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 02/29/2020

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [X] the final return/report
- [ ] an amended return/report
- [X] 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
- [X] the DFVC program
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
RAMBOLL US CORPORATION O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 12/15/1976

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)
RAMBOLL US CORPORATION

4350 NORTH FAIRFAX DRIVE
SUITE 300
ARLINGTON, VA 22203

2b Employer Identification Number (EIN) 16-1284512

2c Plan Sponsor's telephone number 703-516-2300

2d Business code (see instructions) 541330

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.	10/15/2021	DIANNE PROSSNER
	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 O'BRIEN & GERE LIMITED

c Plan Name O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

4b EIN 16-1284512

4d PN 003

5 Total number of participants at the beginning of the plan year	**5**	1387
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)**	960
a(2) Total number of active participants at the end of the plan year	**6a(2)**	0
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	0
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	0
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**	**6f**	0
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	0
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:

2H 2J 3I 2E 2S 2T 3H 2F 2O

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)** [X] 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)** [X] 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)** [ ] **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)** [X] 1 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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 02/29/2020

A Name of plan
RAMBOLL US CORPORATION O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
RAMBOLL US CORPORATION

D Employer Identification Number (EIN)
16-1284512

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
PRUDENTIAL RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
06-1050034	93629	038848	0	01/01/2020	02/29/2020

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	0
5	Current value of plan's interest under this contract in separate accounts at year end	5	0

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GUARANTEED GENERAL ACCOUNT CONTRACT

b	Balance at the end of the previous year			7b	32324505
c	Additions: (1) Contributions deposited during the year	7c(1)	210764		
	(2) Dividends and credits	7c(2)	0		
	(3) Interest credited during the year	7c(3)	104863		
	(4) Transferred from separate account	7c(4)	1265702		
	(5) Other (specify below)	7c(5)	1033555		
	▶ LOAN REPAYMENTS TRANSFERS IN MISC IN & FORFEITURE CREDITS				
	(6)Total additions			7c(6)	2614884
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	34939389
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	771389		
	(2) Administration charge made by carrier	7e(2)	26		
	(3) Transferred to separate account	7e(3)	843262		
	(4) Other (specify below)	7e(4)	33324712		
	▶ LOAN INITIATIONS TRANSFERS OUT MISC OUT & FORFEITURES DEBITS				
	(5) Total deductions			7e(5)	34939389
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	0

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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 02/29/2020

A Name of plan
RAMBOLL US CORPORATION O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
RAMBOLL US CORPORATION

D Employer Identification Number (EIN)
16-1284512

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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

(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)

GALLAGHER BENEFIT SERVICES, INC.

36-4291971

(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?
27	NONE	17500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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 15 37 50 64	NONE	2715	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

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

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)

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
PRUDENTIAL INSURANCE COMPANY OF AME	15 60 64	0

(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.
PRUDENTIAL INVESTMENTS, LLC 22-3468527	22.000 BPS AND $0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 1/1/2019 TO 12/31/2019 PGIM QMA SMALL-CAP VAL Z

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
PRUDENTIAL RETIREMENT INSURANCE AND	15 64	0

(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.
PRUDENTIAL RETIREMENT INSURANCE AND 06-1050034	10.000 BPS AND $0.00 PER PARTICIPANT INVESTED IN THE FUND FROM 1/1/2019 TO 12/31/2019 GUARANTEED INCOME FUND

(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 D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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.**

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 02/29/2020

A Name of plan
RAMBOLL US CORPORATION O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
RAMBOLL US CORPORATION

D Employer Identification Number (EIN)
16-1284512

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: CORE BD ENHANCED IDX/PGIM

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-036	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: DRYDEN S&P 500 INDEX FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-123	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: EAGLE M CAP GROWTH ISP

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-776	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: LCG/EATON VANCE FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-747	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: LCG/JENNISON FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-408	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: LIFETIME BALANCED FUND

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-168	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: MCV/INTEGRITY0

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
06-1050034-441	P	0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU DAY ONE IFX TARG BAL

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-697	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT AGG GRO

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-511	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT BALANCED

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-513	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT CONSER GRO

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-514	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT GROWTH

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-512	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: PRU IFX SEL LT INC & EQU

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-515	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: SCG/TIMESSQUARE

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-132	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE: TEMPLETON FOREIGN STRAT

b Name of sponsor of entity listed in (a): PRUDENTIAL RETIREMENT INS.

c EIN-PN 06-1050034-080	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

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 02/29/2020

A Name of plan
RAMBOLL US CORPORATION O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
RAMBOLL US CORPORATION

D Employer Identification Number (EIN)
16-1284512

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	22130	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	182940	
(2) Participant contributions	1b(2)	351430	
(3) Other	1b(3)	871018	
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	1916325	0
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	126365965	0
(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)	73063662	0
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	32324505	0
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)	0	
	(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	235097975	0
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	235097975	0

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)	332161	
	(B) Participants	2a(1)(B)	1438803	
	(C) Others (including rollovers)	2a(1)(C)	10438	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1781402
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	19356	
	(F) Other	2b(1)(F)	104863	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		124219
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	122484	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		122484
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(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)		-5836528
(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)		-5916876
c Other income	2c		114368
d Total income. Add all **income** amounts in column (b) and enter total	2d		-9610931
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	4171904	
(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)		4171904
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)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	24060	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		24060
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		4195964
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-13806895
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		221291080

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) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] 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: DERMODY, BURKE & BROWN, CPAS, LLP **(2)** EIN: 01-0723685

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	
e	Was this plan covered by a fidelity bond?	**4e**	X		2000000
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**		X	
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? ..... [X] Yes [ ] No
If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

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)
RAMBOLL US RETIREMENT & SAVINGS PLAN	52-1248616	002

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 _____.

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 02/29/2020

A Name of plan
RAMBOLL US CORPORATION O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
RAMBOLL US CORPORATION

D Employer Identification Number (EIN)
16-1284512

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): 22-1211670

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**

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: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

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_____

RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

FINANCIAL STATEMENTS

Two Month Period Ended February 29, 2020 and
Year Ended December 31, 2019

Table of Contents

RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

INDEPENDENT AUDITORS' REPORT 1

AUDITED FINANCIAL STATEMENTS 3

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS 3

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS 4

NOTES TO FINANCIAL STATEMENTS 5

OTHER FINANCIAL INFORMATION 18

SCHEDULE OF ASSETS (HELD AT END OF YEAR) 18

Dermody, Burke & Brown, CPAs, LLC

INDEPENDENT AUDITORS' REPORT

TO THE TRUSTEES OF
RAMBOLL US CORPORATION, O'BRIEN & GERE
INCENTIVE SAVINGS AND RETIREMENT PLAN

Report on the Financial Statements

We have audited the accompanying financial statements of **RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN** (the "Plan"), which comprise the statements of net assets available for benefits as of February, 29 2020 and December 31, 2019, and the related statements of changes in net assets available for benefits for the period and 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 our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan as of February 29, 2020 and December 31, 2019, and the changes in its net assets available for benefits for the period and year then ended in accordance with accounting principles generally accepted in the United States of America.

Plan Merger

As more fully discussed in Notes 1 and 6, pursuant to a resolution of the O'Brien & Gere Limited Board of Directors, the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan was merged into the Ramboll US Retirement & Savings Plan. The valuation and merger date was designated as of February 29, 2020. All Plan assets and corresponding participant data was transferred as of that date.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedule of assets (held at end of year) is supplemental information presented for the purpose of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Dermody, Burke & Brown

DERMODY, BURKE & BROWN, CPAs, LLC

Syracuse, NY

October 14, 2021

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of February 29, 2020 and December 31, 2019

	2020	2019
ASSETS		
Investments:		
Investments at Fair Value	$ 0	$ 199,429,627
Guaranteed Income Fund with Insurance Company, at Contract Value	0	32,324,505
Total Investments	0	231,754,132
Receivables:		
Notes Receivable from Participants	0	1,916,325
Participant Contributions	0	351,430
Employer Contribution	0	182,940
Due from Parent from Sale of O'Brien & Gere Limited Common Stock	0	871,018
Total Receivables	0	3,321,713
Cash	0	22,130
NET ASSETS AVAILABLE FOR BENEFITS	$ 0	$ 235,097,975

See notes to financial statements.

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

	2020	2019
ADDITIONS		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments:		
Pooled Separate Accounts	$ (5,836,528)	$ 26,140,446
Mutual Funds	(5,916,876)	11,620,943
O'Brien & Gere Limited Common Stock	0	(116,299)
Interest and Dividend Income	227,347	2,691,103
Total Investment Income (Loss)	(11,526,057)	40,336,193
Interest Income on Notes Receivable from Participants	19,356	107,508
Other Income	114,368	59,359
Contributions:		
Employer	332,161	3,313,634
Participant	1,438,803	8,730,911
Rollover	10,438	1,541,367
Total Contributions	1,781,402	13,585,912
Total Additions	(9,610,931)	54,088,972
DEDUCTIONS		
Benefits Paid to Participants	4,171,904	12,393,315
Administrative Expenses	24,060	97,861
Total Deductions	4,195,964	12,491,176
NET INCREASE (DECREASE)	(13,806,895)	41,597,796
Transfer of Plan Assets Due to Merger	221,291,080	0
CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS	(235,097,975)	41,597,796
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of Year	235,097,975	193,500,179
End of Year	$ 0	$ 235,097,975

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN

The following brief description of the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan ("the Plan") provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit sharing and employee savings plan covering all employees of O'Brien & Gere Limited and Subsidiaries (collectively referred to as "the Company"). The Plan covers all employees with the exception of certain classes as defined in the Plan Document. Employees who have attained the age of 18 are eligible to make contributions to the Plan and to participate in the Company matching contribution after they have been continuously employed by the Company for thirty days. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective January 1, 2020, the Plan changed its name to Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan and Ramboll US Corporation became the Plan Sponsor. The assets of the Plan are held by Prudential Retirement Insurance and Annuity Company, a Prudential Financial, Inc. business ("the Trustee"). The ISRP Committee is responsible for oversight of the Plan and determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Board of Trustees.

The Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan merged with the Ramboll US Savings and Retirement Plan on February 29, 2020 by resolution of the sponsoring Company's Board of Directors. The valuation and merger date was designated as February 29, 2020. Plan assets and corresponding participant data were transferred as of that date.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Contributions

Each year, participants may contribute up to 80% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants may make qualified voluntary, Roth and catch up contributions to the Plan under Section 401(k), not to exceed statutory limits. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan at a specified deferral rate unless they affirmatively elect not to defer in the Plan, and their contributions invested in the designated fund until changed by the participant. On July 1st each year participant contributions are automatically escalated 1% up to a maximum of 12%, unless the participant affirmatively declines.

The Plan Sponsor makes matching 401(k) contributions, equal to 100% of the participant's qualified voluntary contributions up to 3% of eligible pay for the two month period ended February 29, 2020 and up to 4% of eligible pay for the year ended December 31, 2019. Employer matching contributions consisted of cash of $332,161 and $3,313,634 in 2020 and 2019, respectively.

The Plan Sponsor may make a non-elective annual profit sharing contribution for allocation to participants' accounts on the basis of compensation. There were no non-elective contributions declared by Plan Sponsor for the Plan the two month period ended February 29, 2020 and the year ended December 31, 2019. Contributions are subject to certain IRS limitations.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Participant Accounts

Each participant's account is credited with the participant's contributions and Plan Sponsor matching contributions, as well as allocations of the Plan Sponsor's profit sharing contribution and the Plan earnings (losses). Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant account balances, as defined. Prior to December 31, 2019, a separate ESOP sub-account was maintained for each participant to track the ESOP contributions and share of the assets held in the ESOP portion of the Plan at December 31, 2018. The ESOP shares were sold in conjunction with a merger agreement in 2019. However, at December 31, 2019, a balance is due to the Plan from the parent company for the remaining amount due from the sale of O'Brien & Gere Limited Common Stock in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Due from Parent from Sale of O'Brien & Gere Limited Common Stock

At December 31, 2019, a balance was due from the parent from sale of O'Brien & Gere Limited Common Stock held by the Plan in accordance with the merger agreement. Management has evaluated the terms of the agreement and payment and determined no allowance is warranted.

Vesting

Participants become 100% vested in their employee and employer contributions plus actual earnings thereon, upon entering the Plan.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $500 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Active participants may have two loans outstanding at a time and the terms range from 1 to 5 years, or up to 15 years for the purchase of a primary residence. The loans are secured by the balance in the participants' account and bear interest at the prevailing market rates (prime rate + 1%) at the time of issuance. Principal and interest are paid ratably through payroll deduction.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Payment of Benefits

Participants can receive a final distribution of their account upon termination, retirement, death or disability. In-service withdrawals are permitted under certain circumstances. Account balances less than $5,000 will automatically be distributed by the Plan upon a distributable event. Lump-sum payments, installment payments and direct rollover options are available within the Plan.

Prior to the merger agreement in 2018, in order to satisfy the ESOP diversification requirements for Post 1986 ESOP Contributions, participants could receive a distribution of up to 25% (and ratably thereafter from age 55 to age 59-1/2) of the total shares of Employer Stock held in participant's Post-1986 ESOP Sub-Account once participants had reached age 55 and completed 10 years of service. A participant who had attained age 59-1/2 could elect to transfer any amount from the Post 1986 ESOP Contribution Sub-Account to any other investment fund offered. If a participant's ESOP Contribution Sub-Account exceeded $25,000, then the participant's distributions would be in 3 equal installments, generally in the form of cash.

The SECURE Act was signed into law on December 20, 2019 and the Plan adopted the provision to increase the Required Minimum Distributions age from 70-1/2 to 72 years.

Hardship Withdrawals

Hardship withdrawals from the Plan are permitted under certain circumstances.

Forfeited Accounts

Forfeitures for unclaimed accounts reduce employer's contributions or pay plan expenses.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan Sponsor to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Cash

The Plan maintains its cash in bank accounts, which at times, may exceed federally insured limits. The Plan had not experienced any losses in such accounts and believes it is not exposed to any significant credit risk with respect to cash.

Investment Valuation and Income Recognition

Investments are reported at fair value, except for the fully benefit-responsive investment contract, which was reported at contract 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. The Plan's Incentive Savings and Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisors. See Note 4 for 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

All Plan assets were transferred to the Ramboll US Savings and Retirement Plan before close of business on February 29, 2020.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES – Continued

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent loans are reclassified as distributions based upon the terms of the Plan document. No allowance for credit losses has been recorded as of February 29, 2020 and December 31, 2019.

Contributions Receivable

Employer and participant contributions receivable represent amounts due as of December 31, 2019 under terms of the Plan.

The Plan considers contributions receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required.

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Plan Sponsor. Expenses that are paid by the Plan Sponsor are excluded from these financial statements. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent Events

Management has evaluated subsequent events through October 14, 2021, which is the date the financial statements were available to be issued.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 3 – NONPARTICIPANT DIRECTED INVESTMENTS

Nonparticipant Directed Investments

Information about the net assets and significant components of the changes in net assets relating to the O'Brien & Gere Limited Common Stock, a nonparticipant directed investment was as follows at December 31, 2019:

		2019
Net Assets:		
O'Brien & Gere Limited Common Stock:		
Beginning of the Year	$	47,771,115
Changes in Net Assets:		
Net Appreciation (Depreciation)		(116,299)
Transfers to Participant Directed Investments		
Sale of ESOP Shares		(47,654,816)
End of the Year	$	0
Unrealized Appreciation (Depreciation)		
Included in Net Appreciation	$	(116,299)

NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that 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) and the lowest priority to unobservable inputs (Level 3).

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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;
- 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.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at February 29, 2020 and December 31, 2019.

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled Separate Accounts – Valued as computed by the custodian which represents the pooled market value of underlying assets adjusted for capital gain and dividends which are automatically reinvested and deduction of an administrative fee (net unit value).

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of the two month period ended February 29, 2020 and year ended December 31, 2019:

Assets at Fair Value as of February 29, 2020

	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 0	$ 0	$ 0	$ 0
Pooled Separate Accounts	0	0	0	0
Total Investments at Fair Value	$ 0	$ 0	$ 0	$ 0

Assets at Fair Value as of December 31, 2019

	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 73,063,662	$ 0	$ 0	$ 73,063,662
Pooled Separate Accounts	0	126,365,965	0	126,365,965
Total Investments at Fair Value	$ 73,063,662	$ 126,365,965	$ 0	$ 199,429,627

	2020	2019
Reconciliation of Investments at Fair Value to Total Investments:		
Investments at Fair Value	$ 0	$ 199,429,627
Guaranteed Income Fund with Insurance Company, at Contract Value	0	32,324,505
Total Investments	$ 0	$ 231,754,132

Gains and losses included in changes in net assets available for benefits for the two month period ended February 29, 2020 and year ended December 31, 2019, respectively are reported in net appreciation (depreciation) in fair value of investments.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

Ramboll Vespucci, Inc. closed on a merger agreement, effective January 1, 2019, thereby purchasing the Company's (Plan Sponsor) stock for $358.35 per share. The KSOP portion of the Plan was discontinued January 1, 2019 and replaced with a receivable of which 98% was subsequently paid January 3, 2019 and April 12, 2019 and invested in the Prudential Lifetime Balanced Funds. The final purchase balance is recorded on the statements of net assets available for benefits at December 31, 2019 as due from parent from sale of O'Brien & Gere Limited Common Stock in the Plan for $871,018.

NOTE 5 – GUARANTEED INVESTMENT CONTRACT

The Plan entered into a fully benefit-responsive investment contract with Prudential Retirement Insurance and Annuity Company (Prudential) named Guaranteed Income Fund totaling $-0- and $32,324,505 at February 29, 2020 and December 31, 2019, respectively. These contracts maintain the contributions in a general account and are considered evergreen group annuity products with guarantees backed by the full faith and credit of Prudential. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Payment obligations represent an insurance claim supported by general assets of Prudential. Expenses are calculated by Prudential and incorporated into the crediting rates. Past interest rates are not an indication of future interest rates. The account is credited daily based on the daily equivalent of the annual effective crediting rate. The contract is included in the financial statement of the Plan at contract value.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by the participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by Prudential Retirement Insurance and Annuity Company, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 5 – GUARANTEED INVESTMENT CONTRACT – Continued

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another Plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

The concept of a value other than Contract Value does not apply to this insurance company issued general account backed evergreen (no maturity date) group annuity spread product, even upon a discontinuance of the contract, in which case Contract Value would be paid no later than 90 days from the date the sponsor provides notice to discontinue. This contract's operation is different than many other evergreen group annuity products in the market by virtue of the fact that a Market Value (Fair Value) Adjustment does not apply upon discontinuance. There are not any specific securities in the general account that back the liabilities of this annuity contract and it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a Fair Value. The Plan owns a promise to pay interest at crediting rates which are announced in advance and guaranteed for a specified period of time as outlined in the group annuity contract. This product is not a traditional GIC and therefore there are not any known cash flows that could be discounted. As a result, the amount shown is equal to the Contract Value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 6 – PLAN MERGER AND TRANSFER OF ASSETS

In case of any merger or consolidation of the Plan with, or transfer of assets and liabilities of the Plan to, any other plan, provision must be made so that each participant would, if the Plan then terminated, receive a benefit immediately after the merger, consolidation or transfer which is equal to or greater than the benefit he would have been entitled to receive immediately before the merger, consolidation or transfer if the Plan had then terminated.

By resolution of the sponsoring Company's Board of Directors, effective February 29, 2020, the Ramboll US Corporation, O'Brien and Gere Incentive Savings and Retirement Plan merged with Ramboll US Savings and Retirement Plan. The valuation date for purposes of the merger was February 29, 2020. The assets and liabilities of the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan merged with the Ramboll US Savings and Retirement Plan on February 29, 2020. Assets of $221,291,080 transferred as of February 29, 2020. Immediately after the merger, each participant in the Plan as merged had an account balance equal to the sum of the account balances the participant had in the Plan immediately prior to the merger.

NOTE 7 – RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Prudential Retirement Insurance and Annuity Company is the Trustee of the Plan's Assets. As such, transactions between Prudential Retirement and Annuity Company and the Plan qualify as party-in-interest transactions. Investments and activity in shares of O'Brien & Gere Limited Stock and receivable for the sale of employer common stock, qualify as party-in-interest transactions. Transactions involving notes receivable from participants also qualify as party-in-interest transactions. As described in Note 2, the Plan Sponsor paid certain expenses related to plan operations and investment activity to various service providers. These transaction are party in interest transactions under ERISA and are exempt from prohibitive transaction rules.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 8 – TAX STATUS

The Plan was restated January 1, 2020 and amended in 2020 to reflect changes as a result of the Company's merger. The Plan Sponsor in consultation with legal counsel believe that the Plan is designed and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for tax periods in progress.

NOTE 9 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rates, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

OTHER FINANCIAL INFORMATION

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Two Month Period Ended February 29, 2020

EIN: 16-1284512
Plan No.: 003
Schedule H, Part IV, Line 4(i)

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrow, Lessor or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value**	**Cost**	**Current Value**
*	Prudential Retirement Insurance & Annuity Co.	Guaranteed Income Fund	**	$ 0
*	Prudential Retirement Insurance & Annuity Co.	Core Bond Enhanced Index	**	0
*	Prudential Retirement Insurance & Annuity Co.	Prudential Lifetime Balanced Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Dryden S & P 500 Index Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Large Capital Growth/Eaton Vance Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Integrity Mid Cap Value	**	0
*	Prudential Retirement Insurance & Annuity Co.	Small Capital Growth/Times Square Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Eagle Mid Cap Growth	**	0
*	Prudential Retirement Insurance & Annuity Co.	Income Flex Lifetime Balanced Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Income & Equity Fund (S)	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Aggressive Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Conservative Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	SA/Templeton Foreign Strategy	**	0
*	Prudential Retirement Insurance & Annuity Co.	Large Cap Growth Jennison Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Prudential Day One Income Flex Target Balance	**	0
	Fidelity	Advisor International Class I	**	0
	John Hancock	John Hancock Disciplined Value Mid Cap	**	0
	QMA	QMA Small Cap Value Fund	**	0
	Ivy Investments	Ivy High Income I	**	0
	Nuveen	Nuveen Real Estate Securities	**	0
	PIMCO	PIMCO GNMA Institutional	**	0
	Black Rock	Black Rock Inflation Protected Bond	**	0
	JPMorgan	JPMorgan Equity in Sel Share	**	0
	JPMorgan	JPMorgan Core Plus R6	**	0
	Invesco	Diversified Y	**	0
	ISH Russell	Mid Capital IDX K	**	0
	ISH Russell	2000 SC IDX K	**	0
*	Notes Receivable from Participants		-0-	0
				$ 0

* Identifies party-in-interest.

** Cost is omitted as the investments are participant directed.

RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

FINANCIAL STATEMENTS

Two Month Period Ended February 29, 2020 and
Year Ended December 31, 2019

Table of Contents

RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

INDEPENDENT AUDITORS' REPORT 1

AUDITED FINANCIAL STATEMENTS 3

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS 3

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS 4

NOTES TO FINANCIAL STATEMENTS 5

OTHER FINANCIAL INFORMATION 18

SCHEDULE OF ASSETS (HELD AT END OF YEAR) 18

Dermody, Burke & Brown, CPAs, LLC

INDEPENDENT AUDITORS' REPORT

TO THE TRUSTEES OF
RAMBOLL US CORPORATION, O'BRIEN & GERE
INCENTIVE SAVINGS AND RETIREMENT PLAN

Report on the Financial Statements

We have audited the accompanying financial statements of **RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN** (the "Plan"), which comprise the statements of net assets available for benefits as of February, 29 2020 and December 31, 2019, and the related statements of changes in net assets available for benefits for the period and 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 our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan as of February 29, 2020 and December 31, 2019, and the changes in its net assets available for benefits for the period and year then ended in accordance with accounting principles generally accepted in the United States of America.

Plan Merger

As more fully discussed in Notes 1 and 6, pursuant to a resolution of the O'Brien & Gere Limited Board of Directors, the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan was merged into the Ramboll US Retirement & Savings Plan. The valuation and merger date was designated as of February 29, 2020. All Plan assets and corresponding participant data was transferred as of that date.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedule of assets (held at end of year) is supplemental information presented for the purpose of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Dermody, Burke & Brown

DERMODY, BURKE & BROWN, CPAs, LLC

Syracuse, NY

October 14, 2021

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of February 29, 2020 and December 31, 2019

	2020	2019
ASSETS		
Investments:		
Investments at Fair Value	$ 0	$ 199,429,627
Guaranteed Income Fund with Insurance Company, at Contract Value	0	32,324,505
Total Investments	0	231,754,132
Receivables:		
Notes Receivable from Participants	0	1,916,325
Participant Contributions	0	351,430
Employer Contribution	0	182,940
Due from Parent from Sale of O'Brien & Gere Limited Common Stock	0	871,018
Total Receivables	0	3,321,713
Cash	0	22,130
NET ASSETS AVAILABLE FOR BENEFITS	$ 0	$ 235,097,975

See notes to financial statements.

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

	2020	2019
ADDITIONS		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments:		
Pooled Separate Accounts	$ (5,836,528)	$ 26,140,446
Mutual Funds	(5,916,876)	11,620,943
O'Brien & Gere Limited Common Stock	0	(116,299)
Interest and Dividend Income	227,347	2,691,103
Total Investment Income (Loss)	(11,526,057)	40,336,193
Interest Income on Notes Receivable from Participants	19,356	107,508
Other Income	114,368	59,359
Contributions:		
Employer	332,161	3,313,634
Participant	1,438,803	8,730,911
Rollover	10,438	1,541,367
Total Contributions	1,781,402	13,585,912
Total Additions	(9,610,931)	54,088,972
DEDUCTIONS		
Benefits Paid to Participants	4,171,904	12,393,315
Administrative Expenses	24,060	97,861
Total Deductions	4,195,964	12,491,176
NET INCREASE (DECREASE)	(13,806,895)	41,597,796
Transfer of Plan Assets Due to Merger	221,291,080	0
CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS	(235,097,975)	41,597,796
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of Year	235,097,975	193,500,179
End of Year	$ 0	$ 235,097,975

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN

The following brief description of the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan ("the Plan") provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit sharing and employee savings plan covering all employees of O'Brien & Gere Limited and Subsidiaries (collectively referred to as "the Company"). The Plan covers all employees with the exception of certain classes as defined in the Plan Document. Employees who have attained the age of 18 are eligible to make contributions to the Plan and to participate in the Company matching contribution after they have been continuously employed by the Company for thirty days. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective January 1, 2020, the Plan changed its name to Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan and Ramboll US Corporation became the Plan Sponsor. The assets of the Plan are held by Prudential Retirement Insurance and Annuity Company, a Prudential Financial, Inc. business ("the Trustee"). The ISRP Committee is responsible for oversight of the Plan and determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Board of Trustees.

The Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan merged with the Ramboll US Savings and Retirement Plan on February 29, 2020 by resolution of the sponsoring Company's Board of Directors. The valuation and merger date was designated as February 29, 2020. Plan assets and corresponding participant data were transferred as of that date.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Contributions

Each year, participants may contribute up to 80% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants may make qualified voluntary, Roth and catch up contributions to the Plan under Section 401(k), not to exceed statutory limits. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan at a specified deferral rate unless they affirmatively elect not to defer in the Plan, and their contributions invested in the designated fund until changed by the participant. On July 1st each year participant contributions are automatically escalated 1% up to a maximum of 12%, unless the participant affirmatively declines.

The Plan Sponsor makes matching 401(k) contributions, equal to 100% of the participant's qualified voluntary contributions up to 3% of eligible pay for the two month period ended February 29, 2020 and up to 4% of eligible pay for the year ended December 31, 2019. Employer matching contributions consisted of cash of $332,161 and $3,313,634 in 2020 and 2019, respectively.

The Plan Sponsor may make a non-elective annual profit sharing contribution for allocation to participants' accounts on the basis of compensation. There were no non-elective contributions declared by Plan Sponsor for the Plan the two month period ended February 29, 2020 and the year ended December 31, 2019. Contributions are subject to certain IRS limitations.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Participant Accounts

Each participant's account is credited with the participant's contributions and Plan Sponsor matching contributions, as well as allocations of the Plan Sponsor's profit sharing contribution and the Plan earnings (losses). Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant account balances, as defined. Prior to December 31, 2019, a separate ESOP sub-account was maintained for each participant to track the ESOP contributions and share of the assets held in the ESOP portion of the Plan at December 31, 2018. The ESOP shares were sold in conjunction with a merger agreement in 2019. However, at December 31, 2019, a balance is due to the Plan from the parent company for the remaining amount due from the sale of O'Brien & Gere Limited Common Stock in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Due from Parent from Sale of O'Brien & Gere Limited Common Stock

At December 31, 2019, a balance was due from the parent from sale of O'Brien & Gere Limited Common Stock held by the Plan in accordance with the merger agreement. Management has evaluated the terms of the agreement and payment and determined no allowance is warranted.

Vesting

Participants become 100% vested in their employee and employer contributions plus actual earnings thereon, upon entering the Plan.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $500 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Active participants may have two loans outstanding at a time and the terms range from 1 to 5 years, or up to 15 years for the purchase of a primary residence. The loans are secured by the balance in the participants' account and bear interest at the prevailing market rates (prime rate + 1%) at the time of issuance. Principal and interest are paid ratably through payroll deduction.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Payment of Benefits

Participants can receive a final distribution of their account upon termination, retirement, death or disability. In-service withdrawals are permitted under certain circumstances. Account balances less than $5,000 will automatically be distributed by the Plan upon a distributable event. Lump-sum payments, installment payments and direct rollover options are available within the Plan.

Prior to the merger agreement in 2018, in order to satisfy the ESOP diversification requirements for Post 1986 ESOP Contributions, participants could receive a distribution of up to 25% (and ratably thereafter from age 55 to age 59-1/2) of the total shares of Employer Stock held in participant's Post-1986 ESOP Sub-Account once participants had reached age 55 and completed 10 years of service. A participant who had attained age 59-1/2 could elect to transfer any amount from the Post 1986 ESOP Contribution Sub-Account to any other investment fund offered. If a participant's ESOP Contribution Sub-Account exceeded $25,000, then the participant's distributions would be in 3 equal installments, generally in the form of cash.

The SECURE Act was signed into law on December 20, 2019 and the Plan adopted the provision to increase the Required Minimum Distributions age from 70-1/2 to 72 years.

Hardship Withdrawals

Hardship withdrawals from the Plan are permitted under certain circumstances.

Forfeited Accounts

Forfeitures for unclaimed accounts reduce employer's contributions or pay plan expenses.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan Sponsor to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Cash

The Plan maintains its cash in bank accounts, which at times, may exceed federally insured limits. The Plan had not experienced any losses in such accounts and believes it is not exposed to any significant credit risk with respect to cash.

Investment Valuation and Income Recognition

Investments are reported at fair value, except for the fully benefit-responsive investment contract, which was reported at contract 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. The Plan's Incentive Savings and Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisors. See Note 4 for 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

All Plan assets were transferred to the Ramboll US Savings and Retirement Plan before close of business on February 29, 2020.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES – Continued

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent loans are reclassified as distributions based upon the terms of the Plan document. No allowance for credit losses has been recorded as of February 29, 2020 and December 31, 2019.

Contributions Receivable

Employer and participant contributions receivable represent amounts due as of December 31, 2019 under terms of the Plan.

The Plan considers contributions receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required.

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Plan Sponsor. Expenses that are paid by the Plan Sponsor are excluded from these financial statements. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent Events

Management has evaluated subsequent events through October 14, 2021, which is the date the financial statements were available to be issued.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 3 – NONPARTICIPANT DIRECTED INVESTMENTS

Nonparticipant Directed Investments

Information about the net assets and significant components of the changes in net assets relating to the O'Brien & Gere Limited Common Stock, a nonparticipant directed investment was as follows at December 31, 2019:

		2019
Net Assets:		
O'Brien & Gere Limited Common Stock:		
Beginning of the Year	$	47,771,115
Changes in Net Assets:		
Net Appreciation (Depreciation)		(116,299)
Transfers to Participant Directed Investments		
Sale of ESOP Shares		(47,654,816)
End of the Year	$	0
Unrealized Appreciation (Depreciation)		
Included in Net Appreciation	$	(116,299)

NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that 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) and the lowest priority to unobservable inputs (Level 3).

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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;
- 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.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at February 29, 2020 and December 31, 2019.

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled Separate Accounts – Valued as computed by the custodian which represents the pooled market value of underlying assets adjusted for capital gain and dividends which are automatically reinvested and deduction of an administrative fee (net unit value).

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of the two month period ended February 29, 2020 and year ended December 31, 2019:

Assets at Fair Value as of February 29, 2020

	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 0	$ 0	$ 0	$ 0
Pooled Separate Accounts	0	0	0	0
Total Investments at Fair Value	$ 0	$ 0	$ 0	$ 0

Assets at Fair Value as of December 31, 2019

	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 73,063,662	$ 0	$ 0	$ 73,063,662
Pooled Separate Accounts	0	126,365,965	0	126,365,965
Total Investments at Fair Value	$ 73,063,662	$ 126,365,965	$ 0	$ 199,429,627

	2020	2019
Reconciliation of Investments at Fair Value to Total Investments:		
Investments at Fair Value	$ 0	$ 199,429,627
Guaranteed Income Fund with Insurance Company, at Contract Value	0	32,324,505
Total Investments	$ 0	$ 231,754,132

Gains and losses included in changes in net assets available for benefits for the two month period ended February 29, 2020 and year ended December 31, 2019, respectively are reported in net appreciation (depreciation) in fair value of investments.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

Ramboll Vespucci, Inc. closed on a merger agreement, effective January 1, 2019, thereby purchasing the Company's (Plan Sponsor) stock for $358.35 per share. The KSOP portion of the Plan was discontinued January 1, 2019 and replaced with a receivable of which 98% was subsequently paid January 3, 2019 and April 12, 2019 and invested in the Prudential Lifetime Balanced Funds. The final purchase balance is recorded on the statements of net assets available for benefits at December 31, 2019 as due from parent from sale of O'Brien & Gere Limited Common Stock in the Plan for $871,018.

NOTE 5 – GUARANTEED INVESTMENT CONTRACT

The Plan entered into a fully benefit-responsive investment contract with Prudential Retirement Insurance and Annuity Company (Prudential) named Guaranteed Income Fund totaling $-0- and $32,324,505 at February 29, 2020 and December 31, 2019, respectively. These contracts maintain the contributions in a general account and are considered evergreen group annuity products with guarantees backed by the full faith and credit of Prudential. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Payment obligations represent an insurance claim supported by general assets of Prudential. Expenses are calculated by Prudential and incorporated into the crediting rates. Past interest rates are not an indication of future interest rates. The account is credited daily based on the daily equivalent of the annual effective crediting rate. The contract is included in the financial statement of the Plan at contract value.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by the participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by Prudential Retirement Insurance and Annuity Company, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 5 – GUARANTEED INVESTMENT CONTRACT – Continued

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another Plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

The concept of a value other than Contract Value does not apply to this insurance company issued general account backed evergreen (no maturity date) group annuity spread product, even upon a discontinuance of the contract, in which case Contract Value would be paid no later than 90 days from the date the sponsor provides notice to discontinue. This contract's operation is different than many other evergreen group annuity products in the market by virtue of the fact that a Market Value (Fair Value) Adjustment does not apply upon discontinuance. There are not any specific securities in the general account that back the liabilities of this annuity contract and it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a Fair Value. The Plan owns a promise to pay interest at crediting rates which are announced in advance and guaranteed for a specified period of time as outlined in the group annuity contract. This product is not a traditional GIC and therefore there are not any known cash flows that could be discounted. As a result, the amount shown is equal to the Contract Value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 6 – PLAN MERGER AND TRANSFER OF ASSETS

In case of any merger or consolidation of the Plan with, or transfer of assets and liabilities of the Plan to, any other plan, provision must be made so that each participant would, if the Plan then terminated, receive a benefit immediately after the merger, consolidation or transfer which is equal to or greater than the benefit he would have been entitled to receive immediately before the merger, consolidation or transfer if the Plan had then terminated.

By resolution of the sponsoring Company's Board of Directors, effective February 29, 2020, the Ramboll US Corporation, O'Brien and Gere Incentive Savings and Retirement Plan merged with Ramboll US Savings and Retirement Plan. The valuation date for purposes of the merger was February 29, 2020. The assets and liabilities of the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan merged with the Ramboll US Savings and Retirement Plan on February 29, 2020. Assets of $221,291,080 transferred as of February 29, 2020. Immediately after the merger, each participant in the Plan as merged had an account balance equal to the sum of the account balances the participant had in the Plan immediately prior to the merger.

NOTE 7 – RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Prudential Retirement Insurance and Annuity Company is the Trustee of the Plan's Assets. As such, transactions between Prudential Retirement and Annuity Company and the Plan qualify as party-in-interest transactions. Investments and activity in shares of O'Brien & Gere Limited Stock and receivable for the sale of employer common stock, qualify as party-in-interest transactions. Transactions involving notes receivable from participants also qualify as party-in-interest transactions. As described in Note 2, the Plan Sponsor paid certain expenses related to plan operations and investment activity to various service providers. These transaction are party in interest transactions under ERISA and are exempt from prohibitive transaction rules.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 8 – TAX STATUS

The Plan was restated January 1, 2020 and amended in 2020 to reflect changes as a result of the Company's merger. The Plan Sponsor in consultation with legal counsel believe that the Plan is designed and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for tax periods in progress.

NOTE 9 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rates, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

OTHER FINANCIAL INFORMATION

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Two Month Period Ended February 29, 2020

EIN: 16-1284512
Plan No.: 003
Schedule H, Part IV, Line 4(i)

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrow, Lessor or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value**	**Cost**	**Current Value**
*	Prudential Retirement Insurance & Annuity Co.	Guaranteed Income Fund	**	$ 0
*	Prudential Retirement Insurance & Annuity Co.	Core Bond Enhanced Index	**	0
*	Prudential Retirement Insurance & Annuity Co.	Prudential Lifetime Balanced Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Dryden S & P 500 Index Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Large Capital Growth/Eaton Vance Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Integrity Mid Cap Value	**	0
*	Prudential Retirement Insurance & Annuity Co.	Small Capital Growth/Times Square Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Eagle Mid Cap Growth	**	0
*	Prudential Retirement Insurance & Annuity Co.	Income Flex Lifetime Balanced Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Income & Equity Fund (S)	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Aggressive Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Conservative Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	SA/Templeton Foreign Strategy	**	0
*	Prudential Retirement Insurance & Annuity Co.	Large Cap Growth Jennison Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Prudential Day One Income Flex Target Balance	**	0
	Fidelity	Advisor International Class I	**	0
	John Hancock	John Hancock Disciplined Value Mid Cap	**	0
	QMA	QMA Small Cap Value Fund	**	0
	Ivy Investments	Ivy High Income I	**	0
	Nuveen	Nuveen Real Estate Securities	**	0
	PIMCO	PIMCO GNMA Institutional	**	0
	Black Rock	Black Rock Inflation Protected Bond	**	0
	JPMorgan	JPMorgan Equity in Sel Share	**	0
	JPMorgan	JPMorgan Core Plus R6	**	0
	Invesco	Diversified Y	**	0
	ISH Russell	Mid Capital IDX K	**	0
	ISH Russell	2000 SC IDX K	**	0
*	Notes Receivable from Participants		-0-	0
				$ 0

* Identifies party-in-interest.

** Cost is omitted as the investments are participant directed.

RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

FINANCIAL STATEMENTS

Two Month Period Ended February 29, 2020 and
Year Ended December 31, 2019

Table of Contents

RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN

INDEPENDENT AUDITORS' REPORT 1

AUDITED FINANCIAL STATEMENTS 3

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS 3

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS 4

NOTES TO FINANCIAL STATEMENTS 5

OTHER FINANCIAL INFORMATION 18

SCHEDULE OF ASSETS (HELD AT END OF YEAR) 18

Dermody, Burke & Brown, CPAs, LLC

INDEPENDENT AUDITORS' REPORT

TO THE TRUSTEES OF
RAMBOLL US CORPORATION, O'BRIEN & GERE
INCENTIVE SAVINGS AND RETIREMENT PLAN

Report on the Financial Statements

We have audited the accompanying financial statements of **RAMBOLL US CORPORATION, O'BRIEN & GERE INCENTIVE SAVINGS AND RETIREMENT PLAN** (the "Plan"), which comprise the statements of net assets available for benefits as of February, 29 2020 and December 31, 2019, and the related statements of changes in net assets available for benefits for the period and 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 our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan as of February 29, 2020 and December 31, 2019, and the changes in its net assets available for benefits for the period and year then ended in accordance with accounting principles generally accepted in the United States of America.

Plan Merger

As more fully discussed in Notes 1 and 6, pursuant to a resolution of the O'Brien & Gere Limited Board of Directors, the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan was merged into the Ramboll US Retirement & Savings Plan. The valuation and merger date was designated as of February 29, 2020. All Plan assets and corresponding participant data was transferred as of that date.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedule of assets (held at end of year) is supplemental information presented for the purpose of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Dermody, Burke & Brown

DERMODY, BURKE & BROWN, CPAs, LLC

Syracuse, NY

October 14, 2021

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

As of February 29, 2020 and December 31, 2019

	2020	2019
ASSETS		
Investments:		
Investments at Fair Value	$ 0	$ 199,429,627
Guaranteed Income Fund with Insurance Company, at Contract Value	0	32,324,505
Total Investments	0	231,754,132
Receivables:		
Notes Receivable from Participants	0	1,916,325
Participant Contributions	0	351,430
Employer Contribution	0	182,940
Due from Parent from Sale of O'Brien & Gere Limited Common Stock	0	871,018
Total Receivables	0	3,321,713
Cash	0	22,130
NET ASSETS AVAILABLE FOR BENEFITS	$ 0	$ 235,097,975

See notes to financial statements.

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

	2020	2019
ADDITIONS		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments:		
Pooled Separate Accounts	$ (5,836,528)	$ 26,140,446
Mutual Funds	(5,916,876)	11,620,943
O'Brien & Gere Limited Common Stock	0	(116,299)
Interest and Dividend Income	227,347	2,691,103
Total Investment Income (Loss)	(11,526,057)	40,336,193
Interest Income on Notes Receivable from Participants	19,356	107,508
Other Income	114,368	59,359
Contributions:		
Employer	332,161	3,313,634
Participant	1,438,803	8,730,911
Rollover	10,438	1,541,367
Total Contributions	1,781,402	13,585,912
Total Additions	(9,610,931)	54,088,972
DEDUCTIONS		
Benefits Paid to Participants	4,171,904	12,393,315
Administrative Expenses	24,060	97,861
Total Deductions	4,195,964	12,491,176
NET INCREASE (DECREASE)	(13,806,895)	41,597,796
Transfer of Plan Assets Due to Merger	221,291,080	0
CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS	(235,097,975)	41,597,796
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of Year	235,097,975	193,500,179
End of Year	$ 0	$ 235,097,975

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN

The following brief description of the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan ("the Plan") provides only general information. Participants should refer to the Plan Document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution profit sharing and employee savings plan covering all employees of O'Brien & Gere Limited and Subsidiaries (collectively referred to as "the Company"). The Plan covers all employees with the exception of certain classes as defined in the Plan Document. Employees who have attained the age of 18 are eligible to make contributions to the Plan and to participate in the Company matching contribution after they have been continuously employed by the Company for thirty days. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective January 1, 2020, the Plan changed its name to Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan and Ramboll US Corporation became the Plan Sponsor. The assets of the Plan are held by Prudential Retirement Insurance and Annuity Company, a Prudential Financial, Inc. business ("the Trustee"). The ISRP Committee is responsible for oversight of the Plan and determines the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Board of Trustees.

The Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan merged with the Ramboll US Savings and Retirement Plan on February 29, 2020 by resolution of the sponsoring Company's Board of Directors. The valuation and merger date was designated as February 29, 2020. Plan assets and corresponding participant data were transferred as of that date.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Contributions

Each year, participants may contribute up to 80% of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan.

Participants may make qualified voluntary, Roth and catch up contributions to the Plan under Section 401(k), not to exceed statutory limits. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan at a specified deferral rate unless they affirmatively elect not to defer in the Plan, and their contributions invested in the designated fund until changed by the participant. On July 1st each year participant contributions are automatically escalated 1% up to a maximum of 12%, unless the participant affirmatively declines.

The Plan Sponsor makes matching 401(k) contributions, equal to 100% of the participant's qualified voluntary contributions up to 3% of eligible pay for the two month period ended February 29, 2020 and up to 4% of eligible pay for the year ended December 31, 2019. Employer matching contributions consisted of cash of $332,161 and $3,313,634 in 2020 and 2019, respectively.

The Plan Sponsor may make a non-elective annual profit sharing contribution for allocation to participants' accounts on the basis of compensation. There were no non-elective contributions declared by Plan Sponsor for the Plan the two month period ended February 29, 2020 and the year ended December 31, 2019. Contributions are subject to certain IRS limitations.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Participant Accounts

Each participant's account is credited with the participant's contributions and Plan Sponsor matching contributions, as well as allocations of the Plan Sponsor's profit sharing contribution and the Plan earnings (losses). Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant account balances, as defined. Prior to December 31, 2019, a separate ESOP sub-account was maintained for each participant to track the ESOP contributions and share of the assets held in the ESOP portion of the Plan at December 31, 2018. The ESOP shares were sold in conjunction with a merger agreement in 2019. However, at December 31, 2019, a balance is due to the Plan from the parent company for the remaining amount due from the sale of O'Brien & Gere Limited Common Stock in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Due from Parent from Sale of O'Brien & Gere Limited Common Stock

At December 31, 2019, a balance was due from the parent from sale of O'Brien & Gere Limited Common Stock held by the Plan in accordance with the merger agreement. Management has evaluated the terms of the agreement and payment and determined no allowance is warranted.

Vesting

Participants become 100% vested in their employee and employer contributions plus actual earnings thereon, upon entering the Plan.

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of $500 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Active participants may have two loans outstanding at a time and the terms range from 1 to 5 years, or up to 15 years for the purchase of a primary residence. The loans are secured by the balance in the participants' account and bear interest at the prevailing market rates (prime rate + 1%) at the time of issuance. Principal and interest are paid ratably through payroll deduction.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 1 – DESCRIPTION OF THE PLAN – Continued

Payment of Benefits

Participants can receive a final distribution of their account upon termination, retirement, death or disability. In-service withdrawals are permitted under certain circumstances. Account balances less than $5,000 will automatically be distributed by the Plan upon a distributable event. Lump-sum payments, installment payments and direct rollover options are available within the Plan.

Prior to the merger agreement in 2018, in order to satisfy the ESOP diversification requirements for Post 1986 ESOP Contributions, participants could receive a distribution of up to 25% (and ratably thereafter from age 55 to age 59-1/2) of the total shares of Employer Stock held in participant's Post-1986 ESOP Sub-Account once participants had reached age 55 and completed 10 years of service. A participant who had attained age 59-1/2 could elect to transfer any amount from the Post 1986 ESOP Contribution Sub-Account to any other investment fund offered. If a participant's ESOP Contribution Sub-Account exceeded $25,000, then the participant's distributions would be in 3 equal installments, generally in the form of cash.

The SECURE Act was signed into law on December 20, 2019 and the Plan adopted the provision to increase the Required Minimum Distributions age from 70-1/2 to 72 years.

Hardship Withdrawals

Hardship withdrawals from the Plan are permitted under certain circumstances.

Forfeited Accounts

Forfeitures for unclaimed accounts reduce employer's contributions or pay plan expenses.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan have been prepared on the accrual basis of accounting.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires the Plan Sponsor to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Cash

The Plan maintains its cash in bank accounts, which at times, may exceed federally insured limits. The Plan had not experienced any losses in such accounts and believes it is not exposed to any significant credit risk with respect to cash.

Investment Valuation and Income Recognition

Investments are reported at fair value, except for the fully benefit-responsive investment contract, which was reported at contract 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. The Plan's Incentive Savings and Retirement Committee determines the Plan's valuation policies utilizing information provided by the investment advisors. See Note 4 for 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

All Plan assets were transferred to the Ramboll US Savings and Retirement Plan before close of business on February 29, 2020.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES – Continued

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent loans are reclassified as distributions based upon the terms of the Plan document. No allowance for credit losses has been recorded as of February 29, 2020 and December 31, 2019.

Contributions Receivable

Employer and participant contributions receivable represent amounts due as of December 31, 2019 under terms of the Plan.

The Plan considers contributions receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required.

Benefit Payments

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Plan Sponsor. Expenses that are paid by the Plan Sponsor are excluded from these financial statements. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

Subsequent Events

Management has evaluated subsequent events through October 14, 2021, which is the date the financial statements were available to be issued.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 3 – NONPARTICIPANT DIRECTED INVESTMENTS

Nonparticipant Directed Investments

Information about the net assets and significant components of the changes in net assets relating to the O'Brien & Gere Limited Common Stock, a nonparticipant directed investment was as follows at December 31, 2019:

		2019
Net Assets:		
O'Brien & Gere Limited Common Stock:		
Beginning of the Year	$	47,771,115
Changes in Net Assets:		
Net Appreciation (Depreciation)		(116,299)
Transfers to Participant Directed Investments		
Sale of ESOP Shares		(47,654,816)
End of the Year	$	0
Unrealized Appreciation (Depreciation)		
Included in Net Appreciation	$	(116,299)

NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that 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) and the lowest priority to unobservable inputs (Level 3).

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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;
- 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.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at February 29, 2020 and December 31, 2019.

Mutual Funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Pooled Separate Accounts – Valued as computed by the custodian which represents the pooled market value of underlying assets adjusted for capital gain and dividends which are automatically reinvested and deduction of an administrative fee (net unit value).

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of the two month period ended February 29, 2020 and year ended December 31, 2019:

Assets at Fair Value as of February 29, 2020

	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 0	$ 0	$ 0	$ 0
Pooled Separate Accounts	0	0	0	0
Total Investments at Fair Value	$ 0	$ 0	$ 0	$ 0

Assets at Fair Value as of December 31, 2019

	Level 1	Level 2	Level 3	Total
Mutual Funds	$ 73,063,662	$ 0	$ 0	$ 73,063,662
Pooled Separate Accounts	0	126,365,965	0	126,365,965
Total Investments at Fair Value	$ 73,063,662	$ 126,365,965	$ 0	$ 199,429,627

	2020	2019
Reconciliation of Investments at Fair Value to Total Investments:		
Investments at Fair Value	$ 0	$ 199,429,627
Guaranteed Income Fund with Insurance Company, at Contract Value	0	32,324,505
Total Investments	$ 0	$ 231,754,132

Gains and losses included in changes in net assets available for benefits for the two month period ended February 29, 2020 and year ended December 31, 2019, respectively are reported in net appreciation (depreciation) in fair value of investments.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 4 – FAIR VALUE MEASUREMENTS – Continued

Ramboll Vespucci, Inc. closed on a merger agreement, effective January 1, 2019, thereby purchasing the Company's (Plan Sponsor) stock for $358.35 per share. The KSOP portion of the Plan was discontinued January 1, 2019 and replaced with a receivable of which 98% was subsequently paid January 3, 2019 and April 12, 2019 and invested in the Prudential Lifetime Balanced Funds. The final purchase balance is recorded on the statements of net assets available for benefits at December 31, 2019 as due from parent from sale of O'Brien & Gere Limited Common Stock in the Plan for $871,018.

NOTE 5 – GUARANTEED INVESTMENT CONTRACT

The Plan entered into a fully benefit-responsive investment contract with Prudential Retirement Insurance and Annuity Company (Prudential) named Guaranteed Income Fund totaling $-0- and $32,324,505 at February 29, 2020 and December 31, 2019, respectively. These contracts maintain the contributions in a general account and are considered evergreen group annuity products with guarantees backed by the full faith and credit of Prudential. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees. Payment obligations represent an insurance claim supported by general assets of Prudential. Expenses are calculated by Prudential and incorporated into the crediting rates. Past interest rates are not an indication of future interest rates. The account is credited daily based on the daily equivalent of the annual effective crediting rate. The contract is included in the financial statement of the Plan at contract value.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by the participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by Prudential Retirement Insurance and Annuity Company, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The Plan's ability to receive amounts due is dependent on the issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 5 – GUARANTEED INVESTMENT CONTRACT – Continued

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial Plan termination or merger with another Plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

The concept of a value other than Contract Value does not apply to this insurance company issued general account backed evergreen (no maturity date) group annuity spread product, even upon a discontinuance of the contract, in which case Contract Value would be paid no later than 90 days from the date the sponsor provides notice to discontinue. This contract's operation is different than many other evergreen group annuity products in the market by virtue of the fact that a Market Value (Fair Value) Adjustment does not apply upon discontinuance. There are not any specific securities in the general account that back the liabilities of this annuity contract and it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a Fair Value. The Plan owns a promise to pay interest at crediting rates which are announced in advance and guaranteed for a specified period of time as outlined in the group annuity contract. This product is not a traditional GIC and therefore there are not any known cash flows that could be discounted. As a result, the amount shown is equal to the Contract Value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. Interest is credited on contract balances using a single "portfolio rate" approach. Under this methodology, a single interest crediting rate is applied to all contributions made to the product regardless of the timing of those contributions.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 6 – PLAN MERGER AND TRANSFER OF ASSETS

In case of any merger or consolidation of the Plan with, or transfer of assets and liabilities of the Plan to, any other plan, provision must be made so that each participant would, if the Plan then terminated, receive a benefit immediately after the merger, consolidation or transfer which is equal to or greater than the benefit he would have been entitled to receive immediately before the merger, consolidation or transfer if the Plan had then terminated.

By resolution of the sponsoring Company's Board of Directors, effective February 29, 2020, the Ramboll US Corporation, O'Brien and Gere Incentive Savings and Retirement Plan merged with Ramboll US Savings and Retirement Plan. The valuation date for purposes of the merger was February 29, 2020. The assets and liabilities of the Ramboll US Corporation, O'Brien & Gere Incentive Savings and Retirement Plan merged with the Ramboll US Savings and Retirement Plan on February 29, 2020. Assets of $221,291,080 transferred as of February 29, 2020. Immediately after the merger, each participant in the Plan as merged had an account balance equal to the sum of the account balances the participant had in the Plan immediately prior to the merger.

NOTE 7 – RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Prudential Retirement Insurance and Annuity Company is the Trustee of the Plan's Assets. As such, transactions between Prudential Retirement and Annuity Company and the Plan qualify as party-in-interest transactions. Investments and activity in shares of O'Brien & Gere Limited Stock and receivable for the sale of employer common stock, qualify as party-in-interest transactions. Transactions involving notes receivable from participants also qualify as party-in-interest transactions. As described in Note 2, the Plan Sponsor paid certain expenses related to plan operations and investment activity to various service providers. These transaction are party in interest transactions under ERISA and are exempt from prohibitive transaction rules.

NOTES TO FINANCIAL STATEMENTS
Two Month Period Ended February 29, 2020 and Year Ended December 31, 2019

NOTE 8 – TAX STATUS

The Plan was restated January 1, 2020 and amended in 2020 to reflect changes as a result of the Company's merger. The Plan Sponsor in consultation with legal counsel believe that the Plan is designed and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for tax periods in progress.

NOTE 9 – RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rates, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits.

OTHER FINANCIAL INFORMATION

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Two Month Period Ended February 29, 2020

EIN: 16-1284512
Plan No.: 003
Schedule H, Part IV, Line 4(i)

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrow, Lessor or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value**	**Cost**	**Current Value**
*	Prudential Retirement Insurance & Annuity Co.	Guaranteed Income Fund	**	$ 0
*	Prudential Retirement Insurance & Annuity Co.	Core Bond Enhanced Index	**	0
*	Prudential Retirement Insurance & Annuity Co.	Prudential Lifetime Balanced Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Dryden S & P 500 Index Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Large Capital Growth/Eaton Vance Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Integrity Mid Cap Value	**	0
*	Prudential Retirement Insurance & Annuity Co.	Small Capital Growth/Times Square Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Eagle Mid Cap Growth	**	0
*	Prudential Retirement Insurance & Annuity Co.	Income Flex Lifetime Balanced Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Income & Equity Fund (S)	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Aggressive Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	IncomeFlex Lifetime Conservative Growth Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	SA/Templeton Foreign Strategy	**	0
*	Prudential Retirement Insurance & Annuity Co.	Large Cap Growth Jennison Fund	**	0
*	Prudential Retirement Insurance & Annuity Co.	Prudential Day One Income Flex Target Balance	**	0
	Fidelity	Advisor International Class I	**	0
	John Hancock	John Hancock Disciplined Value Mid Cap	**	0
	QMA	QMA Small Cap Value Fund	**	0
	Ivy Investments	Ivy High Income I	**	0
	Nuveen	Nuveen Real Estate Securities	**	0
	PIMCO	PIMCO GNMA Institutional	**	0
	Black Rock	Black Rock Inflation Protected Bond	**	0
	JPMorgan	JPMorgan Equity in Sel Share	**	0
	JPMorgan	JPMorgan Core Plus R6	**	0
	Invesco	Diversified Y	**	0
	ISH Russell	Mid Capital IDX K	**	0
	ISH Russell	2000 SC IDX K	**	0
*	Notes Receivable from Participants		-0-	0
				$ 0

* Identifies party-in-interest.

** Cost is omitted as the investments are participant directed.