total actuarial present value of accumulated plan benefits	$	186,071,908

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, 2019

Actuarial present value of accumulated plan benefits at beginning of year	$ 173,224,038
Increase (decrease) during the year attributable to:	
Interest accumulation	9,209,427
Benefits paid	(11,716,650)
Benefits accumulated and other changes	1,112,061
Change in the actuarial assumptions	14,243,032
	12,847,870
Actuarial present value of accumulated plan benefits at end of year	$ 186,071,908

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 document 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 CUSA 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 CUSA 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 Canon Administrative Committee has the authority to carry out the provisions of and establish rules for the administration of the Plan. In this capacity, the Canon Administrative Committee has engaged Aon (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. Pursuant to plan provisions, 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 10-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 $6,034 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, 2020 and 2019. During the years ended December 31, 2020 and 2019, the Company elected to add $0 of interest adjusted excess contributions to the prefunding balance as of the first day of the 2020 and 2019 plan years, respectively. During 2020 and 2019, the Company elected to apply $1,610,886 and $3,210,106 of the January 1, 2020 and 2019, respectively, prefunding balances against the required contributions for the 2020 and 2019 plan years.

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.

Payment of Benefits

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 issued Accounting Standards Update 2018-13, *Changes to the Disclosure Requirements for Fair Value Measurements ("ASU 2018-13")*. ASU 2018-13 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.

ASU No. 2018-13 was adopted by the Plan on January 1, 2020 and did not have a significant impact on the Plan's financial statements.

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, 2020 and 2019.
- Net investment income (loss), as shown in the statements of changes in net assets available for benefits for the years ended December 31, 2020 and 2019.
- Schedule H, part IV, line 4i - schedule of assets (held at end of year) as of December 31, 2020.
- Schedule H, part IV, line 4j - schedule of reportable transactions for the year ended December 31, 2020.

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

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 maximize the use of relevant 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, 2020			
	Level 1	Level 2	Level 3	Total
Common stock	$ 48,980,012	$ -	$ -	$ 48,980,012
Debt instruments	15,619,881	67,776,680	-	83,396,561
Real estate investment trusts	1,209,252	-	-	1,209,252
Registered investment companies	47,899,273	-	-	47,899,273
Money market funds	12,441,020	-	-	12,441,020
	$ 126,149,438	$ 67,776,680	$ -	$ 193,926,118

	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

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.

NOTE 5 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions that are attributable under the Plan's provisions 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, 2019 include:

- Mortality - aggregate base rates from the Pre-2012 mortality study projected generationally from 2012 using Scale MP-2020.
- Retirement - ages ranging from 55 - 75 for various subsidiary population groups.
- Expected long-term rate of return on plan assets - 4.50%.

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%. 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, 2020 and 2019. Had the valuations been performed as of December 31, 2019 and 2018, 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 July 27, 2021 that the Plan is designed in accordance with applicable sections of the Internal Revenue Code ("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, 2020 and 2019, 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.

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.

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, 2020 through October 8, 2021, the date when the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

Schedule SB Attachment (Form 5500)—2020 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, 2020

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	1									
35-39	6	15	2							
40-44	8	22 $10,782	25 $16,140							
45-49	4	43 $14,450	41 $21,383	12	1					
50-54	9	53 $19,763	64 $38,151	43 $57,852	20 $58,518					
55-59	18	41 $26,541	77 $41,580	52 $74,750	42 $93,006	13	9			
60-64	5	41 $21,698	59 $52,742	29 $99,507	6	23 $185,228	18	1		
65-69	7	13	13	6	10	11	2			
70+	1	3	4		1					

N-874

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)—2020 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 2019), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.50%
3rd Segment Rate	6.27%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2019), without regard to interest rate stabilization
1st Segment Rate	2.79%
2nd Segment Rate	3.92%
3rd Segment Rate	4.38%
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 Eligible For Lump Sum: 80% lump sum at decrement age 20% life annuity at decrement age Other Terminated Vesteds: 40% single life annuity at decrement age 60% joint and 100% survivor annuity at decrement age Exceptions: If OPS and final average pay benefit is more valuable than cash balance, then 40% life annuity and 60% joint and 100% survivor annuity at decrement age. 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

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 65.
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-26
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 70% of males and 50% of females have an eligible spouse, and that males are two years older than their spouses. All others: It is assumed that 60% of males and 35% of females have an eligible spouse, and that males are two years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of $230,000.
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).
Expected Return on Assets	
2018 Plan Year	6.15%
2019 Plan Year	6.30%, limited to 6.11%
2020 Plan Year	5.80%
Trust Expenses Included in Target Normal Cost	$1,321,700. 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, 2020

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	10.00%
59	10.00%
60	10.00%
61	15.00%
62	15.00%
63	15.00%
64	25.00%
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	7.80%
16	35.00%	46	7.20%
17	35.00%	47	6.80%
18	35.00%	48	6.20%
19	35.00%	49	5.80%
20	35.00%	50	5.40%
21	35.00%	51	5.20%
22	33.40%	52	4.80%
23	31.60%	53	4.60%
24	30.20%	54	4.40%
25	28.60%	55+	4.40%
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%			

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

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

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.)
- ☒ 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:
- ☒ 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	[signature]	10-11-2021	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**	2,833
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)**	874
a(2) Total number of active participants at the end of the plan year	**6a(2)**	706
b Retired or separated participants receiving benefits	**6b**	535
c Other retired or separated participants entitled to future benefits	**6c**	1,368
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	2,609
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	91
f Total. Add lines **6d** and **6e**	**6f**	2,700
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		**b General Schedules**	
(1)	[X] **R** (Retirement Plan Information)	(1)	[X] **H** (Financial Information)
(2)	[ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2)	[ ] **I** (Financial Information – Small Plan)
		(3)	[ ] ___ **A** (Insurance Information)
(3)	[X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(4)	[X] **C** (Service Provider Information)
		(5)	[ ] **D** (DFE/Participating Plan Information)
		(6)	[X] **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 2020 Form M-1 annual report. If the plan was not required to file the 2020 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_____

OCÉ Employees' Cash Accumulation Plan

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

Year ended December 31, 2020

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
Series of transactions								
* Bank of America, N.A.	Temporary Overnight Deposit							
	348 purchases	$ 35,750,042	$ -	$ -	$ -	$ 35,750,042	$ 35,750,042	$ -
	358 sales		35,750,923	-	-	35,750,923	35,750,923	-
Fidelity	Treasury Only Institutional Class							
	1,038 purchases	60,186,677	-	-	-	60,186,677	60,186,677	-
	740 sales	-	60,334,990	-	-	60,334,990	60,334,990	-
U.S. Treasury SEC	Zr CPN due 2/15/29							
	18 purchases	5,824,812	-	-	-	5,824,812	5,824,812	-
	24 sales	-	7,682,322	-	-	7,037,055	7,682,322	645,267

* 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

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **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 2020

2 Assets:

a Market value	**2a**	185,353,340
b Actuarial value	**2b**	177,002,618

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	554	64,705,647	64,705,647
b For terminated vested participants	1,405	54,241,565	54,241,565
c For active participants	874	51,028,058	51,389,789
d Total	2,833	169,975,270	170,337,001

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**	5.64%
6 Target normal cost	**6**	1,321,700

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 SNF
Signature of actuary

09/24/2021
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	5,080,463
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	3,210,106
9	Amount remaining (line 7 minus line 8)	0	1,870,357
10	Interest on line 9 using prior year's actual return of 21.36%	0	399,508
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 5.42%		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	2,269,865

Part III Funding Percentages

14	Funding target attainment percentage	14	102.58%
15	Adjusted funding target attainment percentage	15	103.91%
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	97.01%
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

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

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
4.75 %	5.50 %	6.27%	☐ 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**: 1,321,700

b Excess assets, if applicable, but not greater than line 31a — **31b**: 1,321,700

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	0	0
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**: 0

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

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)—2020 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	10.00%	0.8574	5.02
59.5	10.00%	0.7716	4.59
60.5	10.00%	0.6945	4.20
61.5	15.00%	0.6250	5.77
62.5	15.00%	0.5313	4.98
63.5	15.00%	0.4516	4.30
64.5	25.00%	0.3838	6.19
65.5	30.00%	0.2879	5.66
66.5	30.00%	0.2015	4.02
67.5	30.00%	0.1411	2.86
68.5	30.00%	0.0987	2.03
69.5	30.00%	0.0691	1.44
70	100.00%	0.0484	3.39
	Weighted Average		62.50

	Average Age	% of Active Participants
Océ Business Systems	63.45	36.84%
All Others	62.50	63.16%
Weighted Average Retirement Age =	62.85	

Schedule SB Attachment (Form 5500)—2020 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 2019), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor under ARPA
1st Segment Rate	4.75%
2nd Segment Rate	5.50%
3rd Segment Rate	6.27%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2019), without regard to interest rate stabilization
1st Segment Rate	2.79%
2nd Segment Rate	3.92%
3rd Segment Rate	4.38%
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 Eligible For Lump Sum: 80% lump sum at decrement age 20% life annuity at decrement age Other Terminated Vesteds: 40% single life annuity at decrement age 60% joint and 100% survivor annuity at decrement age Exceptions: If OPS and final average pay benefit is more valuable than cash balance, then 40% life annuity and 60% joint and 100% survivor annuity at decrement age. 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

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 65.
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(a)(3) and IRS Notice 2019-26
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 70% of males and 50% of females have an eligible spouse, and that males are two years older than their spouses. All others: It is assumed that 60% of males and 35% of females have an eligible spouse, and that males are two years older than their spouses.
Benefit Limits	Projected benefits are limited by the current IRC section 415 maximum benefit of $230,000.
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).
Expected Return on Assets	
2018 Plan Year	6.15%
2019 Plan Year	6.30%, limited to 6.11%
2020 Plan Year	5.80%
Trust Expenses Included in Target Normal Cost	$1,321,700. 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, 2020

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	10.00%
59	10.00%
60	10.00%
61	15.00%
62	15.00%
63	15.00%
64	25.00%
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	7.80%
16	35.00%	46	7.20%
17	35.00%	47	6.80%
18	35.00%	48	6.20%
19	35.00%	49	5.80%
20	35.00%	50	5.40%
21	35.00%	51	5.20%
22	33.40%	52	4.80%
23	31.60%	53	4.60%
24	30.20%	54	4.40%
25	28.60%	55+	4.40%
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%			

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 an 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, 2020 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 $225,000 in 2019 to $230,000 in 2020.

The January 1, 2019 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 $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.

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.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

This Schedule SB reflects stabilized 2020 minimum funding interest rates that are adjusted for ARPA. Via this filing, Canon Acquisition LLC will irrevocably commit the Océ Employees' Cash Accumulation Plan to use of those rates for the 2020 plan year.

Under ARPA, the amortization period for any funding shortfall is changed from 7 years to 15 years. By default, this change would have applied starting with the 2022 plan year. However, Canon Acquisition LLC has made an election to apply this change to a 15-year amortization period for the Océ Employees' Cash Accumulation Plan beginning with the 2020 plan year.

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption changes:

- The retirement rate assumption for both actives and terminated vested participants that are eligible for a lump sum for non-OBS was changed to better reflect the anticipated future plan experience.
- The retirement age assumption for non-lump-sum-eligible terminated vested participants for non-OBS was changed from age 63 to age 65.
- The withdrawal rates assumption for active participants for non-OBS was changed to better reflect the anticipated future plan experience.
- The married percentage assumption was changed from 90% for male and 60% for female to 70% for male and 50% for female for OBS, and from 85% for male and 50% for female to 60% for male and 35% for female for all non-OBS.
- The spouse age difference assumption was changed from three years to two years.
- The optional form election percentage assumption for non-lump-sum-eligible participants was changed to better reflect the anticipated future plan experience.
- The unlimited expected return on assets was changed from 6.30% to 5.80%.

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.

Schedule SB Attachment (Form 5500)—2020 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, 2020

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	1									
35-39	6	15	2							
40-44	8	22 $10,782	25 $16,140							
45-49	4	43 $14,450	41 $21,383	12	1					
50-54	9	53 $19,763	64 $38,151	43 $57,852	20 $58,518					
55-59	18	41 $26,541	77 $41,580	52 $74,750	42 $93,006	13	9			
60-64	5	41 $21,698	59 $52,742	29 $99,507	6	23 $185,228	18	1		
65-69	7	13	13	6	10	11	2			
70+	1	3	4		1					

N-874

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)—2020 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	10.00%	0.8574	5.02
59.5	10.00%	0.7716	4.59
60.5	10.00%	0.6945	4.20
61.5	15.00%	0.6250	5.77
62.5	15.00%	0.5313	4.98
63.5	15.00%	0.4516	4.30
64.5	25.00%	0.3838	6.19
65.5	30.00%	0.2879	5.66
66.5	30.00%	0.2015	4.02
67.5	30.00%	0.1411	2.86
68.5	30.00%	0.0987	2.03
69.5	30.00%	0.0691	1.44
70	100.00%	0.0484	3.39
	Weighted Average		62.50

	Average Age	% of Active Participants
Océ Business Systems	63.45	36.84%
All Others	62.50	63.16%
Weighted Average Retirement Age =	62.85	

Océ Employees' Cash Accumulation Plan

SCHEDULE G, PART III – SCHEDULE OF NONEXEMPT TRANSACTIONS

Year ended December 31, 2020

EIN #46-1382783 PLAN #001

(a) Identity of the Party Involved	(b) Relationship to Plan, Employer or Other Party in-Interest	(c) Description of Transaction, Including Maturity Date, Rate of Interest, Collateral, and Par or Maturity Value	(d) Purchase Price	(e) Selling Price	(f) Lease Rental	(g) Transaction Expenses	(h) Cost of Asset	(i) Current Value of Asset	(j) Net Gain (or Loss) on Each Transaction
CUSA Acquisition LLC	Employer	Expenses inappropriately paid from Plan assets during 2020	$ -	$ -	$ -	$ -	$ -	$ 3,458	$ 118

Schedule SB Attachment (Form 5500)—2020 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 an 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, 2020 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 $225,000 in 2019 to $230,000 in 2020.

The January 1, 2019 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 $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.

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.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

This Schedule SB reflects stabilized 2020 minimum funding interest rates that are adjusted for ARPA. Via this filing, Canon Acquisition LLC will irrevocably commit the Océ Employees' Cash Accumulation Plan to use of those rates for the 2020 plan year.

Under ARPA, the amortization period for any funding shortfall is changed from 7 years to 15 years. By default, this change would have applied starting with the 2022 plan year. However, Canon Acquisition LLC has made an election to apply this change to a 15-year amortization period for the Océ Employees' Cash Accumulation Plan beginning with the 2020 plan year.

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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		
* 530	BANK OF AMERICA TEMPORARY OVERNIGHT DEPOSIT	$ 530	$ 530
12,440,490	FIDELITY TREASURY ONLY INSTITUTIONAL CLASS	12,440,490	12,440,490
		12,441,020	12,441,020
	Registered Investment Companies		
1,517,481	CREDIT SUISSE COMMODITY-RETURN STRATEGY FUND CL I	8,164,461	6,950,064
84,609	HARTFORD SCHRODERS EMERGING MARKETS EQUITY FUND CL F	1,205,582	1,720,102
139,728	ISHARES CORE MSCI EAFE ETF	8,527,943	9,653,807
36,536	ISHARES CORE S&P MID CAP ETF	6,531,331	8,397,069
25,143	ISHARES RUSSELL 2000 ETF	3,595,099	4,929,537
40,479	SPDR S&P 500 ETF TR UNIT SER 1	6,528,095	15,134,288
676	SPDR SER TR S&P OIL & GAS EXPL & PRODTN ETF	29,635	39,546
21,450	VANGUARD FTSE EMERGING MKTS ETF	892,173	1,074,860
		35,474,319	47,899,273
	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	92,495
90,000	ABBOTT LABS UNSECD SR NT CALL 05/30/46 @100 DTD 11/22/16 4.900% DUE 11/30/46	102,180	133,425
515,000	ABBVIE INC SR UNSECD NT CALL 05/14/48 @100 DTD 09/18/18 4.875% DUE 11/14/48	513,230	696,522
190,000	ABBVIE INC UNSECD SR NT CALL 08/21/29 @100 DTD 05/21/20 3.200% DUE 11/21/29	212,745	212,933
133,000	ACTAVIS FDG SCS UNSECD SR NT LUXEMBOURG DTD 06/19/14 4.850% DUE 06/15/44	129,954	145,144
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	95,194
115,000	AEP TRANSMISSION CO LLC UNSECD SR NT SER M C10/01/49 @100 DTD 04/01/20 3.650% DUE 04/01/50	114,959	139,426
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	216,361
65,000	ALCAN INC DEB CANADA DTD 03/23/01 7.250% DUE 03/15/31	86,753	95,298
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	775,657
55,000	AMAZON COM INC UNSECD SR PIDI NT C12/3/59 @100 DTD 06/03/20 2.700% DUE 06/03/60	54,349	58,814
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	122,864
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	162,850
425,000	AMERICAN EXPRESS CO UNSECD SR NT C1/27/23 @100 DTD 02/27/18 VAR RT DUE 02/27/23	425,000	428,638
200,000	AMERICAN INTL GROUP INC SR UNSECD NT CALL 07/15/54 @100 DTD 01/15/15 4.375% DUE 01/15/55	220,319	257,098
420,000	AMERICAN INTL GROUP INC SR UNSECD NT DTD 10/02/13 4.125% DUE 02/15/24	422,949	465,037
200,000	AMERICAN TOWER CORP NE UNSECD SR NT C07/15/30 @100 DTD 09/28/20 1.875% DUE 10/15/30	199,108	201,744
220,000	AMGEN INC SR UNSECD NT DTD 01/16/09 6.400% DUE 02/01/39	271,937	333,465
85,000	AMGEN INC SR UNSECD NT DTD 09/16/10 4.950% DUE 10/01/41	86,030	114,991
100,000	AMGEN INC UNSECD SR NT C08/21/49 @100 DTD 02/21/20 3.375% DUE 02/21/50	108,601	111,728
50,000	AMGEN INC UNSECD SR NT CALL 12/15/50 @100 DTD 12/15/16 4.663% DUE 06/15/51	67,602	68,202
990,000	ANHEUSER BUSCH INBEV WORLDWIDE INC SR UNSECD NT C07/23/48 @100 DTD 01/23/19 5.550% DUE 01/23/49	1,133,459	1,407,651
100,000	ANHEUSER BUSCH INBEV WORLDWIDE INC SR UNSECD NT C4/6/48 @100 DTD 04/06/17 4.439% DUE 10/06/48	104,748	124,472

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
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	$ 253,476
145,000	ANHEUSER-BUSCH INBEV WORLDWIDE INC UNSECD SR NT C03/01/30 @100 DTD 04/03/20 3.500% DUE 06/01/30	144,875	167,962
60,000	ANTHEM INC UNSECD SR NT C11/15/49 @100 DTD 05/05/20 3.125% DUE 05/15/50	61,922	65,866
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	91,260
60,000	APPALACHIAN PWR CO UNSECD UNSECD SR NT SER Z C11/01/49 @ DTD 05/14/20 3.700% DUE 05/01/50	59,645	72,013
50,000	APPLE INC UNSECD SR NT CALL 3/12/47 @100 DTD 09/12/17 3.750% DUE 09/12/47	46,841	62,676
365,000	APPLE INC UNSECD SR PIDI NT C3/11/49 @100 DTD 09/11/19 2.950% DUE 09/11/49	372,344	409,435
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	160,356
190,000	AT&T INC UNSECD SR GBL NT C12/01/50 @100 DTD 05/28/20 3.650% DUE 06/01/51	196,335	198,947
500,000	AT&T INC UNSECD SR GLOBAL NT CALL 9/09/47 @100 DTD 09/07/16 4.500% DUE 03/09/48	559,602	598,075
980,000	AT&T INC UNSECD SR NT CALL 08/01/51 @100 DTD 08/04/20 3.300% DUE 02/01/52	981,001	971,650
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	17,450
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	147,152
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	191,651
170,000	BERKSHIRE HATHAWAY FIN CORP CO GTD SR NT DTD 01/13/10 5.750% DUE 01/15/40	180,697	260,885
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	513,963
20,000	BERKSHIRE HATHAWAY INC DEL UNSECD SR NT DTD 02/11/13 4.500% DUE 02/11/43	21,890	27,515
130,000	BHP BILLITON FIN USA LTD SR UNSECD NT AUSTRALIA DTD 09/30/13 5.000% DUE 09/30/43	140,976	191,221
15,000	BIOGEN IDEC INC SR UNSECD NT DTD 09/15/15 5.200% DUE 09/15/45	15,113	20,368
200,000	BOEING CO UNSECD SR NT C11/01/30 @100 DTD 11/02/20 3.625% DUE 02/01/31	200,664	218,876
50,000	BOEING CO UNSECD SR NT C11/01/49 @100 DTD 05/04/20 5.805% DUE 05/01/50	60,598	68,907
75,000	BOEING CO UNSECD SR NT CALL 09/01/46 @100 DTD 02/16/17 3.650% DUE 03/01/47	68,395	75,918
245,000	BOEING CO UNSECD SR NT CALL 8/1/49 @100 DTD 07/31/19 3.750% DUE 02/01/50	227,339	257,640
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	129,139
420,000	BP CAP MKTS AMER INC SR UNSECD NT CALL 08/06/28 @100 DTD 11/06/18 4.234% DUE 11/06/28	458,180	501,934
85,000	BP CAP MKTS AMER INC UNSECD SR NT CALL 05/10/50 @100 DTD 08/10/20 2.772% DUE 11/10/50	84,994	84,708
21,000	BRIGHTHOUSE FINL INC UNSECD SR NT C12/22/46 @100 DTD 12/22/17 4.700% DUE 06/22/47	16,770	21,929
70,000	BRISTOL MYERS SQUIBB CO UNSECD SR NT C05/13/50 @100 DTD 11/13/20 2.550% DUE 11/13/50	69,796	71,466
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	151,512
40,000	BURLINGTON NORTHN SANTA FE CP DEB DTD 08/08/00 7.950% DUE 08/15/30	53,760	60,376
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	154,678
130,000	BURLINGTON NORTHN SANTA FE LLC UNSECD SR NT C08/15/50 @100 DTD 04/13/20 3.050% DUE 02/15/51	128,922	148,050
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	167,156
135,000	BURLINGTON RES FIN CO GTD NT CANADA DTD 06/01/02 7.400% DUE 12/01/31	182,867	202,091
75,000	CALIFORNIA ST GO BDS-TAXBL DTD 04/28/09 07.550 DUE 04/01/39	113,593	131,685
325,000	CANADIAN NAT RES LTD NT CANADA DTD 08/17/06 6.500% DUE 02/15/37	355,716	427,716
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	153,436
40,000	CARDINAL HEALTH INC UNSECD SR NT C12/15/46 @100 DTD 06/12/17 4.368% DUE 06/15/47	42,642	47,125

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
210,000	CARRIER GLOBAL CORP UNSECD SR NT C11/15/29 @100 DTD 08/15/20 2.722% DUE 02/15/30	$ 222,959	$ 224,576
130,000	CATERPILLAR INC UNSECD SR NT C01/09/30 @100 DTD 04/09/20 2.600% DUE 04/09/30	142,883	143,305
305,000	CELGENE CORP UNSECD SR PIDI NT C2/20/47 @100 DTD 02/20/18 4.550% DUE 02/20/48	314,661	364,823
280,000	CHARTER COMMUNICATIONS OPER LLC/ CHARTER COMMUNICATIONS 1ST LIEN DTD 10/23/16 6.484% DUE 10/23/45	328,397	396,049
35,000	CHARTER COMMUNICATIONS OPER LLC/ SER NT C10/01/60 @100 DTD 12/04/20 3.850% DUE 04/01/61	34,959	35,285
60,000	CHICAGO ILL WTR REV TAXABLE SECOND LIEN PROJ R-TAXBL DTD 11/10/10 06.742 DUE 11/01/40	67,082	86,293
95,000	CHILE REP UNSECD SR BD C10/31/30 @100 CHILE DTD 05/12/20 2.450% DUE 01/31/31	99,085	101,650
40,000	CHILE REP UNSECD SR NT CALL 07/25/49 @100 CHILE DTD 06/25/19 3.500% DUE 01/25/50	45,260	45,900
315,000	CIGNA CORP NEW UNSECD SR NT C9/15/49 @100 DTD 03/16/20 3.400% DUE 03/15/50	346,626	354,454
50,000	CISCO SYS INC SR NT DTD 11/17/09 5.500% DUE 01/15/40	60,240	74,835
286,000	CITIGROUP INC SR NT DTD 07/23/09 8.125% DUE 07/15/39	404,450	511,236
40,000	CITIGROUP INC SUB NT DTD 05/18/16 4.750% DUE 05/18/46	43,012	53,441
490,000	CITIGROUP INC SUB NT DTD 09/29/15 4.450% DUE 09/29/27	487,746	579,249
495,000	CITIGROUP INC UNSECD SR NT C03/31/30 @100 DTD 03/31/20 VAR RT DUE 03/31/31	574,629	600,267
355,000	CITIGROUP INC UNSECD SR NT CALL 09/01/22 @100 DTD 08/26/16 VAR RT DUE 09/01/23	367,308	361,074
165,000	CITIGROUP INC UNSECD SR PIDI NT C1/29/30 @100 DTD 01/29/20 VAR RT DUE 01/29/31	165,000	177,012
80,000	COCA COLA CO UNSECD SR NT CALL 12/01/49 @100 DTD 05/01/20 2.600% DUE 06/01/50	84,034	84,417
370,000	COLOMBIA REP UNSECD SR GBL BD CALL 12/15/44 @100 COLOMBIA DTD 01/28/15 5.000% DUE 06/15/45	409,196	451,400
145,000	COMCAST CORP NEW SR UNSECD NT C5/1/47 @100 DTD 10/19/17 3.969% DUE 11/01/47	129,326	181,818
170,000	COMCAST CORP NEW SR UNSECD NT C5/1/49 @100 DTD 10/19/17 3.999% DUE 11/01/49	192,054	214,606
170,000	COMCAST CORP NEW SR UNSECD NT DTD 01/14/13 4.250% DUE 01/15/33	169,597	213,360
70,000	COMCAST CORP NEW SR UNSECD NT DTD 11/14/05 6.500% DUE 11/15/35	90,185	108,207
50,000	COMCAST CORP NEW UNSECD SR NT C02/15/52 @100 DTD 08/25/20 2.450% DUE 08/15/52	48,790	48,522
105,000	COMCAST CORP NEW UNSECD SR NT C02/15/62 @100 DTD 08/25/20 2.650% DUE 08/15/62	104,472	105,117
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	276,867
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	25,121
150,000	COMCAST CORP NEW UNSECD SR PIDI NT C7/15/50 @100 DTD 05/28/20 2.800% DUE 01/15/51	147,985	156,373
120,000	COMCAST CORP NEW UNSECD SR PIDI NT C8/1/49 @100 DTD 11/05/19 3.450% DUE 02/01/50	123,140	141,608
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	84,233
170,000	COMMONWEALTH EDISON CO 1ST MTG DTD 03/06/06 5.900% DUE 03/15/36	192,793	245,470
70,000	CONAGRA BRANDS INC UNSECD SR NT C5/1/48 @100 DTD 10/22/18 5.400% DUE 11/01/48	65,244	99,898
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	127,242
175,000	CONSOLIDATED EDISON CO NY INC DEB SER 2007 A DTD 08/28/07 6.300% DUE 08/15/37	230,551	254,160
60,000	CORNING INC UNSECD SR GBL NT C05/15/79 @100 DTD 11/19/19 5.450% DUE 11/15/79	80,372	82,367
40,000	CORNING INC UNSECD SR NT C5/15/68 @100 DTD 11/06/18 5.850% DUE 11/15/68	40,095	58,947
195,000	CSX CORP SR UNSECD BD C3/1/27 @100 DTD 05/01/17 3.250% DUE 06/01/27	192,149	220,405
30,000	CSX CORP SR UNSECD NT CALL 10/15/40 @100 DTD 10/21/10 5.500% DUE 04/15/41	32,915	41,956
49,000	CSX CORP SR UNSECD NT CALL 11/30/41 @100 DTD 11/01/11 4.750% DUE 05/30/42	53,890	64,513

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
20,000	CSX CORP UNSECD SR NT C5/15/48 @100 DTD 11/15/18 4.750% DUE 11/15/48	$ 20,625	$ 27,434
195,000	CSX CORP UNSECD SR NT CALL 09/01/67 @100 DTD 02/20/18 4.650% DUE 03/01/68	194,245	273,421
395,000	CVS CAREMARK CORP SR UNSECD NT CALL 01/20/45 @100 DTD 07/20/15 5.125% DUE 07/20/45	457,321	531,812
125,000	CVS HEALTH CORP UNSECD SR NT C11/28/30 @100 DTD 12/16/20 1.875% DUE 02/28/31	124,985	126,553
105,000	CVS HEALTH CORP UNSECD SR PIDI NT CALL 09/05/47 @100 DTD 03/09/18 5.050% DUE 03/25/48	142,998	142,304
90,000	DEERE & CO SR UNSECD NT CALL 12/09/41 @100 DTD 06/08/12 3.900% DUE 06/09/42	87,690	114,388
200,000	DIAGEO CAP PLC UNSECD SR PIDI NT UNITED KINGDOM DTD 10/03/19 2.375% DUE 10/24/29	198,192	215,306
120,000	DISCOVERY COMMUNICATIONS LLC UNSECD SR NT CALL 11/15/49 @100 DTD 05/18/20 4.650% DUE 05/15/50	123,674	150,090
285,000	DISNEY WALT CO DEB CALL 07/15/23 @103.02 DTD 07/15/93 7.550% DUE 07/15/93	364,535	332,823
180,000	DISNEY WALT CO UNSECD SR NT C3/1/49 @100 DTD 09/06/19 2.750% DUE 09/01/49	172,194	190,436
30,000	DISNEY WALT CO UNSECD SR PIDI NT C11/13/59 @100 DTD 05/13/20 3.800% DUE 05/13/60	29,957	38,116
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	252,909
20,000	DOMINION ENERGY INC UNSECD SR GBL NT SER A C09/15/48 @100 DTD 03/13/19 4.600% DUE 03/15/49	28,250	26,831
205,000	DOMINION RES INC DEL SR UNSECD NT SER E DTD 12/16/02 6.750% DUE 12/15/32	256,133	281,520
125,000	DOMINION RES INC VA NEW SR UNSECD NT SER B DTD 06/17/08 7.000% DUE 06/15/38	158,722	190,764
90,000	DOW CHEM CO UNSECD SR NT C05/15/50 @100 DTD 08/26/20 3.600% DUE 11/15/50	89,958	101,120
100,000	DOWDUPONT INC UNSECD SR NT C5/15/48 @100 DTD 11/28/18 5.419% DUE 11/15/48	125,499	145,316
415,000	DTE ENERGY CO UNSECD SR NT CALL 7/1/26 @100 DTD 10/05/16 2.850% DUE 10/01/26	402,534	455,583
55,000	DUKE ENERGY PROGRESS INC SECD 1ST MTG BD C2/15/45 @100 DTD 08/13/15 4.200% DUE 08/15/45	54,721	69,837
175,000	DUKE ENERGY PROGRESS LLC SECD 1ST MTG PIDI BD C03/15/47 @100 DTD 09/08/17 3.600% DUE 09/15/47	172,952	212,039
280,000	EL PASO ENERGY CORP MTN DTD 01/11/02 7.750% DUE 01/15/32	337,470	404,793
110,000	ENBRIDGE ENERGY PARTNERS L P SR UNSECD NT DTD 09/13/10 5.500% DUE 09/15/40	107,641	135,818
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	353,499
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	64,972
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	38,184
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	103,950
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	119,906
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	229,086
55,000	ENTERPRISE PRODUCTS OPER DTD 2/14/2003 6.875% DUE 3/1/2033	67,244	77,018
545,000	EXELON GENERATION CO LLC UNSECD SR NT C05/01/25 @100 DTD 05/15/20 3.250% DUE 06/01/25	543,986	594,273
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	43,362
265,000	FEDEX CORP SR UNSECD NT DTD 01/09/14 5.100% DUE 01/15/44	291,467	357,406
50,000	FEDEX CORP UNSECD SR NT CALL 11/15/49 @100 DTD 04/07/20 5.250% DUE 05/15/50	69,722	70,822
115,000	FLORIDA PWR & LT CO 1ST MTG SECD BD C04/01/44 @100 DTD 09/10/14 4.050% DUE 10/01/44	115,980	147,519
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	92,912
260,000	FLORIDA PWR CORP 1ST MTG SECD BD DTD 03/25/10 5.650% DUE 04/01/40	287,629	379,571
45,000	FOX CORP UNSECD SR NT C07/25/48 @100 DTD 01/25/20 5.576% DUE 01/25/49	63,901	65,778
85,000	FRANCE TELECOM SA NT FRANCE DTD 09/01/01 9.000% DUE 03/01/31	135,973	139,817

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
140,000	FRANCE TELECOM SA SR UNSECD NT FRANCE DTD 01/13/12 5.375% DUE 01/13/42	$ 154,598	$ 198,584
60,000	GENERAL ELEC CAP CORP GTD SUB NT DTD 08/21/95 7.500% DUE 08/21/35	85,591	82,788
544,000	GENERAL ELEC CAP CORP SR MTN DTD 01/14/08 5.875% DUE 01/14/38	678,950	737,305
231,000	GENERAL ELEC CO PERP PFD JR SUB NT SER D DTD 01/20/16 VAR RT DUE 12/29/49	241,798	214,888
150,000	GENERAL ELEC CO UNSECD SR NT CALL 11/01/39 @100 DTD 04/22/20 4.250% DUE 05/01/40	153,225	177,332
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	128,480
325,000	GILEAD SCIENCES INC SR UNSECD NT CALL 09/01/46 @100 DTD 09/20/16 4.150% DUE 03/01/47	305,220	397,007
230,000	GOLDMAN SACHS GROUP INC SR NT DTD 01/28/11 6.250% DUE 02/01/41	290,766	360,219
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	426,730
470,000	GOLDMAN SACHS GROUP INC UNSECD SR PIDI NT C11/7/29 @100 DTD 02/07/20 2.600% DUE 02/07/30	469,836	505,556
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	131,808
275,000	HOME DEPOT INC UNSECD SR NT C10/15/49 @100 DTD 03/30/20 3.350% DUE 04/15/50	324,622	327,269
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	536,234
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	117,465
170,000	HSBC HLDGS PLC UNSECD SR NT C05/24/26 @100 UNITED KINGDOM DTD 11/24/20 VAR RT DUE 05/24/27	171,703	172,876
95,000	HSBC HLDGS PLC UNSECD SR NT DTD 03/31/20 4.950% DUE 03/31/30	118,174	119,092
180,000	INDONESIA REP UNSECD SR BD INDONESIA DTD 04/15/20 3.850% DUE 10/15/30	200,448	209,167
120,000	ING U S INC UNSECD GTD SR NT DTD 07/26/13 5.700% DUE 07/15/43	135,170	166,428
185,000	INTEL CORP UNSECD SR PIDI NT C8/15/59 @100 DTD 02/13/20 3.100% DUE 02/15/60	183,781	203,678
185,000	INTERNATIONAL BUSINESS MACHS CORP UNSECD SR NT DTD 05/15/19 4.250% DUE 05/15/49	196,588	242,929
75,000	ISRAEL ST UNSECD SR GBL BD ISRAEL DTD 04/03/20 3.875% DUE 07/03/50	91,350	90,015
20,000	JOHNSON & JOHNSON UNSECD SR NT CALL 06/05/43 @100 DTD 12/05/13 4.500% DUE 12/05/43	21,862	27,901
102,000	JOHNSON & JOHNSON UNSECD SR NT CALL 09/03/36 @100 DTD 03/03/17 3.625% DUE 03/03/37	106,485	124,709
95,000	JPMORGAN CHASE & CO SUB NT DTD 09/10/14 3.875% DUE 09/10/24	95,084	106,382
75,000	JPMORGAN CHASE & CO UNSECD SR GBL NT C1/23/48 @100 DTD 01/23/18 3.897% DUE 01/23/49	84,291	94,551
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	1,804,511
600,000	JPMORGAN CHASE & CO UNSECD SR NT C5/13/30 @100.00 DTD 05/13/20 VAR RT DUE 05/13/31	633,700	657,954
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	193,339
425,000	JPMORGAN CHASE & CO UNSECD SR NT DTD 12/08/16 VAR RT DUE 01/15/23	432,842	428,515
755,000	JPMORGAN CHASE & CO UNSECD SR PIDI NT C10/15/29 @100 DTD 09/12/19 VAR RT DUE 10/15/30	755,634	820,934
200,000	KINDER MORGAN INC DEL UNSECD SR GBL NT C9/1/47 @100 DTD 03/01/18 5.200% DUE 03/01/48	248,104	254,372
130,000	KREDITANSTALT FUR WIEDERAUFBAU KFW GLOBAL NT GERMANY DTD 04/19/06 ZR CPN DUE 04/18/36	69,518	104,034
75,000	KROGER CO UNSECD SR GBL NT C07/15/49 @100 DTD 01/13/20 3.950% DUE 01/15/50	91,759	91,085
125,000	KROGER CO UNSECD SR GBL NT C7/15/47 @100 DTD 07/24/17 4.650% DUE 01/15/48	123,739	162,679
160,000	LLOYDS BANKING GROUP PLC SUB NT UNITED KINGDOM DTD 06/10/16 4.582% DUE 12/10/25	168,416	182,997
65,000	LOCKHEED MARTIN CORP NT SER B DTD 08/30/06 6.150% DUE 09/01/36	73,715	98,803
100,000	LOCKHEED MARTIN CORP SR UNSECD NT C3/15/52 @100 DTD 09/07/17 4.090% DUE 09/15/52	129,551	132,368
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	43,480

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
245,000	LOEWS CORP UNSECD SR NT CALL 11/15/42 @100 DTD 05/07/13 4.125% DUE 05/15/43	$ 233,942	$ 289,568
140,000	LOS ANGELES CALIF CMNTY COLLEG GO BDS-TAXBL DTD 07/22/10 06.750 DUE 08/01/49	216,461	251,588
245,000	LOWES COS INC UNSECD SR GBL NT C11/3/46 @100 DTD 05/03/17 4.050% DUE 05/03/47	255,244	306,696
25,000	LOWES COS INC UNSECD SR NT C04/15/50 @100 DTD 10/22/20 3.000% DUE 10/15/50	24,976	26,741
270,000	LYB INTL FINANCE BV GTD SR UNSECD NT NETHERLANDS DTD 07/16/13 5.250% DUE 07/15/43	306,195	348,392
55,000	MAGELLAN MIDSTREAM PARTNERS LP UNSECD SR NT C9/1/49 @100 DTD 08/19/19 3.950% DUE 03/01/50	55,439	61,984
125,000	MASSACHUSETTS INST TECHNOLOGY UNSECD BD MATURITY 07/01/2114 DTD 04/08/14 4.678% DUE 07/01/67	125,296	190,381
45,000	MASSACHUSETTS INST TECHNOLOGY UNSECD NT DT 8/02/16 3.885% DUE 07/01/2116	45,000	57,048
80,000	MCDONALDS CORP SR UNSECD MTN CALL 03/01/48 @100 DTD 08/15/18 4.450% DUE 09/01/48	98,197	104,726
135,000	MCDONALDS CORP SR UNSECD MTN CALL 09/01/46 @100 DTD 03/09/17 4.450% DUE 03/01/47	136,499	175,411
270,000	MCDONALDS CORP SR UNSECD MTN CALL 10/30/25 @100 DTD 12/09/15 3.700% DUE 01/30/26	268,948	307,554
140,000	MCKESSON CORP SR UNSECD NT DTD 02/28/11 6.000% DUE 03/01/41	169,120	194,100
90,000	MEMORIAL SLOAN-KETTERING CANCER CTR SR UNSECD BD DTD 12/05/12 4.125% DUE 07/01/52	90,146	118,976
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	200,969
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	37,386
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	131,983
120,000	METLIFE INC SR UNSECD NT DTD 11/13/13 4.875% DUE 11/13/43	137,049	170,719
211,000	MICROSOFT CORP SR UNSECD NT CALL 2/8/56 @100 DTD 08/08/16 3.950% DUE 08/08/56	244,465	289,760
290,000	MICROSOFT CORP SR UNSECD NT DTD 08/08/16 3.700% DUE 08/08/46	286,475	367,717
65,000	MICROSOFT CORP UNSECD SR NT C12/01/49 @100 DTD 06/01/20 2.525% DUE 06/01/50	66,206	68,545
44,000	MICROSOFT CORP UNSECD SR NT C12/01/59 @100 DTD 06/01/20 2.675% DUE 06/01/60	44,717	47,683
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	225,730
30,000	MIDAMERICAN ENERGY CO SECD 1ST MTG CALL 11/1/45 @100 DTD 10/15/15 4.250% DUE 05/01/46	32,031	39,028
160,000	MONDELEZ INTL INC UNSECD SR NT C11/04/30 @100 DTD 09/04/20 1.500% DUE 02/04/31	158,883	158,080
250,000	MORGAN STANLEY UNSECD SR MTN C4/1/30 @100 DTD 03/31/20 VAR RT DUE 04/01/31	286,923	290,775
320,000	MORGAN STANLEY UNSECD SR MTN CALL 02/13/31 @100 DTD 11/13/20 VAR RT DUE 02/13/32	320,381	322,288
375,000	MORGAN STANLEY UNSECD SR NT CALL 10/24/22 @100 DTD 10/24/16 VAR RT DUE 10/24/23	387,748	382,121
105,000	MPLX LP UNSECD SR NT C8/15/48 @100 DTD 11/15/18 5.500% DUE 02/15/49	103,638	138,265
150,000	MPLX LP UNSECD SR PIDI NT C10/15/47 @100 DTD 02/08/18 4.700% DUE 04/15/48	145,546	177,882
170,000	NEVADA POWER CO GEN REF MORT DTD 05/12/11 5.450% DUE 05/15/41	203,223	229,269
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	46,403
25,000	NEW YORK & PRESBYTERIAN HOSP UNSECD BD DTD 06/28/16 3.563% DUE 08/01/36	24,999	27,760
55,000	NEW YORK & PRESBYTERIAN HOSP UNSECD PIDI BD SER 2019 DT 10/29/19 3.954% DUE 8/01/2119	55,000	64,053
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	136,895
161,000	NISOURCE FIN CORP GTD NT CALL 12/15/40 @100 DTD 06/10/11 5.950% DUE 06/15/41	161,736	230,180
7,000	NISOURCE FIN CORP SR UNSECD GTD NT CALL 11/15/46 @100 DTD 05/22/17 4.375% DUE 05/15/47	7,556	8,881
3,000	NISOURCE FIN CORP SR UNSECD NT DTD 06/14/12 5.250% DUE 02/15/43	3,270	4,109
30,000	NISOURCE INC UNSECD SR NT C2/1/30 @100 DTD 04/13/20 3.600% DUE 05/01/30	29,889	34,715

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
50,000	NORFOLK SOUTHN CORP UNSECD SR NT C11/15/49 @100 DTD 05/11/20 3.050% DUE 05/15/50	$ 49,883	$ 54,475
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	193,960
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	58,121
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	104,734
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	95,844
360,000	NORTHROP GRUMMAN CORP SR UNSECD NT DTD 05/31/13 3.250% DUE 08/01/23	359,232	386,932
395,000	NORTHROP GRUMMAN CORP UNSECD SR BD C10/15/27 @100 DTD 10/13/17 3.250% DUE 01/15/28	419,530	446,670
95,000	NVIDIA CORP UNSECD SR NT CALL 10/01/59 @100 DTD 03/31/20 3.700% DUE 04/01/60	94,724	122,065
270,000	ORACLE CORP SR UNSECD NT CALL 01/08/11 @100 DTD 07/08/14 4.500% DUE 07/08/44	293,946	351,745
90,000	ORACLE CORP SR UNSECD NT CALL 01/15/36 @100 DTD 07/07/16 3.850% DUE 07/15/36	90,516	108,680
60,000	ORACLE CORP SR UNSECD NT CALL 1/15/46 @100 DTD 07/07/16 4.000% DUE 07/15/46	59,848	73,648
40,000	ORACLE CORP SR UNSECD NT CALL 11/15/54 @100 DTD 05/05/15 4.375% DUE 05/15/55	47,997	52,516
155,000	ORACLE CORP UNSECD SR GBL NT C10/01/59 @100 DTD 04/01/20 3.850% DUE 04/01/60	159,348	190,607
125,000	PACIFIC GAS & ELEC CO SECD 1ST MTG BD C01/01/50 @100 DTD 07/02/20 4.950% DUE 07/01/50	140,332	148,951
80,000	PACIFICORP SECD 1ST MTG BD C06/15/30 @100 DTD 04/08/20 2.700% DUE 09/15/30	79,856	87,922
130,000	PANAMA REP SR UNSECD UNSUB AMORTIZING GLOBAL BD DTD 01/26/06 6.700% DUE 01/26/36	156,757	193,051
65,000	PANAMA REP UNSECD SR GLOBAL BD PANAMA DTD 04/29/13 4.300% DUE 04/29/53	73,921	82,388
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	75,954
150,000	PEPSICO INC UNSECD SR NT C02/01/30 @100 DTD 05/01/20 1.625% DUE 05/01/30	149,354	153,951
50,000	PEPSICO INC UNSECD SR NT C09/19/49 @100 DTD 03/19/20 3.625% DUE 03/19/50	45,329	63,447
235,000	PEPSICO INC UNSECD SR NT CALL 04/29/29 @100 DTD 07/29/19 2.625% DUE 07/29/29	234,547	259,421
30,000	PERU REP SR UNSECD US$ GLOBAL BD DTD 03/14/07 6.550% DUE 03/14/37	38,595	45,525
70,000	PERU REP UNSECD SR GBL BD PERU DTD 06/20/19 2.844% DUE 06/20/30	76,090	77,490
285,000	PFIZER INC SR UNSECD BD DTD 11/21/16 4.125% DUE 12/15/46	290,011	373,470
50,000	PFIZER INC UNSECD SR PIDI NT C11/28/49 @100 DTD 05/28/20 2.700% DUE 05/28/50	49,593	53,716
110,000	PHILIP MORRIS INTL INC SR UNSECD NT DTD 11/10/14 4.250% DUE 11/10/44	119,982	138,543
295,000	PHILIPPINES REP SR UNSECD GLOBAL BD PHILIPPINES DTD 10/23/09 6.375% DUE 10/23/34	393,213	432,561
90,000	PIEDMONT NAT GAS CO INC UNSECD SR NT C12/01/49 @100 DTD 05/21/20 3.350% DUE 06/01/50	89,358	100,467
55,000	PLAINS ALL AMERN PIPELINE L P / PAA FIN CORP SR NT DTD 07/15/07 6.650% DUE 01/15/37	62,251	67,139
200,000	PLAINS ALL AMERN PIPELINE LP/ PAA FIN CORP UNSECD SR GBL BD DTD 04/23/14 4.700% DUE 06/15/44	203,390	207,382
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	201,759
305,000	PORT AUTH N Y & N J CONSOLIDATED BONDS-TAXBL DTD 10/10/12 04.458 DUE 10/01/62	344,322	405,754
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	275,000
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	12,910
127,000	PRESIDENT & FELLOWS HARVARD COLLEGE UNSECD NT C01/15/46 @100 DTD 10/13/16 3.150% DUE 07/15/46	126,784	150,218
115,000	PROCTER & GAMBLE CO SR UNSECD NT DTD 02/02/16 2.700% DUE 02/02/26	114,468	127,560
95,000	PROCTER & GAMBLE CO UNSECD SR NT DTD 10/29/20 1.200% DUE 10/29/30	94,573	95,127
65,000	PROGRESS ENERGY INC SR UNSECD NT DTD 11/19/09 6.000% DUE 12/01/39	73,111	92,069

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
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	$ 279,068
50,000	PUBLIC SVC COLO SECD SR NT C07/15/50 @100 DTD 05/15/20 2.700% DUE 01/15/51	49,126	53,524
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	58,584
110,000	QUALCOMM INC SR UNSECD NT CALL 11/20/44 @100 DTD 05/20/15 4.800% DUE 05/20/45	111,428	156,505
135,000	REPUBLICA ORIENTAL DEL URUGUAY SR UNSECD BD URUGUAY DTD 11/20/12 4.125% DUE 11/20/45	119,779	168,076
670,000	RESOLUTION FDG CORP CPN STRIPS GENERIC INT PMT DTD 09/26/94 ZR CPN DUE 04/15/29	370,415	607,147
1,190,000	RESOLUTION FDG CORP FED PRIN STRIPS GENERIC PRIN PMT DTD 01/30/90 ZR CPN 01/15/30	898,848	1,058,434
730,000	RESOULTION FDG CORP PRIN STRIPS GENERIC PRIN PMT DTD 04/15/90 ZR CPN DUE 04/15/30	503,665	648,612
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	32,637
90,000	ROGERS COMMUNICATIONS INC SR NT DTD 08/06/08 7.500% DUE 08/15/38	119,835	142,062
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	266,039
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	202,234
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	349,453
65,000	SEMPRA ENERGY SR UNSECD NT C8/1/47 @100 DTD 01/12/18 4.000% DUE 02/01/48	59,924	77,449
20,000	SEMPRA ENERGY SR UNSECD NT CALL 03/15/24 @100 DTD 06/13/14 3.550% DUE 06/15/24	19,942	21,781
100,000	SEMPRA ENERGY SR UNSECD NT DTD 10/08/09 6.000% DUE 10/15/39	117,997	143,427
45,000	SHELL INTL FIN B V GTD SR NT NETHERLANDS DTD 05/10/16 4.000% DUE 05/10/46	43,741	56,674
50,000	SHELL INTL FIN B V SR UNSECD GTD NT NETHERLANDS DTD 08/21/12 3.625% DUE 08/21/42	53,470	58,334
175,000	SHELL INTL FIN B V SR UNSECD NT NETHERLANDS DTD 05/10/16 2.875% DUE 05/10/26	174,076	193,543
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	97,295
130,000	SOUTHERN CALIF EDISON CO 1ST MTG SECD BD C08/01/49 @100 DTD 01/09/20 3.650% DUE 02/01/50	139,208	147,655
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	50,825
17,000	SOUTHERN CALIF GAS CO 1ST MTG SECD NT DTD 03/13/14 4.450% DUE 03/15/44	18,875	21,300
175,000	SOUTHERN CO UNSECD SR NT CALL 1/1/46 @100 DTD 05/24/16 4.400% DUE 07/01/46	172,794	220,133
495,000	SOUTHERN CO UNSECD SR PIDI NT C01/30/30 @100 DTD 04/03/20 3.700% DUE 04/30/30	494,432	573,195
40,000	TAMPA ELEC CO UNSECD SR NT C12/15/48 @100 DTD 10/04/18 4.450% DUE 06/15/49	41,009	52,396
79,000	TELEFONICA EMISIONES S A U GTD SR NT SPAIN DTD 06/20/06 7.045% DUE 06/20/36	96,170	117,836
145,000	TELEFONICA EMISIONES S A U SR UNSECD NT C09/01/48 @100 SPAIN DTD 03/01/19 5.520% DUE 03/01/49	182,268	195,662
100,000	TELEFONICA EMISIONES S A U UNSECD SR GBL NT SPAIN DTD 03/08/17 5.213% DUE 03/08/47	99,879	128,181
55,000	TEXAS ST GO TAXABLE TRANS COMM HWY -TAXBL DTD 12/11/19 03.211 DUE 04/01/44	55,000	60,091
122,000	TIME WARNER CABLE INC CO GTD NT DTD 06/29/09 6.750% DUE 06/15/39	148,122	173,632
180,000	TIME WARNER CABLE INC NT DTD 04/09/07 6.550% DUE 05/01/37	191,138	247,090
58,000	TIME WARNER CABLE INC SR NT DTD 06/19/08 7.300% DUE 07/01/38	73,454	85,953
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	52,353
155,000	TYSON FOODS INC UNSECD SR NT CALL 03/23/48 @100 DTD 09/28/18 5.100% DUE 09/28/48	172,016	223,143
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	82,739
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	282,317
50,000	UNION PAC CORP UNSECD SR NT C8/5/69 @100.00 DTD 01/31/20 3.750% DUE 02/05/70	49,978	60,480

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
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	$ 36,763
485,000	UNITED MEXICAN STS MTN MEXICO DTD 03/08/12 4.750% DUE 03/08/44	476,345	575,942
40,000	UNITED MEXICAN STS SR UNSECD MTN SER A MTN MEXICO DTD 01/11/08 6.050% DUE 01/11/40	48,960	53,600
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	157,933
60,000	UNITED PARCEL SVC INC UNSECD SR NT CALL 05/15/47 @100 DTD 11/14/17 3.750% DUE 11/15/47	53,643	76,073
195,000	UNITED STATES TREAS BD DTD 05/15/19 2.875% DUE 05/15/49	226,392	251,763
65,000	UNITED STATES TREAS BD DTD 08/15/19 2.250% DUE 08/15/49	64,702	74,387
155,000	UNITED STATES TREAS BD DTD 08/17/20 1.375% DUE 08/15/50	147,272	145,167
175,000	UNITED STATES TREAS BD DTD 11/15/19 2.375% DUE 11/15/49	201,238	205,578
530,000	UNITED STATES TREAS BD STRIPPED PRIN PMT 3.750% DTD 08/15/11 ZR CPN DUE 08/15/41	271,768	391,871
770,000	UNITED STATES TREAS BD STRIPPED PRIN PMT DTD 02/17/15 ZR CPN DUE 02/15/45	528,651	521,598
200,000	UNITED STATES TREAS BDS DTD 02/15/19 3.000% DUE 02/15/49	216,271	263,812
140,000	UNITED STATES TREAS BDS DTD 02/18/20 2.000% DUE 02/15/50	157,522	152,053
2,490,000	UNITED STATES TREAS NT DTD 02/15/18 2.750% DUE 02/15/28	2,474,243	2,855,432
90,000	UNITED STATES TREAS NT DTD 05/15/20 0.625% DUE 05/15/30	89,332	87,989
80,000	UNITED STATES TREAS NT STRIPPED PRIN PMT 2.000% DTD 08/17/15 ZR CPN DUE 08/15/25	69,510	78,866
4,320,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 02/16/99 ZR CPN DUE 02/15/29	3,965,178	4,015,958
5,425,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 08/15/97 ZR CPN DUE 08/15/27	3,900,524	5,180,170
80,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 11/15/13 ZR CPN DUE 11/15/43	33,896	54,710
1,415,000	UNITED STATES TREAS SEC STRIPPED INT PMT DTD 11/15/97 ZR CPN DUE 11/15/27	1,086,881	1,340,529
145,000	UNITED TECHNOLOGIES CORP NT DTD 05/26/06 6.050% DUE 06/01/36	187,738	210,399
70,000	UNITED TECHNOLOGIES CORP SR UNSECD BD DTD 06/01/12 4.500% DUE 06/01/42	71,755	91,281
80,000	UNITED TECHNOLOGIES CORP SR UNSECD NT DTD 05/04/15 4.150% DUE 05/15/45	82,270	101,274
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	53,402
90,000	UNITEDHEALTH GROUP INC SR UNSECD NT DTD 02/17/11 5.950% DUE 02/15/41	105,922	138,730
405,000	UNITEDHEALTH GROUP INC SR UNSECD NT DTD 07/23/15 4.750% DUE 07/15/45	463,614	569,803
215,000	UNITEDHEALTH GROUP INC UNSECD SR NT DTD 10/25/17 2.375% DUE 10/15/22	214,822	223,441
40,000	UNITEDHEALTH GROUP INC UNSECD SR PIDI NT C6/15/48 @100 DTD 12/17/18 4.450% DUE 12/15/48	48,866	55,163
190,000	UNIVERSITY CALIF REVS GEN REV BDS-TAXBL DTD 03/01/12 04.858 DUE 05/15/12	190,000	272,701
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	37,005
200,000	UNIVERSITY VA UNIV REVS TAXABLE GEN REV BDS-TAXBL-OID DTD 04/22/09 06.200 DUE 09/01/39	265,238	317,702
165,000	VERIZON COMMUNICATIONS INC SR UNSECD BD DTD 08/10/17 4.500% DUE 08/10/33	164,535	208,199
145,000	VERIZON COMMUNICATIONS INC SR UNSECD GBL NT DTD 03/13/15 4.522% DUE 09/15/48	147,784	189,092
605,000	VERIZON COMMUNICATIONS INC UNSECD SR NT C09/22/49 @100 DTD 03/20/20 4.000% DUE 03/22/50	750,217	732,086
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	25,620
70,000	VISA INC SR UNSECD NT CALL 6/14/45 @100 DTD 12/14/15 4.300% DUE 12/14/45	74,038	95,882
50,000	VODAFONE GROUP PLC NEW UNSECD SR GBL NT UNITED KINGDOM DTD 05/30/18 5.250% DUE 05/30/48	48,808	69,648
65,000	VODAFONE GROUP PLC NEW UNSECD SR NT UNITED KINGDOM DTD 06/19/19 5.125% DUE 06/19/59	64,408	89,708

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
237,000	VOYA FINL INC UNSECD SR GBL NT DTD 06/13/16 3.650% DUE 06/15/26	$ 236,424	$ 271,064
158,000	WAL-MART STORES INC SR NT DTD 04/15/08 6.200% DUE 04/15/38	213,032	251,975
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	6,340
175,000	WEC ENERGY GROUP INC UNSECD SR NT C07/15/30 @100 DTD 10/09/20 1.800% DUE 10/15/30	174,841	175,516
440,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 06/14/16 4.400% DUE 06/14/46	508,565	550,805
40,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 11/04/14 4.650% DUE 11/04/44	40,695	51,309
110,000	WELLS FARGO & CO NEW SUB MEDIUM TERM SR NT DTD 11/17/15 4.900% DUE 11/17/45	121,093	146,510
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	1,155,128
370,000	WELLS FARGO & CO UNSECD MEDIUM TERM SR NT C2/11/30 @100 DTD 02/11/20 VAR RT DUE 02/11/31	369,999	392,592
215,000	WELLS FARGO & CO UNSECD SR MTN CALL 10/30/29 @100 DTD 10/31/19 VAR RT DUE 10/30/30	216,209	234,563
180,000	WILLIAMS PARTNERS L P SR UNSECD NT CALL 10/15/44 @100 DTD 06/27/14 4.900% DUE 01/15/45	201,258	212,553
235,000	WILLIAMS PARTNERS LP NEW UNSECD SR NT C09/01/47 @100 DTD 03/05/18 4.850% DUE 03/01/48	225,513	288,853
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	37,079
150,000	WYETH NT DTD 03/27/07 5.950% DUE 04/01/37	196,211	224,872
		72,538,305	83,396,561
Common Stock			
1,123	10X GENOMICS INC CL A COM	$ 170,157	$ 159,017
384	ACADIA PHARMACEUTICALS INC COM	10,898	20,529
650	ADAPTIVE BIOTECHNOLOGIES CORP COM	18,771	38,434
1,530	ADTRAN INC COM	21,017	22,598
4,156	ALLSCRIPTS-MISYS HEALTHCARE SOLUTIONS INC COM	42,216	60,013
2,444	ALLSCRIPTS-MISYS HEALTHCARE SOLUTIONS INC COM	29,560	35,291
1,314	ALLSTATE CORP COM	121,007	144,448
123	ALPHABET INC CL C COM	98,782	215,481
123	ALPHABET INC CL A COM	103,853	215,575
156	AMAZON COM INC COM	152,165	508,081
1,802	AMERICAN AXLE & MFG HLDGS INC COM	16,293	15,029
1,798	AMERICAN EAGLE OUTFITTERS NEW COM	21,478	36,086
1,712	AMERICAN ELEC PWR INC COM	135,836	142,558
952	AMERICAN EXPRESS CO COM	92,672	115,106
1,268	AMERICAN WTR WKS CO INC NEW COM	136,985	194,600
1,524	AMICUS THERAPEUTICS INC COM	15,254	35,189
562	AMN HEALTHCARE SVCS INC COM	29,915	38,356
1,001	ANALOG DEVICES INC COM	104,576	147,878
781	APPLIED INDL TECHNOLOGIES INC COM	44,622	60,910
820	APTARGROUP INC COM	86,966	112,250
377	ARENA PHARMACEUTICALS INC NEW COM	26,405	28,965
744	ASGN INC COM	47,061	62,146

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
	825 ATKORE INTL GROUP INC COM	$ 22,909	$ 33,916
	837 ATRICURE INC COM	25,903	46,596
	1,223 AUTODESK INC COM	117,005	373,431
	287 AUTOMATIC DATA PROCESSING INC COM	29,480	50,569
	2,206 AVANTOR INC COM	36,741	62,099
	675 AVNET INC COM	25,332	23,699
	1,051 AXONICS MODULATION TECH INC COM	27,910	52,466
	329 AXSOME THERAPEUTICS INC COM	26,848	26,804
	1,165 AZEK CO INC CL A COM	40,079	44,794
	1,174 AZEK CO INC CL A COM	43,448	45,140
	1,156 BAKER HUGHES CO CL A COM	26,131	24,103
	1,628 BANCORP INC DELAWARE COM	15,064	22,222
	1,407 BEACON ROOFING SUPPLY INC COM	40,456	56,547
	1,271 BERRY GLOBAL GROUP INC COM	68,118	71,417
	606 BEST BUY INC COM	67,488	60,473
	508 BILL COM HLDGS INC COM	71,961	69,342
	596 BIO-TECHNE CORP COM	182,862	189,260
	4,013 BJS WHSL CLUB HLDGS INC COM	150,877	149,605
	508 BLACK DIAMOND THERAPEUTICS I COM	15,784	16,281
	660 BLACK KNIGHT INC COM	40,146	58,311
	137 BLACKROCK INC CL A	76,518	98,851
	387 BLUEPRINT MEDICINES CORP COM	25,437	43,402
	1,437 BOEING CO COM	232,331	307,604
	937 BOISE CASCADE CO DEL COM	33,373	44,789
	1,293 BOOZ ALLEN HAMILTON HLDG CORP CL A COM	114,097	112,724
	2,583 BOSTON SCIENTIFIC CORP COM	80,979	92,859
	2,455 BOX INC CL 4 COM	50,766	44,313
	307 BRIGHT HORIZONS FAMILY SOLUTIONS INC DEL COM	51,642	53,108
	1,569 BRINKS CO COM	91,166	112,968
	2,977 BROOKLINE BANCORP INC DEL COM	45,449	35,843
	4,735 BROWN & BROWN INC COM	141,270	224,486
	1,128 BRP GROUP INC CL A COM	17,652	33,806
	552 BUILDERS FIRSTSOURCE INC COM	8,553	22,527
	153 BURLINGTON STORES INC COM	20,131	40,017
	69 CABLE ONE INC COM	48,995	153,713
	2,152 CABOT CORP COM	91,921	96,582
	1,720 CADENCE DESIGN SYSTEM INC COM	208,739	234,660
	1,601 CALLAWAY GOLF CO COM	25,098	38,440

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
	816 CARDIOVASCULAR SYS INC DEL COM	$ 28,264	$ 35,708
	1,786 CARLISLE COS INC COM	219,231	278,937
	1,301 CATALENT INC COM	94,885	135,395
	3,973 CBRE GROUP INC CL A COM	176,862	249,187
	470 CDW CORP COM	49,188	61,941
	123 CELANESE CORP DEL SER A COM	11,538	15,983
	1,133 CELANESE CORP DEL SER A COM	91,679	147,222
	1,480 CERNER CORP COM	86,571	116,150
	3,003 CERUS CORP COM	16,616	20,781
	117 CHARLES RIV LABORATORIES INTL INC COM	16,122	29,234
	610 CHARLES RIV LABORATORIES INTL INC COM	146,345	152,415
	437 CHART INDUSTRIES INC COM	26,846	51,474
	471 CHEMOCENTRYX INC COM	26,362	29,164
	638 CHEWY INC CL A COM	52,680	57,350
	511 CHURCHILL DOWNS INC COM	100,530	99,538
	1,267 CIENA CORP NEW COM	39,517	66,961
	1,160 CIGNA CORP NEW COM	192,902	241,489
	2,670 CISCO SYS INC COM	94,977	119,482
	2,570 CIT GROUP INC NEW COM	64,649	92,263
	3,723 CITIGROUP INC NEW COM	216,681	229,560
	1,879 CLOUDERA INC COM	17,136	26,137
	226 CMC MATLS INC COM	25,364	34,194
	5,055 CNO FINL GROUP INC COM	85,485	112,373
	1,268 COLGATE PALMOLIVE CO COM	89,338	108,427
	638 COLUMBIA SPORTSWEAR CO COM	51,993	55,748
	5,664 COMCAST CORP NEW CL A COM	168,162	296,794
	702 COMMERCIAL METALS CO COM	12,777	14,419
	2,544 COMMSCOPE HLDG CO INC COM	34,806	34,090
	390 CONMED CORP COM	42,013	43,680
	1,418 CONOCOPHILLIPS COM	57,067	56,706
	177 COOPER COS INC COM NEW	45,884	64,308
	882 COOPER STD HLDGS INC COM	42,581	30,579
	2,013 COPART INC COM	204,554	256,154
	822 CORNERSTONE ONDEMAND INC COM	38,184	36,201
	265 COSTAR GROUP INC COM	206,822	244,934
	436 COUPA SOFTWARE INC COM	136,751	147,765
	4,876 COVANTA HLDG CORP COM	61,229	64,022
	546 CREE INC COM	49,765	57,821

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
	969 CROWN HLDGS INC COM	$ 50,481	$ 97,094
	1,287 CYTOKINETICS INC NEW COM	21,716	26,744
	578 D R HORTON INC COM	23,827	39,836
	462 DANAHER CORP DEL COM	39,159	102,629
	1,020 DEERE & CO COM	123,891	274,431
	1,866 DESIGNER BRANDS INC CL A COM	31,268	14,275
	2,736 DEVON ENERGY CORP NEW COM	63,037	43,256
	1,114 DISCOVER FINL SVCS COM	59,511	100,850
	1,488 DISNEY WALT CO COM DISNEY	185,207	269,596
	246 DOLBY LABORATORIES INC CL A COM	14,388	23,894
	915 DOMINION ENERGY INC COM	71,845	68,808
	204 DOMINOS PIZZA INC COM	81,069	78,226
	386 DONALDSON INC COM	21,926	21,570
	666 DOVER CORP COM	79,940	84,082
	1,980 DUKE ENERGY CORP NEW COM	161,730	181,289
	342 DYCOM INDS INC COM	21,758	25,828
	370 EAGLE MATERIALS INC COM	29,386	37,499
	3,093 ELEMENT SOLUTIONS INC COM	33,801	54,839
	403 EMERGENT BIOSOLUTIONS INC COM	27,828	36,109
	1,033 ENERGIZER HLDGS INC COM	41,973	43,572
	863 ENERPAC TOOL GROUP CORP CL A COM	21,601	19,512
	680 ENSIGN GROUP INC COM	28,422	49,586
	2,491 ENTEGRIS INC COM	237,548	239,385
	506 EOG RES INC COM	26,701	25,234
	1,580 EURONET WORLDWIDE INC COM	174,858	228,974
	408 EVERCORE PARTNERS INC CL A COM	32,429	44,733
	1,290 EVO PMTS INC CL A COM	30,855	34,843
	1,994 EVOLENT HEALTH INC COM	24,595	31,964
	1,762 EXPEDITORS INTL WASHINGTON INC COM	97,588	167,584
	2,180 EXTENDED STAY AMER INC PAIRED SHS COMPRISED 1 COM	39,930	32,286
	1,495 FACEBOOK INC CL A COM	188,496	408,374
	326 FACTSET RESH SYS INC COM	60,932	108,395
	460 FAIR ISAAC CORP COM	238,057	235,078
	842 FIDELITY NATL INFORMATION SVCS INC COM	72,002	119,109
	6,172 FIFTH THIRD BANCORP COM	153,387	170,162
	3,951 FIRST HAWAIIAN INC COM	77,636	93,165
	13,582 FIRST HORIZON NATL CORP COM	181,763	173,306
	6,212 FIRST MIDWEST BANCORP DEL COM	111,213	98,895

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
	383 FIRSTCASH INC COM	$ 30,722	$ 26,825
	3,702 FIRSTENERGY CORP COM	156,999	113,318
	1,154 FISERV INC COM	79,534	131,394
	180 FIVE BELOW INC COM	20,773	31,496
	1,148 FLEXION THERAPEUTICS INC COM	21,807	13,248
	2,238 FLIR SYS INC COM	75,600	98,092
	13,640 FNB CORP PA COM	127,184	129,580
	1,078 FOCUS FINL PARTNERS INC CL A COM	32,433	46,893
	702 FORMFACTOR INC COM	11,330	30,200
	329 FOX FACTORY HLDG CORP COM	22,115	34,779
	1,182 FREEPORT-MCMORAN INC COM	29,086	30,756
	217 FTI CONSULTING INC COM	26,941	24,243
	171 GENERAC HLDGS INC COM	21,499	38,887
	662 GENERAL DYNAMICS CORP COM	96,465	98,519
	1,102 GENTHERM INC COM	39,900	71,872
	1,473 GLATFELTER CORP COM	26,915	24,128
	530 GOLDMAN SACHS GROUP INC COM	105,930	139,766
	451 GOOSEHEAD INS INC COM CL A	19,963	56,267
	2,351 GRANITE CONSTR INC COM	77,207	62,795
	9,700 GRAPHIC PACKAGING HLDG CO COM	130,507	164,318
	787 GREIF INC CL A	26,651	36,895
	908 HARSCO CORP COM	12,233	16,326
	569 HEALTHEQUITY INC COM	33,713	39,665
	1,004 HEICO CORP NEW COM	115,066	132,930
	435 HENRY JACK & ASSOC INC COM	69,720	70,466
	901 HESS CORP COM	48,029	47,564
	1,226 HONEYWELL INTL INC COM	158,462	260,770
	6,801 HOPE BANCORP INC COM	90,246	74,199
	205 HUMANA INC COM	59,570	84,105
	418 HYSTER-YALE MATLS HANDLING INC CL A COM	23,599	24,892
	586 IAA INC COM	22,231	38,078
	369 IAC/INTERACTIVECORP NEW COM	55,667	69,870
	569 ICF INTL INC COM	39,740	42,294
	474 IDEX CORP COM	63,334	94,421
	487 IDEXX LABS INC COM	114,090	243,437
	836 ILLINOIS TOOL WKS INC COM	113,807	170,444
	423 ILLUMINA INC COM	122,480	156,510
	352 IMMUNOVANT INC COM	12,670	16,259

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
1,150	INGERSOLL RAND INC COM	$ 33,659	$ 52,394
1,865	INTEL CORP COM	113,892	92,914
114	INTUITIVE SURGICAL INC COM	58,543	93,263
18,573	INVESTORS BANCORP INC NEW COM	203,250	196,131
395	IONIS PHARMACEUTICALS INC COM	19,764	22,333
599	IOVANCE BIOTHERAPEUTICS INC COM	12,850	27,794
2,262	IRONWOOD PHARMACEUTICALS INC CL A COM	26,738	25,764
2,265	J P MORGAN CHASE & CO COM	181,604	287,814
1,807	JACOBS ENGR GROUP INC DEL COM	133,166	196,891
3,915	JELD-WEN HLDG INC COM	61,360	99,284
2,014	JOHNSON & JOHNSON COM	238,318	316,963
3,978	JUNIPER NETWORKS INC COM	89,241	89,545
896	KANSAS CITY SOUTHERN NEW COM	111,435	182,900
1,336	KAR AUCTION SVCS INC COM	45,200	24,863
1,306	KBR INC COM	37,901	40,395
1,193	KENNAMETAL INC COM	33,283	43,234
4,341	KEURIG DR PEPPER INC COM	121,059	138,912
7,147	KEYCORP NEW COM	98,673	117,282
510	KEYSIGHT TECHNOLOGIES INC COM	53,807	67,366
391	KEYSIGHT TECHNOLOGIES INC COM	29,872	51,647
885	KIMBERLY CLARK CORP COM	103,695	119,325
3,796	KKR & CO INC CL A COM	149,406	153,700
256	KLX ENERGY SVCS HLDGS INC NEW COM	24,875	1,654
743	KNIGHT-SWIFT TRANSN HLDGS INC CL A COM	27,399	31,072
1,294	KOPPERS HLDGS INC COM	36,396	40,321
1,759	KRATOS DEFENSE & SECURITY SOLUTIONS INC NEW COM	25,500	48,249
412	L3HARRIS TECHNOLOGIES INC COM	73,347	77,876
731	LAMB WESTON HLDGS INC COM	55,692	57,559
936	LEAR CORP NEW COM	104,321	148,852
3,327	LESLIES INC COM	68,428	92,324
587	LIBERTY BROADBAND-C COM	94,415	92,957
2,828	LIBERTY FORMULA ONE SER C COM	120,641	120,473
934	LIVERAMP HLDGS INC COM	32,020	68,359
3,377	LKQ CORP COM	113,541	119,005
268	LOCKHEED MARTIN CORP COM	88,382	95,135
2,733	LOEWS CORP COM	125,537	123,040
629	LOWES COS INC COM	92,007	100,961
630	LPL FINL HLDGS INC COM	60,581	65,659

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
516	LUMENTUM HLDGS INC COM	$ 29,035	$ 48,917
204	MADISON SQUARE GARDEN SPORTS CORP NEW COM CL A	36,290	37,556
1,511	MARAVAI LIFESCIENCES HLDGS INC CL A COM	38,819	42,384
283	MARKETAXESS HLDGS INC COM	96,938	161,468
1,021	MARSH & MCLENNAN COS INC COM	96,914	119,457
1,628	MASCO CORP COM	70,039	89,426
777	MASIMO CORP COM	204,778	208,531
1,065	MATCH GROUP INC NEW COM	154,755	161,017
1,771	MATSON INC COM	62,376	100,894
603	MCKESSON CORP COM	89,386	104,874
83	MERCADOLIBRE INC COM	49,065	139,043
1,974	MERCK & CO INC NEW COM	160,966	161,473
1,013	MERCURY SYSTEMS INC COM	55,145	89,205
1,331	MICROSOFT CORP COM	94,167	296,041
1,648	MILLER HERMAN INC COM	51,663	55,702
564	MONGODB INC CL A COM	192,237	202,499
587	MONOLITHIC PWR SYS INC COM	77,294	214,977
501	MONRO,INC COM	26,491	26,703
2,777	MONSTER BEVERAGE CORP COM	142,784	256,817
3,006	MRC GLOBAL INC COM	42,045	19,930
520	MSCI INC COM CL A	217,179	232,196
707	MTS SYS CORP COM	32,660	41,119
950	NASDAQ INC COM	65,407	126,103
3,634	NATIONAL OILWELL VARCO INC COM	88,719	49,895
1,976	NCR CORP NEW COM	47,376	74,238
4,268	NCR CORP NEW COM	108,579	160,349
519	NORTHROP GRUMMAN CORP COM	149,873	158,150
1,559	NUANCE COMMUNICATIONS INC COM	21,702	68,736
637	NVIDIA CORP COM	96,292	332,641
627	OAK STR HEALTH INC COM	26,712	38,347
747	OKTA INC CL A COM	187,965	189,932
484	OLD DOMINION FGHT LINE INC COM	94,818	94,467
3,548	OLIN CORP COM PAR $1	39,506	87,139
500	OLLIES BARGAIN OUTLET HLDGS INC COM	32,229	40,885
508	OMNICELL INC COM	36,505	60,970
820	ONTO INNOVATION INC COM	27,770	38,991
687	OPEN LENDING CORP CL A COM	10,588	24,018
4,301	ORACLE CORP COM	193,200	278,232

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
	519 PACIRA PHARMACEUTICALS INC COM	$ 19,353	$ 31,057
	712 PACKAGING CORP AMER COM	68,888	98,192
	2,699 PACWEST BANCORP DEL COM	101,334	68,555
	1,395 PAGERDUTY INC COM	34,727	58,172
	573 PALOMAR HLDGS INC COM	24,686	50,905
	379 PAPA JOHNS INTL INC COM	31,117	32,158
	6,166 PATTERSON-UTI ENERGY INC COM	57,296	32,433
	591 PAYCHEX INC COM	44,971	55,069
	608 PAYCOM SOFTWARE INC COM	173,735	274,968
	837 PBF ENERGY INC CL A COM	20,441	5,943
	757 PENN NATL GAMING INC COM	60,011	65,382
	589 PEPSICO INC COM	75,833	87,349
	1,034 PERFORMANCE FOOD GROUP CO COM	31,864	49,229
	5,569 PERSHING SQUARE TONTINE HLDGS LTD CL A COM	123,893	154,373
	1,024 PETIQ INC CL A COM	32,522	39,373
	1,211 PGT INNOVATIONS INC COM	21,091	24,632
	658 PHREESIA INC COM	17,814	35,703
	332 PIONEER NAT RES CO COM	27,088	37,811
	1,063 PLANET FITNESS INC CL A COM	80,639	82,521
	848 PNC FINL SVCS GROUP INC COM	101,236	126,352
	505 POOL CORP COM	73,307	188,113
	1,672 PORTLAND GEN ELEC CO COM NEW	75,264	71,511
	1,171 PPG INDS INC COM	125,785	168,882
	946 PPG INDS INC COM	100,017	136,432
	307 PRA HEALTH SCIENCES INC COM	32,506	38,510
	689 PTC INC COM	52,777	82,411
	1,327 QUALCOMM INC COM	75,864	202,155
	2,779 RANGE RES CORP COM	25,598	18,619
	874 REALPAGE INC COM	44,877	76,248
	366 REGENERON PHARMACEUTICALS COM	128,487	176,818
	9,559 REGIONS FINL CORP NEW COM	141,685	154,091
	2,426 REPUBLIC SVCS INC COM	195,246	233,624
	3,373 RESIDEO TECHNOLOGIES INC COM	44,152	71,710
	7,263 REYNOLDS CONSUMER PRODS INC COM	212,252	218,181
	1,239 SALESFORCE COM INC COM	186,554	275,715
	1,391 SCHNEIDER NATL INC WIS CL B COM	33,514	28,794
	1,815 SEI INVESTMENTS CO COM	105,459	104,308
	778 SILK RD MED INC COM	32,767	48,998

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
1,273	SIMMONS 1ST NATL CORP CL A $10 PAR	$ 28,761	$ 27,484
1,198	SKYLINE CORP COM	26,076	37,066
619	SLEEP NUMBER CORP COM	25,213	50,671
273	SMITH A O COM	14,642	14,966
3,200	SOTERA HEALTH CO COM	81,657	87,808
3,639	SOUTHERN CO COM	205,476	223,544
128	SOUTHWEST GAS HLDGS INC COM	8,796	7,776
667	SPROUT SOCIAL INC CL A COM	14,393	30,288
1,047	SPX CORP COM	37,697	57,103
995	SS&C TECHNOLOGIES HLDGS INC COM	49,808	72,386
796	STANLEY BLACK & DECKER INC COM	109,745	142,134
891	STANLEY BLACK & DECKER INC COM	111,913	159,097
1,755	STARBUCKS CORP COM	117,242	187,750
894	STEEL DYNAMICS INC COM	32,715	32,962
889	STIFEL FINL CORP COM	31,534	44,859
195	STRATEGIC ED INC COM	26,824	18,589
157	SVB FINL GROUP COM	55,085	60,889
125	SVB FINL GROUP COM	23,862	48,479
1,381	SYKES ENTERPRISES INC COM	37,710	52,022
1,050	SYNEOS HEALTH INC COM CL A	51,505	71,537
784	SYNOPSYS INC COM	69,933	203,244
448	TABULA RASA HEALTHCARE INC COM	23,517	19,192
778	TACTILE SYS TECHNOLOGY INC COM	34,574	34,963
4,188	TCF FINL CORP NEW COM	135,809	155,040
326	TELEDYNE TECHNOLOGIES INC COM	124,319	127,785
497	TELEFLEX INC COM	189,489	204,550
1,543	TENNECO INC COM	34,928	16,356
397	TERADYNE INC COM	17,179	47,596
3,183	TEREX CORP NEW COM	66,849	111,055
836	TERMINIX GLOBAL HLDGS INC COM	34,987	42,644
6,278	TETRA TECHNOLOGIES INC DEL COM	23,438	5,409
1,377	TEXAS CAP BANCSHARES INC COM	65,846	81,932
1,179	TEXAS INSTRS INC COM	101,268	193,509
333	THERMO FISHER SCIENTIFIC CORP COM	100,657	155,105
649	TRACTOR SUPPLY CO COM	82,682	91,236
2,202	TRADEWEB MKTS INC CL A COM	142,358	137,515
991	TRANSUNION COM	82,128	98,327
654	TRAVELERS COS INC COM	71,359	91,802

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
2,813	TRI POINTE HOMES INC COM	$ 30,816	$ 48,524
673	TRIUMPH BANCORP INC COM	25,378	32,674
245	TURNING PT THERAPEUTICS INC COM	17,418	29,853
719	TWILIO INC CL A COM	251,060	243,382
268	TYLER TECHNOLOGIES INC COM	59,264	116,987
301	U S PHYSICAL THERAPY INC COM	24,107	36,195
844	UNION PAC CORP COM	98,771	175,738
1,329	UNITED BANKSHARES INC WEST VA COM	44,083	43,060
572	UNITED RENTALS INC COM	74,307	132,653
1,108	UNIVERSAL HLTH SVCS INC CL B	119,550	152,350
2,413	US BANCORP DEL COM NEW	108,714	112,422
138	VAIL RESORTS INC COM	29,019	38,496
929	VALERO ENERGY CORP NEW COM	70,298	52,554
576	VERINT SYS INC COM	25,830	38,696
455	VERISK ANALYTICS INC COM	47,272	94,453
1,496	VERRA MOBILITY CORP COM	19,148	20,076
1,330	VIRTU FINL INC COM	30,195	33,476
1,897	VISA INC CL A COM	163,851	414,931
2,588	VROOM INC COM	91,942	106,030
767	VULCAN MATLS CO COM	86,441	113,754
1,831	WABASH NATL CORP COM	31,647	31,548
649	WEST PHARMACEUTICAL SVSC INC COM	172,176	183,868
163	WEX INC COM	27,646	33,175
245	WOODWARD INC COM	23,068	29,775
424	WORKDAY INC CL A COM	57,073	101,595
12,705	WPX ENERGY INC COM	106,256	103,546
856	YUM BRANDS INC COM	58,682	92,927
1,146	YUM CHINA HLDGS INC COM	37,148	65,425
2,629	YUM CHINA HLDGS INC COM	114,215	150,090
1,448	YUM CHINA HLDGS INC COM	80,617	82,666
305	ZENDESK INC COM	17,493	43,652
1,212	ZIMMER BIOMET HLDGS INC COM	145,844	186,757
1,648	ZIONS BANCORPORATION COM	74,367	71,589
2,465	ZUORA INC CL A COM	40,628	34,337
4,529	ZYNGA INC COM	34,083	44,701
2,667	ADECCO GROUP S A ADR SWITZERLAND	75,131	89,246
629	ADIDAS AG SPONSORED ADR GERMANY	76,110	114,635
5,210	ADYEN NV UNSPONSRED ADR NETHERLANDS	233,590	242,880

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
1,846	AIA GROUP LTD SPONSORED ADR HONG KONG	$ 63,354	$ 90,469
2,840	AIA GROUP LTD SPONSORED ADR HONG KONG	86,038	139,183
2,539	AIR LIQUIDE ADR FRANCE	76,856	83,414
3,063	AIRBUS SE UNSPONSORED ADR NETHERLANDS	62,792	84,119
503	ALIBABA GROUP HLDG LTD ADS CAYMAN ISLANDS	110,651	117,063
1,509	ALIBABA GROUP HLDG LTD ADS CAYMAN ISLANDS	193,881	351,190
562	ALIBABA GROUP HLDG LTD ADS CAYMAN ISLANDS	91,234	130,794
2,751	ALLIANZ SE UNSPONSORED ADR GERMANY	48,024	67,556
580	AMADEUS IT GROUP SA ADS UNSPONSORED ADR SPAIN	42,886	42,268
8,558	ANGLO AMERN PLC SPONSORED ADR UNITED KINGDOM	96,095	141,815
261	ASML HOLDINGS NV ADR ISIN USN070592100 NETHERLANDS	47,265	127,295
179	ASML HOLDINGS NV ADR ISIN USN070592100 NETHERLANDS	34,086	87,302
2,853	BAE SYS PLC SPONSORED ADR UNITED KINGDOM	90,590	76,249
11,239	BANCO BILBAO VIZCAYA ARGENTARIA S A SPONSORED ADR SPAIN	78,381	55,521
2,616	BAYERISCHE MOTOREN WERKE A G SPONSORED ADR GERMANY	80,399	77,065
5,148	BRAMBLES LTD ADR AUSTRALIA	77,530	84,216
2,164	BUNZL PLC SPONSORED ADR NEW UNITED KINGDOM	55,359	72,265
2,210	BURBERRY GROUP PLC SPONSORED ADR UNITED KINGDOM	56,969	54,059
2,949	CAPGEMINI S E UNSPONSORED ADR FRANCE	67,909	91,505
2,917	CARLSBERG AS SPONSORED ADR DENMARK	62,107	93,522
9,129	COMPAGNIE DE ST GOBAIN UNSPONSORED ADR FRANCE	67,796	83,777
8,794	COMPAGNIE FINANCIERE RICHEMONT AG ADR SWITZERLAND	72,345	79,665
6,088	DANONE SPONSORED ADR FRANCE	93,619	80,094
1,119	DBS GROUP HLDGS LTD SPONSORED ADR SINGAPORE	72,855	84,802
5,085	DEUTSCHE BOERSE ADR GERMANY	67,314	86,638
2,709	DEUTSCHE POST AG SPONSORED ADR GERMANY	112,617	134,242
3,188	DEUTSCHE WOHNEN SE UNSPONSORED ADR GERMANY	60,241	85,212
541	DIAGEO PLC SPONSORED ADR NEW UNITED KINGDOM	74,003	85,916
577	DIAGEO PLC SPONSORED ADR NEW UNITED KINGDOM	78,028	91,633
4,609	DNB NOR ASA SPONSORED ADR REPSTG NORWAY	70,302	90,438
4,818	DNB NOR ASA SPONSORED ADR REPSTG NORWAY	84,345	94,539
8,577	ENEL SOCIETA PER AZIONI ADR COM ITALY	61,327	86,851
4,919	EQUINOR ASA SPONSORED ADR NORWAY	78,767	80,770
3,388	ERSTE GROUP BANK A G SPONSORED ADR REPSTG 1/2 SH AUSTRIA	69,988	51,694
3,536	FANUC CORP UNSP ADR JAPAN	65,581	86,855
2,518	GEA GROUP AG SPONSORED ADR GERMANY	58,933	90,210
2,050	GLAXOSMITHKLINE PLC SPONSORED ADR UNITED KINGDOM	84,938	75,440
1,482	HDFC BK LTD ADR REPSTG 3 SHS INDIA	64,717	107,089

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
1,195	HITACHI LIMITED ADR 10 COM JAPAN	$ 80,885	$ 94,100
1,690	HONG KONG EXCHANGES & CLEARING LTD ADR HONG KONG	52,952	92,632
1,305	IBERDROLA S A SPONSORED ADR REPSTG 1 ORD SHS SPAIN	58,869	74,727
7,629	INDUSTRIA DE DISENO TEXTIL INDITEX SA ADR SPAIN	111,990	121,538
3,059	INFINEON TECHNOLOGIES AG SPONSORED ADR GERMANY	75,108	117,487
4,335	INTESA SANPAOLO SPONSORED ADR ITALY	57,186	60,868
7,777	JULIUS BAER GROUP LTD ADR SWITZERLAND	79,971	89,739
2,328	KBC GROUP NV UNSPONSORED ADR BELGIUM	68,674	81,580
2,234	KNORR-BREMSE AG UNSPONSORED ADR GERMANY	58,125	76,318
3,452	KOMATSU LTD SPON ADR NEW JAPAN	90,653	94,205
2,659	KONINKLIJKE AHOLD DELHAIZE NV SPONSORED ADR NEW 2016 NETHERLANDS	60,088	75,186
1,625	KONINKLIJKE PHILIPS NV SPONSORED ADR NY REGISTRY SH NEW 2000 NETHERLANDS	81,788	88,026
1,442	KONINKLIJKE PHILIPS NV SPONSORED ADR NY REGISTRY SH NEW 2000 NETHERLANDS	63,538	78,113
1,540	LONZA GROUP AG UNSPON ADR SWITZERLAND	42,659	99,096
3,669	MERCK KGAA SPONSORED ADR GERMANY	96,015	126,012
4,025	MURATA MFG CO CO LTD ADR JAPAN	55,602	90,836
960	NATIONAL GRID PLC SPONSORED ADR NEW 2017 UNITED KINGDOM	57,949	56,669
1,801	NESTLE S A SPONSORED ADR SWITZERLAND	144,949	212,424
1,196	NESTLE S A SPONSORED ADR SWITZERLAND	105,242	141,066
469	NICE LTD SPONSORED ADR ISRAEL	124,045	132,980
10,963	NORDEA BK ABP SPONSORED ADR FINLAND	102,555	89,732
2,582	NOVARTIS A G SPONSORED ADR SWITZERLAND	239,458	243,818
940	NOVO-NORDISK A S ADR DENMARK	47,523	65,659
1,359	OCADO GROUP PLC SPONSORED ADR UNITED KINGDOM	34,271	84,970
3,534	PERNOD RICARD S A ADR FRANCE	106,705	135,603
5,840	PROSUS NV SPONSOR ADR NETHERLANDS	92,981	126,278
4,381	RECKITT BENCKISER PLC SPONSORED ADR UNITED KINGDOM	71,464	78,354
2,529	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	85,554	110,507
4,219	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	158,302	184,353
1,864	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	60,405	81,449
2,540	ROCHE HLDG LTD SPONSORED ADR SWITZERLAND	90,309	110,988
3,062	ROYAL DUTCH SHELL PLC SPONSORED ADR CL A DUTCH LISTING	100,600	107,599
2,025	RWE AG SPONSORED ADR REPSTG ORD PAR GERMANY	56,410	85,653
3,065	SANDS CHINA LTD UNSPONSORED ADR CAYMAN ISLANDS	140,978	134,596
1,564	SANOFI SPONSORED ADR FRANCE	78,709	75,995
759	SAP SE SPONSORED ADR GERMANY	86,873	98,966
743	SAP SE SPONSORED ADR GERMANY	92,494	96,880
5,454	SCHNEIDER ELEC SE ADR FRANCE	84,618	157,888

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
344	SEA LTD ADR CAYMAN ISLANDS	$ 63,603	$ 68,473
1,961	SIEMENS A G SPONSORED ADR GERMANY	135,457	140,988
1,815	SIKA AG UNSPONSORED ADR SWITZERLAND	35,906	49,649
715	SILICON MOTION TECHNOLOGY CORP SPONSORED ADR REPSTG SHS CAYMAN ISLANDS	34,155	34,427
3,679	SMC CORP JAPAN SPONSORED ADR JAPAN	65,737	112,158
1,908	SMITH & NEPHEW PLC SPDN ADR NEW UNITED KINGDOM	70,765	80,460
1,391	SONY CORP ADR NEW JAPAN	78,237	140,630
11,706	SVENSKA HANDELSBANKEN AB UNSPONSORED ADR SWEDEN	59,320	58,869
2,035	TAIWAN SEMICONDUCTOR MFG LTD SPONSORED ADR TAIWAN	75,041	221,896
915	TAIWAN SEMICONDUCTOR MFG LTD SPONSORED ADR TAIWAN	49,422	99,772
3,901	TAKEDA PHARMACEUTICAL CO LTD SPONSORED ADR JAPAN	75,264	70,998
362	TALEND S A AMERN DEPOSITARY SHS ADR FRANCE	16,879	13,879
986	TECHTRONIC INDS LTD SPONSORED ADR HONG KONG	44,151	70,321
693	TEMENOS AG SPONSORED ADR SWITZERLAND	102,984	96,940
2,071	TENCENT HLDGS LTD ADR CAYMAN ISLANDS	91,080	150,640
1,468	UCB S A ADR BELGIUM	91,861	75,871
1,701	VESTAS WIND SYS A/S UTD KINGDOM UNSPONSORED ADR REPSTG 3 ORD DENMARK	47,587	134,166
5,321	WHITBREAD PLC SPONSORED ADR UNITED KINGDOM	67,006	56,371
2,139	ZURICH INS GROUP LTD SPONSORED ADR SWITZERLAND	81,729	90,381
778	ACCENTURE PLC CL A COM IRELAND	94,944	203,221
4,659	AERCAP HOLDINGS NV COM ISIN NL0000687663 NETHERLANDS	184,615	212,357
1,129	ALCON INC COM SWITZERLAND	69,548	74,491
3,684	ALCON INC COM SWITZERLAND	210,342	243,070
3,408	AMDOCS LTD COM GUERNSEY	193,575	241,729
859	AON PLC COM ISIN IE00BLP1HW54 IRELAND	114,665	181,481
1,600	APTIV PLC COM JERSEY	117,615	208,464
6,661	ARCH CAP GROUP LTD NEW COM BERMUDA	200,082	240,262
621	ARGO GROUP INTL HLDGS LTD COM BERMUDA	32,821	27,138
874	ASSURED GUARANTY LTD COM BERMUDA	26,537	27,522
865	CANADIAN NATIONAL RAILWAY COM CANADA	85,165	95,020
1,426	CHUBB LTD COM SWITZERLAND	182,122	219,490
1,502	CLARIVATE ANALYTICS PLC COM JERSEY	37,822	44,624
345	CYBER-ARK SOFTWARE LTD COM ISRAEL	28,158	55,749
1,412	EATON CORP PLC COM IRELAND	105,314	169,638
106	ENSTAR GROUP LTD COM BERMUDA	18,158	21,718
1,040	ESSENT GROUP LTD COM BERMUDA	40,106	44,928
514	FERRARI NV COM NETHERLANDS	110,986	117,973
1,005	FLEXTRONICS COM SINGAPORE	8,745	18,070

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
1,568	GASLOG LTD COM BERMUDA	$ 25,104	$ 5,833
583	GLOBANT SA COM LUXEMBOURG	110,679	126,867
251	ICON PLC COM ISIN IE0005711209 IRELAND	31,725	48,940
2,326	INTERNATIONAL GAME TECHNOLOGY PLC COM UNITED KINGDOM	38,476	39,402
974	JANUS HENDERSON GROUP PLC COM JERSEY	23,627	31,665
1,839	LIONS GATE ENTMT CORP CL B NON VTG COM CANADA	36,043	19,089
452	MASONITE INTL CORP NEW ORD COM CANADA	30,208	44,450
1,926	MEDTRONIC PLC COM IRELAND	152,330	225,612
805	MIMECAST LTD COM UNITED KINGDOM	32,658	45,756
163	NOVOCURE LTD COM JERSEY	7,571	28,206
587	NXP SEMICONDUCTORS NV COM NETHERLANDS	75,352	93,339
1,902	ORION ENGINEERED CARBONS SA COM LUXEMBOURG	41,024	32,600
839	PENTAIR PLC COM IRELAND	28,838	44,543
3,342	PRIMO WTR CORP CDA COM CANADA	35,366	52,403
3,794	SCHLUMBERGER LTD COM CURACAO	177,983	82,823
729	STERIS PLC COM IRELAND	135,561	138,175
1,239	THERAVANCE BIOPHARMA INC COM CAYMAN ISLANDS	28,415	22,017
1,000	TRANE TECH PUB LTD CO COM IRELAND	71,419	145,160
709	TRINSEO S A COM LUXEMBOURG	21,163	36,308
564	WASTE CONNECTIONS INC COM CANADA	57,164	57,849
49	WHITE MTNS INS GROUP LTD COM ISIN BMG9618E1075 BERMUDA	42,876	49,032
534	WIX.COM LTD COM ISRAEL	139,289	133,479
389	ZYMEWORKS INC COM CANADA	16,234	18,384
		37,564,631	48,980,012

OCÉ Employees' Cash Accumulation Plan

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

As of December 31, 2020

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
Real Estate Investment Trusts			
949	ALEXANDER & BALDWIN INC NEW COM	$ 21,907	$ 16,304
2,773	AMERICAN CAMPUS CMNTYS INC REIT	121,470	118,601
870	AMERICOLD RLTY TR REIT	32,754	32,477
14,919	ANNALY CAP MGMT INC REIT	137,053	126,066
5,500	BRIXMOR PPTY GROUP INC REITS	79,401	91,025
2,458	CHATHAM LODGING TR REITS	42,455	26,546
3,338	COLONY CAP INC NEW CL A REITS	22,203	16,056
486	EQUITY LIFESTYLE PPTYS INC REITS	31,516	30,793
5,165	FRANKLIN STR PPTYS CORP REITS	45,184	22,571
5,880	INVITATION HOMES INC REITS	136,795	174,636
3,451	KITE RLTY GROUP TR REITS	45,257	51,627
828	MID-AMER APT CMNTYS INC COM	86,007	104,899
2,970	PEBBLEBROOK HOTEL TR COM	52,016	55,836
521	QTS RLTY TR INC REITS CL A	24,307	32,239
1,857	RAYONIER INC REIT	53,765	54,559
2,150	RETAIL PPTYS AMER INC CL A REITS	22,042	18,404
1,170	REXFORD INDL RLTY INC COM	54,774	57,459
1,882	RYMAN HOSPITALITY PPTYS INC REITS	82,072	127,524
183	SBA COMMUNICATIONS CORP NEW CL A REITS	50,222	51,630
		1,141,200	1,209,252
	Total investments, at fair value	$ 159,159,475	$ 193,926,118

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

Schedule SB Attachment (Form 5500)—2020 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 assumption changes:

- The retirement rate assumption for both actives and terminated vested participants that are eligible for a lump sum for non-OBS was changed to better reflect the anticipated future plan experience.
- The retirement age assumption for non-lump-sum-eligible terminated vested participants for non-OBS was changed from age 63 to age 65.
- The withdrawal rates assumption for active participants for non-OBS was changed to better reflect the anticipated future plan experience.
- The married percentage assumption was changed from 90% for male and 60% for female to 70% for male and 50% for female for OBS, and from 85% for male and 50% for female to 60% for male and 35% for female for all non-OBS.
- The spouse age difference assumption was changed from three years to two years.
- The optional form election percentage assumption for non-lump-sum-eligible participants was changed to better reflect the anticipated future plan experience.
- The unlimited expected return on assets was changed from 6.30% to 5.80%.

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.