

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). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>09/01/2020</u> and ending <u>08/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>OHIO EDUCATION ASSOCIATION UNION PENSION PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>07/01/1960</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>07/01/1960</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>07/01/1960</u>					
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) <u>OHIO EDUCATION ASSOCIATION</u> <u>225 EAST BROAD STREET</u> <u>P.O. BOX 2550</u> <u>COLUMBUS, OH 43215</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>31-4269414</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>614-227-3102</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541990</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>31-4269414</u>	2c Plan Sponsor's telephone number <u>614-227-3102</u>	2d Business code (see instructions) <u>541990</u>	
2b Employer Identification Number (EIN) <u>31-4269414</u>					
2c Plan Sponsor's telephone number <u>614-227-3102</u>					
2d Business code (see instructions) <u>541990</u>					

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.	05/31/2022	MARK HILL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	05/31/2022	PATRICIA COLLINS MURDOCK
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

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v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	250
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)	16
a(2) Total number of active participants at the end of the plan year		6a(2)	12
b Retired or separated participants receiving benefits.....		6b	197
c Other retired or separated participants entitled to future benefits		6c	6
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	215
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	29
f Total. Add lines 6d and 6e		6f	244
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ 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) ☒ 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) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 09/01/2020 and ending 08/31/2021

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

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

A Name of plan <u>OHIO EDUCATION ASSOCIATION UNION PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>OHIO EDUCATION ASSOCIATION</u>	D Employer Identification Number (EIN) <u>31-4269414</u>
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>09</u> Day <u>01</u> Year <u>2020</u>	
2 Assets:	
a Market value	2a <u>117094904</u>
b Actuarial value	2b <u>112157783</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>228</u> (2) Vested Funding Target <u>89090819</u> (3) Total Funding Target <u>89090819</u>
b For terminated vested participants.....	<u>6</u> <u>648283</u> <u>648283</u>
c For active participants	<u>16</u> <u>13011819</u> <u>13284438</u>
d Total.....	<u>250</u> <u>102750921</u> <u>103023540</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.21</u> %
6 Target normal cost.....	6 <u>387234</u>

Statement by Enrolled Actuary

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

SIGN HERE	
Signature of actuary	<u>01/07/2022</u>
<u>LORI A DEVORE</u>	Date
Type or print name of actuary	<u>20-05257</u>
<u>AON CONSULTING, INC.</u>	Most recent enrollment number
Firm name	<u>614-436-8100</u>
<u>445 HUTCHINSON AVE, SUITE 900</u> <u>COLUMBUS, OH 43235-8619</u>	Telephone number (including area code)
Address of the firm	

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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2020
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Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	17322556
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2307492
9 Amount remaining (line 7 minus line 8)	0	15015064
10 Interest on line 9 using prior year's actual return of <u>11.34</u> %	0	1702708
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.36</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	16717772

Part III Funding Percentages

14 Funding target attainment percentage	14	92.63 %
15 Adjusted funding target attainment percentage	15	108.86 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	89.96 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

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

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

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

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☒ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.64 %2nd segment:
5.21 %3rd segment:
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

55

23 Mortality table(s) (see instructions)☐

Prescribed - combined

☒

Prescribed - separate

☐

Substitute

Part VI Miscellaneous Items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6) **31a** 387234**b** Excess assets, if applicable, but not greater than line 31a **31b** 0**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 7583529 Installment 1668346**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 2055580

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2231466	2231466

36 Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b****39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider 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 09/01/2020 and ending 08/31/2021		
A Name of plan OHIO EDUCATION ASSOCIATION UNION PENSION PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 OHIO EDUCATION ASSOCIATION	D Employer Identification Number (EIN) 31-4269414	

Part I	Service Provider Information (see instructions)
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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).. ☒ 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
WILLMINGTON TRUST INV MGMT, LLC
58-1711952

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

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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)

SLC MANAGEMENT

04-3132283

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	146851	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

CAPFINANCIAL PARTNERS, LLC

26-0058143

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	126153	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

AON CONSULTING

23-2293237

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	49350	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)

VORYS, SATER, SEYMOUR AND PEASE LLP

31-4333125

(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?
29 50	NONE	47212	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MATRIX TRUST COMPANY

75-3182674

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 25 50 51 53 59 60 61 62 68 99	NONE	37742	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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.	<small>OMB No. 1210-0110</small> 2020 This Form is Open to Public Inspection.
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For calendar plan year 2020 or fiscal plan year beginning 09/01/2020 and ending 08/31/2021

A Name of plan <u>OHIO EDUCATION ASSOCIATION UNION PENSION PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>OHIO EDUCATION ASSOCIATION</u>	D Employer Identification Number (EIN) <u>31-4269414</u>	

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)
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a Name of MTIA, CCT, PSA, or 103-12 IE: CIT DB GROWTH PORTFOLIO

b Name of sponsor of entity listed in (a): WILMINGTON TRUST, N.A.

c EIN-PN <u>82-0737797-187</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>48728508</u>
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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)
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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)
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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)
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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)
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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)
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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)
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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)
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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)**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)**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)**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)**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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning 09/01/2020 and ending 08/31/2021		
A Name of plan OHIO EDUCATION ASSOCIATION UNION PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 OHIO EDUCATION ASSOCIATION	D Employer Identification Number (EIN) 31-4269414	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	
(2) Participant contributions.....		1b(2)	
(3) Other		1b(3)	460344 492453
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	1497460 1865662
(2) U.S. Government securities		1c(2)	7563142 5884135
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	36824454 35243539
(B) All other.....		1c(3)(B)	17793532 20688527
(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)	4145667 5269177
(7) Loans (other than to participants).....		1c(7)	
(8) Participant loans		1c(8)	
(9) Value of interest in common/collective trusts		1c(9)	48039590 48728508
(10) Value of interest in pooled separate accounts		1c(10)	
(11) Value of interest in master trust investment accounts.....		1c(11)	
(12) Value of interest in 103-12 investment entities		1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	795344 910842
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	
(15) Other.....		1c(15)	

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	117119533 119082843
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	24629 0
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	24629 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	117094904 119082843

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	0
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	21169
	(B) U.S. Government securities	2b(1)(B)	47609
	(C) Corporate debt instruments	2b(1)(C)	1849174
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	3358
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	1921310
(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)	75
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	75
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	22048517
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	22476423
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	-427906
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	-1299085
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	-1299085

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		10572918
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		149828
d Total income. Add all income amounts in column (b) and enter total.....	2d		10917140

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	8521893	
(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)		8521893
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)	96562	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	310746	
(4) Other.....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		407308
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		8929201

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1987939
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ 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) ☒ 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: CLARK, SCHAFER, HACKETT & CO.

(2) EIN: 31-0800053

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:

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.)

	Yes	No	Amount
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?	X		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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.)	X		
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.)	X		
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 415518 _____.			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2020 or fiscal plan year beginning 09/01/2020 and ending 08/31/2021		
A Name of plan OHIO EDUCATION ASSOCIATION UNION PENSION PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 OHIO EDUCATION ASSOCIATION		D Employer Identification Number (EIN) 31-4269414
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): 58-1711952		
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 0
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2020 v. 200204		

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).....

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).....

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).....

14a**14b****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 _____



OHIO EDUCATION ASSOCIATION

Ohio Education Association Union Pension Plan

Financial Statements and Supplemental Schedules

August 31, 2021 and 2020

With Independent Auditors' Report



OHIO EDUCATION ASSOCIATION

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Independent Auditors' Report

**To the Participants and the OEA Union Defined Benefit Plan Committee
Ohio Education Association Union Pension Plan
Columbus, Ohio**

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Ohio Education Association Union Pension Plan (the Plan), which comprise the statements of net assets available for benefits as of August 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years 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.

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Matrix Trust Company, trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended August 31, 2021 and 2020, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

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

Other Matter

The supplemental schedule of assets (held at end of year) as of August 31, 2021 and the supplemental schedule of reportable transactions for the year ended August 31, 2021 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules referred to above.

Report on Form and Content in Compliance with DOL Rules and Regulations

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

Clark, Schaefer, Hackett & Co.

Columbus, Ohio
March 8, 2022



OHIO EDUCATION ASSOCIATION

Ohio Education Association Union Pension Plan
Statements of Net Assets Available for Benefits
August 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Investments, at fair value:		
Interest-bearing cash	\$ 1,865,662	\$ 1,497,460
Collective investment trust	48,728,508	48,039,590
U.S. government securities	5,884,135	7,563,142
Corporate debt instruments - preferred	35,243,539	36,824,454
Corporate debt instruments - other	20,688,527	17,793,532
Real estate investment funds	5,269,177	4,145,667
Registered investment companies	<u>910,842</u>	<u>795,344</u>
	<u>118,590,390</u>	<u>116,659,189</u>
Receivables:		
Accrued interest	<u>492,453</u>	<u>460,344</u>
Total assets	119,082,843	117,119,533
Liabilities:		
Due to broker for securities purchased	<u>-</u>	<u>24,629</u>
Net assets available for benefits	<u>\$ 119,082,843</u>	<u>\$ 117,094,904</u>

See accompanying notes to the financial statements.



OHIO EDUCATION ASSOCIATION

Ohio Education Association Union Pension Plan
Statements of Changes in Net Assets Available for Benefits
Years Ended August 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Additions:		
Investment activity:		
Interest and dividend income	\$ 2,071,213	\$ 3,247,503
Net appreciation in fair value of investments	<u>8,845,927</u>	<u>9,138,776</u>
Total investment activity	<u>10,917,140</u>	<u>12,386,279</u>
Total additions	<u>10,917,140</u>	<u>12,386,279</u>
Deductions:		
Benefits paid to participants	8,521,893	8,541,223
Commissions, custodian, and professional fees	<u>407,308</u>	<u>345,969</u>
Total deductions	<u>8,929,201</u>	<u>8,887,192</u>
Net increase in net assets available for benefits	1,987,939	3,499,087
Net assets available for benefits:		
Beginning of year	<u>117,094,904</u>	<u>113,595,817</u>
End of year	<u><u>\$ 119,082,843</u></u>	<u><u>\$ 117,094,904</u></u>

See accompanying notes to the financial statements.

Ohio Education Association Union Pension Plan

Notes to the Financial Statements

1. Plan Description

The following description of the Ohio Education Association (the Employer) Union Pension Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a non-contributory defined benefit pension plan covering all members of the Ohio Education Association Professional Staff Union hired prior to September 1, 2000, and all members of the Ohio Association Staff Union/NSO hired prior to April 17, 1993. Employees hired after these respective dates are covered by a separate defined contribution retirement plan. On August 31, 2013, all Professional Staff Union Member participants not yet retired were credited with benefits through their Normal Retirement Date (NRD) and benefits were then frozen for this group effective September 1, 2013. If the Professional Staff Union member had already reached NRD, no additional benefits accrued. The Association Staff Union/NSO participants are unaffected by this Plan amendment. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Employer contributions are made in amounts sufficient, on an actuarial basis, to fund at a minimum, the Plan's normal cost on a current basis and to fund the actuarial liability for past service costs in accordance with Department of Treasury Regulations. The Employer's contributions to the Plan during the years ended August 31, 2021 and 2020 satisfied the minimum funding requirements established by ERISA and did not exceed the Employer's maximum allowable contributions for that Plan year.

Eligibility

An eligible employee is a member of the Ohio Education Association Professional Staff Union hired prior to September 1, 2000 and all members of the Ohio Association Staff Union/NSO hired prior to April 17, 1993. Employees are eligible to participate in the Plan when they have attained the age of 21 and completed a year of eligible service or have completed three years of eligible service, regardless of age. Eligible participants enter the Plan on the first day of the Plan year nearest the date when the eligibility requirements are met.

Vesting

Participants are 100% vested in their accrued benefit after five years of eligible service with the Employer. In some circumstances, participants in the Professional Staff Union may elect to purchase additional years of vested service in accordance with the provisions of the Plan.

Payments of benefits

Upon termination of a participant's employment for any reason prior to attaining normal retirement age, participants are entitled to receive their vested accrued benefit as of the date of termination at either their normal retirement date or an elected optional payment date as allowed within the provisions of the Plan. After attaining normal retirement age or the requirements necessary to elect an optional payment date as allowed within the provisions of the Plan, participants may elect to commence payment of their account within the provisions of the Plan. Lump-sum distributions are made, as soon as administratively possible, to participants when the present value of the qualified joint and survivor annuity or other death benefit is equal to or less than \$1,000.

Certain participants are eligible to receive a 3% cost of living adjustment (adjusted biennially) in accordance with the provisions of the Plan.

Administrative expenses

Administrative fees of the Plan may be paid from the assets of the Plan to the extent permitted under ERISA. Expenses not paid by the Plan are paid by the Employer.

2. Summary of Significant Accounting Policies

The following accounting principles and practices of the Plan are set forth to facilitate the understanding of data presented in the financial statements:

Basis of accounting

The financial statements are prepared on the accrual basis of accounting.

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires Plan management to make estimates and assumptions that affect the reported amounts and disclosures. As such, actual results could differ from these estimates.

Investment valuation and income recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements. Purchases and sales of securities are recorded on the trade date basis. Interest is recorded on the accrual basis and dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Risks and uncertainties

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

The actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change.

Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates or assumptions in the near term would be material to the financial statements.

Payment of benefits

Benefits are recorded when paid.

Plan termination

Although the Employer has not indicated any intention to do so, it has the right to terminate the Plan at any time subject to the provisions set forth in the ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations and the Plan document. Upon termination, it is possible that the net assets will not be available on a pro-rata basis to provide participants' benefits. Whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC), a U.S. governmental agency, at the time. Some benefits may not be provided for at all. Information concerning payment of benefits if the Plan terminates is available in the Plan's Summary Plan Description.

Subsequent events

The Plan evaluates events and transactions occurring subsequent to the date of the financial statements for matters requiring recognition or disclosure in the financial statements. The accompanying financial statements consider events through March 8, 2022, the date on which the financial statements were available to be issued.

3. Information Certified by the Trustee

The following information included in the accompanying financial statements and supplemental schedules as of and for the years ended August 31, 2021 and 2020 was obtained from data that has been prepared and certified to as complete and accurate by Matrix Trust Company, the trustee of the Plan, and furnished to the Plan administrator:

Investments held at end of year
Interest and dividend income
Net appreciation in fair value of investments

4. Fair Value Measurements

Generally accepted accounting principles define fair value, establish a framework for measuring fair value, and establish a fair value hierarchy that prioritizes the inputs to valuation. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of fair value hierarchy under generally accepted accounting principles are described below:

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

- Level 2 Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets or liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability; and
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurements 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.

The following are descriptions of the valuation methodologies used for assets at fair value:

- *Interest-bearing cash:* Valued at observable market quotations for identical assets and priced on a daily basis.
- *Collective investment trust:* Valued at the net asset value (NAV), which is based on the fair value of the underlying securities held by the fund less its liabilities. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. The fund manager's objective is to seek total return consisting of long-term growth of capital and current income based on various expected retirement dates.
- *Fixed income:* U.S. government securities are valued using pricing models maximizing the use of observable inputs for similar securities. Corporate debt securities are valued using quoted prices in markets that are not very active, broker / dealer quotations, or alternative pricing sources with reasonable levels of price transparency and maximize the use of observable inputs for similar securities.
- *Real estate investment funds:* Funds hold various real estate and mortgage assets and are valued using quoted prices in markets that are not very active, or broker / dealer quotations.
- *Registered investment companies:* Valued at NAV of shares held by the Plan at year end, which is based on observable market quotations for identical assets and priced on a daily basis.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of August 31, 2021 and 2020:

August 31, 2021:

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Interest-bearing cash	\$ 1,865,662	1,865,662	-	-
Fixed income:				
Corporate debt instruments	55,932,066	-	55,932,066	-
U.S. government securities	5,884,135	-	5,884,135	-
Real estate investment funds	5,269,177	-	5,269,177	-
Registered investment companies	<u>910,842</u>	<u>910,842</u>	<u>-</u>	<u>-</u>
Total assets in the fair value hierarchy	69,861,881	2,776,504	67,085,378	-
Investments, at NAV	<u>48,728,508</u>	<u>-</u>	<u>-</u>	<u>-</u>
Investments, at fair value	\$ <u>118,590,390</u>	<u>2,776,504</u>	<u>67,085,378</u>	<u>-</u>

August 31, 2020:

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Interest-bearing cash	\$ 1,497,460	1,497,460	-	-
Fixed income:				
Corporate debt instruments	54,617,986	-	54,617,986	-
U.S. government securities	7,563,142	-	7,563,142	-
Real estate investment funds	4,145,667	-	4,145,667	-
Registered investment companies	<u>795,344</u>	<u>795,344</u>	<u>-</u>	<u>-</u>
Total assets in the fair value hierarchy	68,619,599	2,292,804	66,326,795	-
Investments, at NAV	<u>48,039,590</u>	<u>-</u>	<u>-</u>	<u>-</u>
Investments, at fair value	\$ <u>116,659,189</u>	<u>2,292,804</u>	<u>66,326,795</u>	<u>-</u>

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following tables summarize investments measured at fair value based on NAV per share practical expedient as of August 31, 2021 and 2020:

<u>August 31, 2021</u>	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Collective investment trust	\$48,728,508	n/a	Daily	Daily
<u>August 31, 2020</u>	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
Collective investment trust	\$48,039,590	n/a	Daily	Daily

5. Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits as of August 31 is as follows:

	<u>2021</u>	<u>2020</u>
Vested benefits:		
Participants currently receiving benefits	\$ 84,012,604	\$ 87,082,832
Vested benefits for other participants	<u>10,675,259</u>	<u>14,165,084</u>
Total vested.....	94,687,863	101,247,916
Non-vested benefits	<u>368,400</u>	<u>287,145</u>
Total actuarial present value of accumulated plan benefits	\$ <u>95,056,263</u>	\$ <u>101,535,061</u>

Changes in actuarial present value of accumulated plan benefits during the years ended August 31, 2021 and 2020:

	<u>2021</u>	<u>2020</u>
Actuarial present value of accumulated plan benefits-beginning of year	\$ 101,535,061	\$ 98,627,224
Increase (decrease) during the year attributable to:		
Interest accumulated	4,856,567	5,466,727
Assumption changes*	(2,540,673)	5,097,432
Other changes	(272,799)	884,901
Benefits paid.....	<u>(8,521,893)</u>	<u>(8,541,223)</u>
Actuarial present value of accumulated Plan benefits-end of year	\$ <u>95,056,263</u>	\$ <u>101,535,061</u>

*Assumption changes in 2021 primarily relate to the change in the interest rate from 4.99% to 5.22% and a change in the mortality improvement scale from MP-2019 to MP-2020. Assumption changes in 2020 primarily relate to the change in the expected return from 5.79% to 4.99% and a change to the assumed retirement rates, which were extended through age 70.

Accumulated plan benefits are those future periodic payments, under the Plan's provisions, to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated employees or their beneficiaries, (b) beneficiaries of employees who have died, and (c) present employees or their beneficiaries.

Benefits under the Plan are paid based on employees' five highest years of compensation during years of credited service. The accumulated plan benefits information above is computed based on the employees' average compensation during the five years ending on the benefit information date. Benefits payable under all circumstances are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and the probability of payment between the valuation date and the expected date of payment. The significant actuarial assumptions used in the valuations were as follows:

- *Life expectancy of participants* – Pri-2012 Mortality Study with Blue Collar Adjustments projected generationally from 2012 with Scale MP-2020 for the year ending August 31, 2021. Pri-2012 Mortality Study with Blue Collar Adjustments projected generationally from 2012 with Scale MP-2019 for the year ending August 31, 2020.
- *Retirement age assumptions* – Participants are assumed to retire according to a graded schedule beginning at age 55 and increasing until full retirement is assumed at the earlier of 32 years of service or the attainment of age 62 with 5 years of service. For participants who are eligible to retire upon completion of 27 years of service under Option B, 70% are assumed to retire upon completion of 27 years of service.
- *Salary increases* - 3% assumed for the years ended August 31, 2021 and 2020.
- *Interest rate for funding* – The interest rate used was 5.22% and 4.99% for the years ended August 31, 2021 and 2020, respectively.
- *Form of benefit payment* – Assumed participants will elect the life annuity payment option.
- *Cost of living increase* – Assumed 3% for the years ended August 31, 2021 and 2020 for all eligible participants.

The valuation method used is the standard unit credit cost method. The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

6. Income Tax Status

The Plan obtained its latest determination letter on October 22, 2015, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

7. Party-in-Interest Transactions

Certain Plan investments are managed by Wilmington Trust, an affiliate of Matrix Trust Company, the trustee of the Plan. Therefore, transactions involving these investments qualify as party-in-interest transactions.

8. Plan Operations

An outbreak of a novel strain of coronavirus (COVID-19) has continued to disrupt supply chains and affect production and sales across a range of industries. The extent of the impact of COVID-19 on the Plan Sponsor's performance and the Plan's investments will depend on certain developments, including the duration and spread of the outbreak. Impact to the Plan cannot be predicted, and the extent to which COVID-19 may impact the net assets available for benefits is uncertain at this time.

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN

EIN 31-4269414

PN 001

Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	BP Cap Markets America (CUSIP 10373QAT7)	Interest-bearing cash	\$ 389,638	\$ 412,806
	Federated Government Obligations Fund IS (goix.x) (CUSIP WTC299486)	Interest-bearing cash	1,452,856	1,452,856
*	DB Growth Portfolio Institutional Class (CUSIP 97183J699)	Collective investment trust	29,701,692	48,728,508
	Abbvie Inc (CUSIP 00287YAP4)	Corporate debt instruments - other	341,019	344,531
	Abbvie Inc (CUSIP 00287YBX6)	Corporate debt instruments - other	253,194	257,151
	Aflac Inc (CUSIP 001055BJ0)	Corporate debt instruments - other	159,721	153,305
	Air Lease Corp (CUSIP 00912XAW4)	Corporate debt instruments - other	354,347	355,733
	American Intl Group (CUSIP 026874DR5)	Corporate debt instruments - other	234,389	247,520
	American Tower Corp (CUSIP 03027XAX8)	Corporate debt instruments - other	320,002	337,975
	American Tower Corp (CUSIP 03027XBB5)	Corporate debt instruments - other	200,578	198,944
	Amgen Inc (CUSIP 031162bn9)	Corporate debt instruments - other	395,250	381,123
	Anheuser-Busch Inbev Wor (CUSIP 035240AQ3)	Corporate debt instruments - other	323,527	327,698
	Anthem Inc (CUSIP 036752AB9)	Corporate debt instruments - other	408,465	453,892
	AT&T Inc (CUSIP 00206RHJ4)	Corporate debt instruments - other	175,458	174,345
	AT&T Inc (CUSIP 00206RKG6)	Corporate debt instruments - other	222,821	219,932
	Aviation Capital Group (CUSIP 05369AAC5)	Corporate debt instruments - other	249,405	261,488
	Banco Santander Sa (CUSIP 05964HAG0)	Corporate debt instruments - other	318,363	331,591
	Barclays PLC (CUSIP 06738EBQ7)	Corporate debt instruments - other	325,481	326,440
	Belrose Funding Trust (CUSIP 080807AA8)	Corporate debt instruments - other	330,872	334,353
	California St Build America Bonds (CUSIP 13063A7D0)	Corporate debt instruments - other	247,592	291,373
	Cameron Lng LLC (CUSIP 133434AA8)	Corporate debt instruments - other	160,368	172,320
	Capital One Financial Co (CUSIP 14040HCA1)	Corporate debt instruments - other	635,725	660,867
	Centerpoint Energy Res (CUSIP 15189YAF3)	Corporate debt instruments - other	172,807	180,194
	Cigna Corp (CUSIP 125523CL2)	Corporate debt instruments - other	212,314	206,376
	Citigroup Inc (CUSIP 172967LV1)	Corporate debt instruments - other	622,785	641,947
	Coca-Cola Co/The (CUSIP 191216DK3)	Corporate debt instruments - other	174,323	177,993
	Comcast Corp (CUSIP 20030NBH3)	Corporate debt instruments - other	439,538	533,155
	Conagra Brands Inc (CUSIP 205887CF7)	Corporate debt instruments - other	241,406	240,303
	Costco Wholesale Corp (CUSIP 22160KAP0)	Corporate debt instruments - other	165,113	169,210
	CVS Health Corp (CUSIP 126650DF4)	Corporate debt instruments - other	342,642	367,105
	Dowdupont Inc (CUSIP 26078JAC4)	Corporate debt instruments - other	305,329	339,213
	Eli Lilly & Co (CUSIP 532457BY3)	Corporate debt instruments - other	167,921	158,466
	Energy Transfer LP (CUSIP 86765BAT6)	Corporate debt instruments - other	497,301	499,572
	General Motors Co (CUSIP 37045VAE0)	Corporate debt instruments - other	255,675	254,789
	Goldman Sachs Group Inc (CUSIP 38141ggs7)	Corporate debt instruments - other	462,599	413,699
	Goldman Sachs Group Inc (CUSIP 38141GXR0)	Corporate debt instruments - other	209,613	206,184
	John Deere Capital Corp (CUSIP 24422EUY3)	Corporate debt instruments - other	237,939	249,614
	Johnson & Johnson (CUSIP 478160CM4)	Corporate debt instruments - other	282,769	331,786
	Kimco Realty Corp (CUSIP 49446RAP4)	Corporate debt instruments - other	261,971	281,676
	Kinder Morgan Ener Part (CUSIP 494550BV7)	Corporate debt instruments - other	661,898	665,272
	Lowe's Cos Inc (CUSIP 548661DU8)	Corporate debt instruments - other	213,352	202,258
	Lowe'S Cos Inc (CUSIP 548661DY0)	Corporate debt instruments - other	109,669	106,878
	Manulife Financial Corp (CUSIP 56501RAE6)	Corporate debt instruments - other	215,896	214,434
	Marathon Petroleum Corp (CUSIP 56585ABA9)	Corporate debt instruments - other	348,759	357,212
	Markel Corporation (CUSIP 570535ak0)	Corporate debt instruments - other	240,311	233,145
	Natwest Group PLC (CUSIP 639057AC2)	Corporate debt instruments - other	180,241	181,134
	New York Life Insurance (CUSIP 64952GAT5)	Corporate debt instruments - other	360,136	380,493
	Northrop Grumman Corp (CUSIP 666807BN1)	Corporate debt instruments - other	144,823	142,000
	Omnicom Group Inc (CUSIP 681919BD7)	Corporate debt instruments - other	160,411	165,062
	Oncor Electric Delivery (CUSIP 68233JBP8)	Corporate debt instruments - other	323,151	386,266
	O'Reilly Automotive Inc (CUSIP 67103HAK3)	Corporate debt instruments - other	221,926	232,877
	PNC Bank NA (CUSIP 69349LAR9)	Corporate debt instruments - other	331,399	382,074
	Prologis LP (CUSIP 74340XBR1)	Corporate debt instruments - other	192,543	185,307
	Raytheon Tech Corp (CUSIP 75513ECB5)	Corporate debt instruments - other	359,810	368,132
	Southern Cal Edison (CUSIP 842400GG2)	Corporate debt instruments - other	155,449	164,466
	Spectra Energy Partners (CUSIP 84756NAD1)	Corporate debt instruments - other	689,802	697,589
	State Street Corp (CUSIP 857477BG7)	Corporate debt instruments - other	344,889	353,381
	Telefonica Emisiones Sau (CUSIP 87938WAT0)	Corporate debt instruments - other	352,894	345,352
	Toronto-Dominion Bank (CUSIP 89114QCK2)	Corporate debt instruments - other	194,456	193,590
	Total Capital Intl SA (CUSIP 89153VAT6)	Corporate debt instruments - other	334,678	338,644
	Univ Of California CA Revenues Build America Bonds (CUSIP 91412GDZ5)	Corporate debt instruments - other	200,728	228,906
	Valero Energy Corp (CUSIP 91913YAY6)	Corporate debt instruments - other	328,240	327,394

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN

EIN 31-4269414

PN 001

Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Ventas Realty LP (CUSIP 92277GAD9)	Corporate debt instruments - other	277,516	293,548
	Ventas Realty LP (CUSIP 92277GAP2)	Corporate debt instruments - other	262,040	266,613
	Verizon Communications (CUSIP 92343vcq5)	Corporate debt instruments - other	343,689	337,207
	Verizon Communications (CUSIP 92343VEU4)	Corporate debt instruments - other	321,768	382,543
	Wal-Mart Stores Inc (CUSIP 931142db6)	Corporate debt instruments - other	815,723	774,643
	Walt Disney Company/The (CUSIP 254687FL5)	Corporate debt instruments - other	204,389	209,024
	Welltower Inc (CUSIP 95040QAG9)	Corporate debt instruments - other	472,639	491,220
	3M Company (CUSIP 88579YBG5)	Corporate debt instruments - preferred	320,716	335,511
	Alibaba Group Holding (CUSIP 01609WAQ5)	Corporate debt instruments - preferred	317,782	328,884
	Allstate Corp (CUSIP 020002BC4)	Corporate debt instruments - preferred	289,749	344,911
	Amazon.Com Inc (CUSIP 023135bt2)	Corporate debt instruments - preferred	548,276	527,296
	Ameren Illinois Co (CUSIP 02361DAR1)	Corporate debt instruments - preferred	581,578	687,244
	America Movil SAB DE Cv (CUSIP 02364WBD6)	Corporate debt instruments - preferred	854,592	855,875
	American Express Co (CUSIP 025816CC1)	Corporate debt instruments - preferred	601,085	624,622
	American Honda Finance (CUSIP 02665WDM0)	Corporate debt instruments - preferred	94,958	95,504
	American Honda Finance (CUSIP 02665WDN8)	Corporate debt instruments - preferred	94,995	95,220
	Ameriprise Financial Inc (CUSIP 03076CAH9)	Corporate debt instruments - preferred	246,634	264,188
	Apple Inc (CUSIP 037833bh2)	Corporate debt instruments - preferred	813,479	909,382
	Apple Inc (CUSIP 037833CJ7)	Corporate debt instruments - preferred	660,996	728,295
	Avalonbay Communities (CUSIP 05348EBG3)	Corporate debt instruments - preferred	338,095	339,461
	Bank Of America Corp (CUSIP 06051GJE0)	Corporate debt instruments - preferred	170,280	172,522
	Bank Of America Corp (CUSIP 06051GJZ3)	Corporate debt instruments - preferred	692,583	700,329
	Berkshire Hathaway Energ (CUSIP 084659AD3)	Corporate debt instruments - preferred	467,918	474,104
	Berkshire Hathaway Fin (CUSIP 084664BV2)	Corporate debt instruments - preferred	363,516	431,022
	BNP Paribas (CUSIP 09659W2K9)	Corporate debt instruments - preferred	327,452	333,966
	Boston Gas Company (CUSIP 100743AL7)	Corporate debt instruments - preferred	296,508	306,220
	Branch Banking & Trust (CUSIP 07330MAC1)	Corporate debt instruments - preferred	269,090	282,193
	Burlingt North Santa Fe (CUSIP 12189LAP6)	Corporate debt instruments - preferred	374,987	419,262
	Chubb Ina Holdings Inc (CUSIP 00440EAW7)	Corporate debt instruments - preferred	90,049	96,022
	Cisco Systems Inc (CUSIP 17275RAF9)	Corporate debt instruments - preferred	202,247	197,603
	Coca-Cola Co/The (CUSIP 191216CX6)	Corporate debt instruments - preferred	305,729	291,787
	Comcast Corp (CUSIP 20030NBW0)	Corporate debt instruments - preferred	631,940	723,107
	Commonwealth Edison Co (CUSIP 202795JA9)	Corporate debt instruments - preferred	125,143	134,114
	Commonwealth Edison Co (CUSIP 202795JH4)	Corporate debt instruments - preferred	315,938	308,769
	Conoco Inc (CUSIP 208251AE8)	Corporate debt instruments - preferred	323,054	325,116
	Cons Edison Co Of NY (CUSIP 209111FD0)	Corporate debt instruments - preferred	382,177	475,246
	Consumers Energy Co (CUSIP 210518CZ7)	Corporate debt instruments - preferred	483,619	589,232
	DTE Electric Co (CUSIP 23338VAC0)	Corporate debt instruments - preferred	320,256	345,437
	Duke Energy Carolinas (CUSIP 26442CAS3)	Corporate debt instruments - preferred	334,104	368,329
	Duke Energy Florida LLC (CUSIP 26444HAC5)	Corporate debt instruments - preferred	322,278	361,937
	Duke Energy Indiana LLC (CUSIP 26443TAA4)	Corporate debt instruments - preferred	239,354	273,262
	Electricite De France SA (CUSIP 268317AQ7)	Corporate debt instruments - preferred	144,748	175,693
	Equinor Asa (CUSIP 29446MAJ1)	Corporate debt instruments - preferred	294,217	293,693
	Exxon Mobil Corporation (CUSIP 30231GBE1)	Corporate debt instruments - preferred	276,933	289,355
	Florida Power & Light Co (CUSIP 341081FD4)	Corporate debt instruments - preferred	384,877	431,300
	Franklin Resources Inc (CUSIP 354613aj0)	Corporate debt instruments - preferred	411,705	425,711
	Franklin Resources Inc (CUSIP 354613AL5)	Corporate debt instruments - preferred	430,413	444,880
	General Dynamics Corp (CUSIP 369550BH0)	Corporate debt instruments - preferred	208,525	205,123
	Georgia Power Company (CUSIP 373334jw2)	Corporate debt instruments - preferred	332,523	373,121
	Gilead Sciences Inc (CUSIP 375558BJ1)	Corporate debt instruments - preferred	324,032	374,762
	Home Depot Inc (CUSIP 437076BX9)	Corporate debt instruments - preferred	318,444	400,090
	HSBC Holdings PLC (CUSIP 404280BH1)	Corporate debt instruments - preferred	311,510	348,691
	Intel Corp (CUSIP 458140BG4)	Corporate debt instruments - preferred	525,564	628,914
	Intercontinentalexchange (CUSIP 45866FAP9)	Corporate debt instruments - preferred	351,552	348,056
	Johnson & Johnson (CUSIP 478160BJ2)	Corporate debt instruments - preferred	234,935	269,877
	JPMorgan Chase & Co (CUSIP 46625HMN7)	Corporate debt instruments - preferred	165,863	165,369
	JPMorgan Chase & Co (CUSIP 46647PAJ5)	Corporate debt instruments - preferred	664,775	697,158
	JPMorgan Chase & Co (CUSIP 46647pcj3)	Corporate debt instruments - preferred	341,571	344,673
	Kimberly-Clark Corp (CUSIP 494368BW2)	Corporate debt instruments - preferred	311,151	332,918
	Lloyds Banking Group PLC (CUSIP 539439AS8)	Corporate debt instruments - preferred	260,539	256,181
	Loews Corp (CUSIP 540424AS7)	Corporate debt instruments - preferred	558,546	579,098
	Manuf & Traders Trust Co (CUSIP 55279HAQ3)	Corporate debt instruments - preferred	331,563	365,000

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN

EIN 31-4269414

PN 001

Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Mars Inc (CUSIP 571676AL9)	Corporate debt instruments - preferred	220,541	213,028
	Mastercard Inc (CUSIP 57636QAL8)	Corporate debt instruments - preferred	556,723	615,306
	Medtronic Inc (CUSIP 585055BT2)	Corporate debt instruments - preferred	327,778	364,588
	Merck & Co Inc (CUSIP 58933YBB0)	Corporate debt instruments - preferred	187,568	206,768
	Microsoft Corp (CUSIP 594918CE2)	Corporate debt instruments - preferred	723,551	750,932
	Midamerican Energy Co (CUSIP 595620AL9)	Corporate debt instruments - preferred	296,512	353,400
	Mitsubishi UFJ Fin Grp (CUSIP 606822BN3)	Corporate debt instruments - preferred	331,493	327,676
	Morgan Stanley (CUSIP 61744YAAQ1)	Corporate debt instruments - preferred	546,317	547,352
	National Rural Util Coop (CUSIP 637432NN1)	Corporate debt instruments - preferred	565,000	615,912
	National Rural Util Coop (CUSIP 637432NS0)	Corporate debt instruments - preferred	89,799	101,731
	Nevada Power Co (CUSIP 641423CC0)	Corporate debt instruments - preferred	335,374	333,326
	Oracle Corp (CUSIP 68389XAE5)	Corporate debt instruments - preferred	465,445	526,055
	Pacificorp (CUSIP 695114CG1)	Corporate debt instruments - preferred	180,542	207,517
	Pepsico Inc (CUSIP 713448DD7)	Corporate debt instruments - preferred	391,101	457,006
	Pfizer Inc (CUSIP 717081EV1)	Corporate debt instruments - preferred	214,918	259,235
	PPL Electric Utilities (CUSIP 69351UAR4)	Corporate debt instruments - preferred	237,021	268,821
	Prudential Financial Inc (CUSIP 74432QCJ2)	Corporate debt instruments - preferred	206,796	204,575
	Pub Svc Elec & Gas (CUSIP 74456qaz9)	Corporate debt instruments - preferred	290,814	338,899
	Public Service Electric (CUSIP 74456QBY1)	Corporate debt instruments - preferred	107,719	110,443
	Qualcomm Inc (CUSIP 747525AU7)	Corporate debt instruments - preferred	318,213	375,574
	Shell International Fin (CUSIP 822582BX9)	Corporate debt instruments - preferred	310,343	330,150
	Siemens Financieringsmat (CUSIP 82620KAU7)	Corporate debt instruments - preferred	652,272	714,275
	Simon Property Group LP (CUSIP 828807DC8)	Corporate debt instruments - preferred	282,170	308,042
	Southwestern Public Serv (CUSIP 845743bn2)	Corporate debt instruments - preferred	360,843	442,074
	Southwestern Public Serv (CUSIP 845743BS1)	Corporate debt instruments - preferred	329,612	415,080
	Statoil Asa (CUSIP 85771PAL6)	Corporate debt instruments - preferred	302,256	370,815
	Travelers Cos Inc (CUSIP 89417EAN9)	Corporate debt instruments - preferred	313,597	391,517
	Trustees Princeton Univ (CUSIP 89837LAG0)	Corporate debt instruments - preferred	140,457	137,113
	Union Electric Co (CUSIP 906548CM2)	Corporate debt instruments - preferred	287,841	325,545
	United Parcel Service (CUSIP 911312BN5)	Corporate debt instruments - preferred	324,027	419,678
	Unitedhealth Group Inc (CUSIP 91324PBE1)	Corporate debt instruments - preferred	455,263	536,165
	Unitedhealth Group Inc (CUSIP 91324PCQ3)	Corporate debt instruments - preferred	189,977	241,570
	US Bancorp (CUSIP 91159HHN3)	Corporate debt instruments - preferred	323,480	377,649
	Walmart Inc (CUSIP 931142EC3)	Corporate debt instruments - preferred	38,269	37,936
	Wal-Mart Stores Inc (CUSIP 931142DW0)	Corporate debt instruments - preferred	255,887	313,180
	Wells Fargo & Company (CUSIP 94974BFJ4)	Corporate debt instruments - preferred	254,192	266,355
	Wells Fargo & Company (CUSIP 94974BGL8)	Corporate debt instruments - preferred	504,772	590,272
	Westpac Banking Corp (CUSIP 961214CX9)	Corporate debt instruments - preferred	339,170	352,344
	Benchmark Mortgage Trust 2020-Ig2 B (CUSIP 08162NAM8)	Real estate investment funds	338,095	331,963
	Benchmark Mortgage Trust 2020-Ig3 T33B (CUSIP 08162QBL2)	Real estate investment funds	215,320	209,066
	CF Hippolyta Issuer LLC 2021-1A A1 (CUSIP 12530MAE5)	Real estate investment funds	218,670	222,865
	Finance America Structured SECSTR 144A Private Placement (CUSIP 31739LAA4)	Real estate investment funds	207,802	222,139
	Fremf Mortgage Trust 2015-K47 C (CUSIP 30293AAQ3)	Real estate investment funds	409,166	466,342
	Fremf Mortgage Trust 2016-K53 C (CUSIP 30288LAQ6)	Real estate investment funds	192,789	214,718
	Fremf Mortgage Trust 2016-K60 C (CUSIP 302947AG1)	Real estate investment funds	165,020	178,797
	Fremf Mortgage Trust 2019-K91 C (CUSIP 30309JAG8)	Real estate investment funds	357,681	382,870
	JP Morgan Chase Commercial Mor 2015-Frr2 Ak39 (CUSIP 46644KAG5)	Real estate investment funds	310,570	355,978
	Magnetite Clo Ltd 2017-19A Ar (CUSIP 55954KAL9)	Real estate investment funds	520,000	519,629
	New Residential Mortgage Loan 2018-2A B3 (CUSIP 64828CCL1)	Real estate investment funds	166,553	168,756
	Sfave Commercial Mortgage Secu 2015-5Ave B (CUSIP 78413MAL2)	Real estate investment funds	340,484	359,542
	Shops At Crystals Trust 2016-C 2016-Cstl D (CUSIP 82510wal4)	Real estate investment funds	301,344	314,129
	SLG Office Trust 2021-Ova A (CUSIP 78449RAA3)	Real estate investment funds	502,519	510,203
	Soho Trust 2021 A (CUSIP 83410JAA6)	Real estate investment funds	250,928	249,968
	Sound Point Clo Ltd 2017-3A A2 (CUSIP 83611GAC5)	Real estate investment funds	480,600	479,656
	Wells Fargo Commercial Mortgag 2016-Lc25 B (CUSIP 95000JBA5)	Real estate investment funds	76,435	82,556
*	Wilmington US Government Money Mkt Instl (CUSIP 97181C605)	Registered investment companies	910,842	910,842
	US Treasury Note/Bond (CUSIP 912810SR0)	U.S. government securities	386,968	347,344
	US Treasury Note/Bond (CUSIP 912810SY5)	U.S. government securities	364,318	368,773
	US Treasury Note/Bond (CUSIP 91282CAV3)	U.S. government securities	178,446	178,814
	US Treasury Note/Bond (CUSIP 91282CBL4)	U.S. government securities	9,522	9,866
	US Treasury Note/Bond (CUSIP 91282CBW0)	U.S. government securities	508,048	510,518
	US Treasury Note/Bond (CUSIP 91282CBZ3)	U.S. government securities	391,828	395,363

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN

EIN 31-4269414

PN 001

Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	US Treasury Note/Bond (CUSIP 91282CCG4)	U.S. government securities	29,856	29,906
	US Treasury STRIPS (CUSIP 912834MZ8)	U.S. government securities	327,395	539,614
	US Treasury STRIPS (CUSIP 912834PB8)	U.S. government securities	398,787	591,736
	US Treasury STRIPS (CUSIP 912834PM4)	U.S. government securities	350,866	536,576
	US Treasury STRIPS (CUSIP 912834QH4)	U.S. government securities	561,414	784,784
	US Treasury STRIPS (CUSIP 912834RR1)	U.S. government securities	665,247	970,200
	US Treasury STRIPS (CUSIP 912834UY2)	U.S. government securities	749,639	620,641
			<u>\$ 94,745,981</u>	<u>\$ 118,590,390</u>

* Identifies a party-in-interest to the Plan.

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN
EIN 31-4269414
PN 001
Schedule H, Line 4.j. - Schedule of Reportable Transactions
Year Ended August 31, 2021

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
<u>Category (iii) - Series of transactions in excess of 5% of the net plan assets:</u>						
* DB Growth Portfolio Institutional Class (CUSIP 97183J699)	683,761 shares sold in a series of 3 transactions	\$ -	\$ 9,844,000	\$ 6,839,289	\$ 9,844,000	\$ 3,004,711
* Wilmington U. S. Govt Money Mkt Instl (CUSIP 97181C605)	17,464,782 shares purchased in a series of 208 transactions	17,464,782	-	17,464,782	17,464,782	-
	17,349,284 shares sold in a series of 67 transactions	-	17,349,284	14,349,284	17,349,284	-
* Identifies a party-in-interest to the Plan						

Notes: Columns (e) and (f) were excluded as they were not applicable.

There were no reportable category (i), (ii) or (iv) transactions for the year ended August 31, 2021.



Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of September 1, 2020

**Schedule SB, Line 26—Schedule of Active Participant Data
As of September 1, 2020**

**Ohio Education Association
Ohio Education Association Union Pension Plan
Active Employees**

EIN: 31-4269414 PN: 001

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39										
40-44										
45-49						1				
50-54						1		1		
55-59						3		1		
60-64						3	3			
65-69						1	1			
70+						1				

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Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of May 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.64%
2nd Segment Rate	5.21%
3rd Segment Rate	5.94%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of May 2020), without regard to interest rate stabilization
1st Segment Rate	2.62%
2nd Segment Rate	3.66%
3rd Segment Rate	4.14%
Salary Increases	3.00%
Severance Pay Assumption	10% load added to average compensation for Participants eligible to include
COLA Increases	3.00%
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Age 62
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e)
Withdrawal Rates	See Table 2
Disability Rates	None
Decrement Timing	Beginning of year decrements
Surviving Spouse Benefit	It is assumed that 100% of males and 100% of females have an eligible spouse, and that males are three years older than their spouses.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

For ERISA Requirements

Valuation Compensation

Participant salaries are limited to the IRC Section 401(a)(17) limit that was in effect as of the beginning of the plan year. Projected benefits are limited to the IRC Section 415(b) limit that was in effect as of the end of the plan year.

Benefit and Compensation Limits

Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the 401(a)(17) compensation limit of \$285,000.

Valuation of Plan Assets

Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.

Expected Return on Assets

2018 Plan Year	5.73%
2019 Plan Year	5.79%
2020 Plan Year	4.99%

Trust Expenses Included in Target Normal Cost

The normal cost for funding purposes includes assumed expenses equal to the actual expenses paid by the trust in the previous year rounded to the next \$1,000. General administrative expenses include trustee and investment fees.

Actuarial Method

Standard unit credit cost method

Valuation Date

September 1, 2020

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Table 1

Retirement Rates

Age	Current Year Rates
55	5.00%
56	5.00%
57	10.00%
58	10.00%
59	20.00%
60	20.00%
61	20.00%
62	30.00%
63	30.00%
64	30.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70	100.00%

For professional staff retirements prior to the age at which full benefits are payable from the plan, payment is assumed to be deferred until the time full benefits are payable.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Table 2

Withdrawal Rates

Age	Rate
20	5.4384%
21	5.4083%
22	5.3344%
23	5.2213%
24	5.0732%
25	4.8948%
26	4.6904%
27	4.4648%
28	4.2220%
29	3.9665%
30	3.7020%
31	3.4319%
32	3.1593%
33	2.8866%
34	2.6160%
35	2.3492%
36	2.0879%
37	1.8335%
38	1.5875%
39	1.3518%
40	1.1283%
41	0.9186%
42	0.7250%
43	0.5500%
44	0.3960%
45	0.2653%
46	0.1595%
47	0.0798%
48	0.0274%
49	0.0015%
50+	0.0000%

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment 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 09/01/2020 and ending 08/31/2021

- A** This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report ☐ the final return/report
- ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here: ☒
- D** Check box if filing under: ☐ Form 5558 ☐ automatic extension ☐ the DFVC program
- ☐ special extension (enter description) _____

Part II Basic Plan Information—enter all requested information

1a Name of plan Ohio Education Association Union Pension Plan	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 07/01/1960
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) Ohio Education Association 225 East Broad Street P.O. Box 2550 Columbus OH 43215	2b Employer Identification Number (EIN) 31-4269414
	2c Plan Sponsor's telephone number 614-227-3102
	2d Business code (see instructions) 541990

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		5-31-22	Mark Hill
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		5/31/22	Patricia Collins Murdock
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN																		
		3c Administrator's telephone number																		
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN																		
5 Total number of participants at the beginning of the plan year		<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">5</td> <td style="border: 1px solid black; text-align: right;">250</td> </tr> </table>	5	250																
5	250																			
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).		<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6a(1)</td> <td style="border: 1px solid black; text-align: right;">16</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6a(2)</td> <td style="border: 1px solid black; text-align: right;">12</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6b</td> <td style="border: 1px solid black; text-align: right;">197</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6c</td> <td style="border: 1px solid black; text-align: right;">6</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6d</td> <td style="border: 1px solid black; text-align: right;">215</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6e</td> <td style="border: 1px solid black; text-align: right;">29</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6f</td> <td style="border: 1px solid black; text-align: right;">244</td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6g</td> <td style="border: 1px solid black;"></td> </tr> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">6h</td> <td style="border: 1px solid black; text-align: right;">0</td> </tr> </table>	6a(1)	16	6a(2)	12	6b	197	6c	6	6d	215	6e	29	6f	244	6g		6h	0
6a(1)	16																			
6a(2)	12																			
6b	197																			
6c	6																			
6d	215																			
6e	29																			
6f	244																			
6g																				
6h	0																			
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%; border: 1px solid black; text-align: center;">7</td> <td style="border: 1px solid black;"></td> </tr> </table>	7																	
7																				
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A																				
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:																				
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ 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) ☒ 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) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)																			

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 _____

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN
EIN 31-4269414
PN 001
Schedule H, Line 4.j. - Schedule of Reportable Transactions
Year Ended August 31, 2021

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain
<u>Category (iii) - Series of transactions in excess of 5% of the net plan assets:</u>						
* DB Growth Portfolio Institutional Class (CUSIP 97183J699)	683,761 shares sold in a series of 3 transactions	\$ -	\$ 9,844,000	\$ 6,839,289	\$ 9,844,000	\$ 3,004,711
* Wilmington U. S. Govt Money Mkt Instl (CUSIP 97181C605)	17,464,782 shares purchased in a series of 208 transactions	17,464,782	-	17,464,782	17,464,782	-
	17,349,284 shares sold in a series of 67 transactions	-	17,349,284	14,349,284	17,349,284	-

* Identifies a party-in-interest to the Plan

Notes: Columns (e) and (f) were excluded as they were not applicable.

There were no reportable category (i), (ii) or (iv) transactions for the year ended August 31, 2021.

SCHEDULE SB (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</small>	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 09/01/2020 and ending 08/31/2021

► **Round off amounts to nearest dollar.**
 ► **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan OHIO EDUCATION ASSOCIATION UNION PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF OHIO EDUCATION ASSOCIATION	D Employer Identification Number (EIN) 31-4269414	
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☒ 101-500 ☐ More than 500	

Part I Basic Information				
1	Enter the valuation date: Month <u>09</u> Day <u>01</u> Year <u>2020</u>			
2	Assets:			
	a Market value.....	2a		117,094,904
	b Actuarial value.....	2b		112,157,783
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
	a For retired participants and beneficiaries receiving payment.....	228	89,090,819	89,090,819
	b For terminated vested participants	6	648,283	648,283
	c For active participants.....	16	13,011,819	13,284,438
	d Total.....	250	102,750,921	103,023,540
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
	a Funding target disregarding prescribed at-risk assumptions	4a		
	b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b		
5	Effective interest rate	5		5.21%
6	Target normal cost.....	6		387,234

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

SIGN HERE	<div style="text-align: center; margin-bottom: 10px;"> </div> Signature of actuary LORI A DEVORE Type or print name of actuary AON CONSULTING, INC. Firm name 445 HUTCHINSON AVE, SUITE 900 COLUMBUS OH 43235-8619 Address of the firm	<div style="text-align: center; margin-bottom: 10px;"> </div> Date 2005257 Most recent enrollment number 614-436-8100 Telephone number (including area code)
------------------	---	--

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

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	17,322,556
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	2,307,492
9 Amount remaining (line 7 minus line 8)	0	15,015,064
10 Interest on line 9 using prior year's actual return of <u>11.34</u> %	0	1,702,708
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.36</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	16,717,772

Part III Funding Percentages

14 Funding target attainment percentage	14	92.63%
15 Adjusted funding target attainment percentage	15	108.86%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	89.96%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

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

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

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

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☒ Yes ☐ No

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

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

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

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

21 Discount rate:				
a Segment rates:	1st segment: 3.64 %	2nd segment: 5.21 %	3rd segment: 5.94 %	☐ N/A, full yield curve used
b Applicable month (enter code).....				21b 4
22 Weighted average retirement age				22 55
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

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

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6)	31a	387,234	
b Excess assets, if applicable, but not greater than line 31a	31b	0	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	7,583,529	1,668,346	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	2,055,580	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	2,231,466	2,231,466
36 Additional cash requirement (line 34 minus line 35).....	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b		
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....	39	0	
40 Unpaid minimum required contributions for all years	40	0	

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

41 If an election was made to use PRA 2010 funding relief for this plan:			
a Schedule elected	☐ 2 plus 7 years ☐ 15 years		
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011		

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

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

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

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	5.00%	1.0000	2.75
56	5.00%	0.9500	2.66
57	10.00%	0.9025	5.14
58	10.00%	0.8123	4.71
59	20.00%	0.7310	8.63
60	20.00%	0.5848	7.02
61	20.00%	0.4679	5.71
62	30.00%	0.3743	6.96
63	30.00%	0.2620	4.95
64	30.00%	0.1834	3.52
65	30.00%	0.1284	2.50
66	30.00%	0.0899	1.78
67	30.00%	0.0629	1.26
68	30.00%	0.0440	0.90
69	30.00%	0.0308	0.64
70	100.00%	0.0216	1.51
Weighted Average			54.55

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

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

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of May 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor
1st Segment Rate	3.64%
2nd Segment Rate	5.21%
3rd Segment Rate	5.94%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of May 2020), without regard to interest rate stabilization
1st Segment Rate	2.62%
2nd Segment Rate	3.66%
3rd Segment Rate	4.14%
Salary Increases	3.00%
Severance Pay Assumption	10% load added to average compensation for Participants eligible to include
COLA Increases	3.00%
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Age 62
Mortality Rates	
Healthy and Disabled	2020 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e)
Withdrawal Rates	See Table 2
Disability Rates	None
Decrement Timing	Beginning of year decrements
Surviving Spouse Benefit	It is assumed that 100% of males and 100% of females have an eligible spouse, and that males are three years older than their spouses.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

For ERISA Requirements

Valuation Compensation

Participant salaries are limited to the IRC Section 401(a)(17) limit that was in effect as of the beginning of the plan year. Projected benefits are limited to the IRC Section 415(b) limit that was in effect as of the end of the plan year.

Benefit and Compensation Limits

Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the 401(a)(17) compensation limit of \$285,000.

Valuation of Plan Assets

Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.

Expected Return on Assets

2018 Plan Year	5.73%
2019 Plan Year	5.79%
2020 Plan Year	4.99%

Trust Expenses Included in Target Normal Cost

The normal cost for funding purposes includes assumed expenses equal to the actual expenses paid by the trust in the previous year rounded to the next \$1,000. General administrative expenses include trustee and investment fees.

Actuarial Method

Standard unit credit cost method

Valuation Date

September 1, 2020

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Table 1

Retirement Rates

Age	Current Year Rates
55	5.00%
56	5.00%
57	10.00%
58	10.00%
59	20.00%
60	20.00%
61	20.00%
62	30.00%
63	30.00%
64	30.00%
65	30.00%
66	30.00%
67	30.00%
68	30.00%
69	30.00%
70	100.00%

For professional staff retirements prior to the age at which full benefits are payable from the plan, payment is assumed to be deferred until the time full benefits are payable.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Table 2

Withdrawal Rates

Age	Rate
20	5.4384%
21	5.4083%
22	5.3344%
23	5.2213%
24	5.0732%
25	4.8948%
26	4.6904%
27	4.4648%
28	4.2220%
29	3.9665%
30	3.7020%
31	3.4319%
32	3.1593%
33	2.8866%
34	2.6160%
35	2.3492%
36	2.0879%
37	1.8335%
38	1.5875%
39	1.3518%
40	1.1283%
41	0.9186%
42	0.7250%
43	0.5500%
44	0.3960%
45	0.2653%
46	0.1595%
47	0.0798%
48	0.0274%
49	0.0015%
50+	0.0000%

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, Part V—Summary of Plan Provisions

The following summary describes principal plan provisions assumed in calculating the cost of your pension plan.

Original Effective Date: July 1, 1960

Effective Date of Last Amendment: September 1, 2013

Plan Year: September 1 to August 31

Employer Fiscal Year: September 1 to August 31

Employer ID Number: 31-4269414

Plan Number: 001

Eligibility

Certain collectively-bargained employees are eligible to participate in the Plan on the nearest September 1 following the attainment of age 21 and the completion of one year of service, or the completion of three years of service, whichever is earlier. Associate staff employees hired after April 17, 1993 and professional staff employees hired after September 1, 2000 are not eligible.

Service

Service is equal to the nearest years, completed months, and days of employment. Service for benefit accrual purposes for PSU participants is frozen as of August 31, 2013.

Service will not be interrupted by:

- (1) A leave of absence granted by the Employer, including maternity or paternity leave.
- (2) A period of service in the Armed Forces of the United States under which employment rights are granted.
- (3) A period of disability.
- (4) A lay-off for lack of work or other cause continuing for a period of not more than one year.

An employee will be given credit for his pre-break service if either of the following occurs:

- (1) The employee had a vested interest in his accrued benefit at the time of his break in service, or
- (2) The employee's period of absence was less than his pre-break service or less than five years.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Normal Retirement Date

Normal Retirement Date is the first day of the month coinciding with or next following attainment of age 62 and the completion of five years of service, or the completion of 32 years of service, whichever is earlier.

Normal Retirement Benefit

For associate staff employees, the amount of annual benefit to be paid in monthly installments for the individual's lifetime is 2.0% of Average Compensation multiplied by service, not greater than 32 years.

For professional staff employees, the amount of annual benefit to be paid in monthly installments for the individual's lifetime based on service to Normal Retirement Date is 2.2% of Average Compensation multiplied by service, subject to a maximum of 32 years. For employees hired prior to May 16, 1992, and who retired under Option B, their benefit was based on 2.0% of Average Compensation. Professional staff benefits were frozen as of August 31, 2013, at which time an additional benefit was determined, which is considered an Accrued Benefit.

Cost-of-Living Adjustment

Associate staff employees retiring on or after May 15, 1992 and before September 1, 2000 shall receive a Cost of Living Adjustment to their retirement benefits. The monthly benefit will be adjusted upward 3% of the retiree's monthly benefit and increased by the initial 3% increase every other September 1st thereafter.

Professional staff employees with between 15 and 20 years of service as of August 31, 1997 who retire during their 20th year of service will receive a cost-of-living adjustment to their retirement benefits. The monthly benefit will be adjusted upward 3% of the retiree's monthly benefit on the September 1st following the 5th anniversary of their retirement and will increase by the initial 3% every other September 1st thereafter.

Delayed Retirement

A participant may continue in the employment of the Employer after his Normal Retirement Date. In such event, he will receive at actual retirement or death the greater of (1) his Accrued Benefit as of his delayed retirement date, based on his service and Average Compensation at that date or (2) his Accrued Benefit as of his Normal Retirement Date increased actuarially from his Normal Retirement Date to his commencement date.

Average Compensation

Average Compensation is equal to the highest average for 60 consecutive months of the participant's employment. Average Compensation was frozen for professional staff employees as of August 31, 2013.

Accrued Benefit

The Accrued Benefit at any time prior to a participant's Normal Retirement Date shall be the benefit as calculated in Normal Retirement Benefit above, using Average Compensation as of the date of determination and service projected to Normal Retirement Date.

As noted previously, professional staff employees had their Accrued Benefits frozen, after an increased benefit was provided, as of August 31, 2013.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Early Retirement Benefits

Option A - Upon the attainment of age 55 and ten years of service, a participant may elect to retire. A participant may elect to retire and receive a portion of their accrued benefit upon attainment of age 52 and six years of service. He may receive a monthly benefit for life beginning at his Normal Retirement Date equal to the benefit accrued at the early retirement date. Payments may begin immediately, with the benefit being reduced 1/180th for each of the first 60 months and 1/360th for each of the next 60 months by which the early retirement date precedes the Normal Retirement Date.

Option B - Upon the attainment of age 60 and five years of service or the completion of 27 years of service for associate staff or completion of 20 years of service for professional staff, a participant may elect to retire. A benefit equal to the Accrued Benefit plus an additional amount, which, when added to the Accrued Benefit equals the benefit he would have accrued if he had continued service until his Normal Retirement Date, is payable immediately.

Professional Staff - Separate early retirement provisions apply to the Accrued Benefit earned as of August 31, 2013 and the additional accrued granted through the plan amendment.

Disability Retirement Benefit

An associate staff participant who is determined to be disabled before his Normal Retirement Date will continue to accrue benefits based on the last rate of pay until the earlier of the Early Retirement Option B Date and the Normal Retirement Date.

Death Benefit

In the case of a participant who dies on or before his early retirement date, the survivor benefit shall be the actuarial equivalent of the vested Accrued Benefit to the date of death.

In the case of a participant who dies after his early retirement date, such survivor benefit shall be an amount computed as if such participant had begun receiving a joint and survivor annuity on the day before his death.

Severance Benefit

Upon the termination of employment after five or more years of service, a participant is fully vested in his Accrued Benefit.

Optional Methods of Settlement

All Optional Methods of Settlement are actuarially equivalent to the normal form of annuity. If a married participant does not elect the normal form of annuity or does not elect one of the Optional Methods of Settlement described below, then the participant's retirement benefit shall automatically be paid under option [1] below. The options are:

- (1) An adjusted benefit to be paid during the participant's lifetime with a percentage of the benefit to be continued to a designated beneficiary after the participant's death for the joint annuitant's lifetime.
- (2) An adjusted benefit to be paid for a minimum number of months certain and thereafter for life.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

(3) A lump sum benefit, if less than \$5,000.

All Optional Methods of Settlement are actuarially equivalent to the normal form of annuity. For lump sum benefits, assumptions are based on the applicable table and the applicable interest rate as of the July preceding the beginning of the Plan Year. Other optional forms for ASU are based on the UP-1984 Mortality Table set back one year and the PBGC interest rate as of the beginning of the Plan Year, or 5%, whichever produces the greater IRS 415 maximum benefit. Other optional forms for PSU are based on the GAM 83 Male Mortality Table set back two years and the PBGC interest rate at the beginning of the Plan Year, or 5%, whichever produces the greater IRS 415 maximum benefit.

Amendment or Termination of Plan

The Employer reserves the right to amend or terminate the Plan at any time. Generally, the Pension Benefit Guaranty Corporation reserves the right to terminate the Plan if the Employer fails to meet the minimum funding standards, or is unable to pay benefits when due.

If the Plan is terminated, the plan assets will be distributed among the plan participants based upon a priority allocation procedure and the Employer shall be liable for any unfunded vested benefits to the extent required by law.

The above description is a summary only; for additional details, reference should be made to the formal plan document.

Plan Changes Since the Prior Year

The funding, financial accounting, and plan reporting valuations do not reflect any plan changes.

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

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

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

This Schedule SB reflects stabilized minimum funding interest rates that are not adjusted for ARPA. Ohio Education Association has irrevocably committed the Ohio Education Association Management Pension Plan to use of those rates starting with the 2021 plan year.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption change which was made to better anticipate future experience:

- The expected return on assets was changed from 5.79% to 4.99%.
- Retirement rates were updated for active participants. See table 3 for last year's retirement rate assumption for active participants.

Table 3
2019 Retirement Rates
Age

Current Year Rates	
55	10.00%
56	10.00%
57	20.00%
58	20.00%
59	20.00%
60	30.00%
61	30.00%
62	50.00%
63	20.00%
64	20.00%
65	100.00%

For professional staff retirements prior to the age at which full benefits are payable from the plan, payment is assumed to be deferred until the time full benefits are payable.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of September 1, 2020

**Schedule SB, Line 26—Schedule of Active Participant Data
As of September 1, 2020**

**Ohio Education Association
Ohio Education Association Union Pension Plan
Active Employees**

EIN: 31-4269414 PN: 001

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29										
30-34										
35-39										
40-44										
45-49						1				
50-54						1		1		
55-59						3		1		
60-64						3	3			
65-69						1	1			
70+						1				

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Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installments	Valuation Date Established	Remaining Years in Amortization Period	Amortization Amount
Shortfall	\$ 2,248,974	September 1, 2017	4	\$ 592,746
Shortfall	\$ 1,968,813	September 1, 2018	5	\$ 422,410
Shortfall	\$ 4,918,334	September 1, 2019	6	\$ 904,664
Shortfall	\$ (1,552,592)	September 1, 2020	7	\$ (251,474)

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

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

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

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55	5.00%	1.0000	2.75
56	5.00%	0.9500	2.66
57	10.00%	0.9025	5.14
58	10.00%	0.8123	4.71
59	20.00%	0.7310	8.63
60	20.00%	0.5848	7.02
61	20.00%	0.4679	5.71
62	30.00%	0.3743	6.96
63	30.00%	0.2620	4.95
64	30.00%	0.1834	3.52
65	30.00%	0.1284	2.50
66	30.00%	0.0899	1.78
67	30.00%	0.0629	1.26
68	30.00%	0.0440	0.90
69	30.00%	0.0308	0.64
70	100.00%	0.0216	1.51
Weighted Average			54.55

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, Part V—Summary of Plan Provisions

The following summary describes principal plan provisions assumed in calculating the cost of your pension plan.

Original Effective Date: July 1, 1960

Effective Date of Last Amendment: September 1, 2013

Plan Year: September 1 to August 31

Employer Fiscal Year: September 1 to August 31

Employer ID Number: 31-4269414

Plan Number: 001

Eligibility

Certain collectively-bargained employees are eligible to participate in the Plan on the nearest September 1 following the attainment of age 21 and the completion of one year of service, or the completion of three years of service, whichever is earlier. Associate staff employees hired after April 17, 1993 and professional staff employees hired after September 1, 2000 are not eligible.

Service

Service is equal to the nearest years, completed months, and days of employment. Service for benefit accrual purposes for PSU participants is frozen as of August 31, 2013.

Service will not be interrupted by:

- (1) A leave of absence granted by the Employer, including maternity or paternity leave.
- (2) A period of service in the Armed Forces of the United States under which employment rights are granted.
- (3) A period of disability.
- (4) A lay-off for lack of work or other cause continuing for a period of not more than one year.

An employee will be given credit for his pre-break service if either of the following occurs:

- (1) The employee had a vested interest in his accrued benefit at the time of his break in service, or
- (2) The employee's period of absence was less than his pre-break service or less than five years.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Normal Retirement Date

Normal Retirement Date is the first day of the month coinciding with or next following attainment of age 62 and the completion of five years of service, or the completion of 32 years of service, whichever is earlier.

Normal Retirement Benefit

For associate staff employees, the amount of annual benefit to be paid in monthly installments for the individual's lifetime is 2.0% of Average Compensation multiplied by service, not greater than 32 years.

For professional staff employees, the amount of annual benefit to be paid in monthly installments for the individual's lifetime based on service to Normal Retirement Date is 2.2% of Average Compensation multiplied by service, subject to a maximum of 32 years. For employees hired prior to May 16, 1992, and who retired under Option B, their benefit was based on 2.0% of Average Compensation. Professional staff benefits were frozen as of August 31, 2013, at which time an additional benefit was determined, which is considered an Accrued Benefit.

Cost-of-Living Adjustment

Associate staff employees retiring on or after May 15, 1992 and before September 1, 2000 shall receive a Cost of Living Adjustment to their retirement benefits. The monthly benefit will be adjusted upward 3% of the retiree's monthly benefit and increased by the initial 3% increase every other September 1st thereafter.

Professional staff employees with between 15 and 20 years of service as of August 31, 1997 who retire during their 20th year of service will receive a cost-of-living adjustment to their retirement benefits. The monthly benefit will be adjusted upward 3% of the retiree's monthly benefit on the September 1st following the 5th anniversary of their retirement and will increase by the initial 3% every other September 1st thereafter.

Delayed Retirement

A participant may continue in the employment of the Employer after his Normal Retirement Date. In such event, he will receive at actual retirement or death the greater of (1) his Accrued Benefit as of his delayed retirement date, based on his service and Average Compensation at that date or (2) his Accrued Benefit as of his Normal Retirement Date increased actuarially from his Normal Retirement Date to his commencement date.

Average Compensation

Average Compensation is equal to the highest average for 60 consecutive months of the participant's employment. Average Compensation was frozen for professional staff employees as of August 31, 2013.

Accrued Benefit

The Accrued Benefit at any time prior to a participant's Normal Retirement Date shall be the benefit as calculated in Normal Retirement Benefit above, using Average Compensation as of the date of determination and service projected to Normal Retirement Date.

As noted previously, professional staff employees had their Accrued Benefits frozen, after an increased benefit was provided, as of August 31, 2013.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Early Retirement Benefits

Option A - Upon the attainment of age 55 and ten years of service, a participant may elect to retire. A participant may elect to retire and receive a portion of their accrued benefit upon attainment of age 52 and six years of service. He may receive a monthly benefit for life beginning at his Normal Retirement Date equal to the benefit accrued at the early retirement date. Payments may begin immediately, with the benefit being reduced 1/180th for each of the first 60 months and 1/360th for each of the next 60 months by which the early retirement date precedes the Normal Retirement Date.

Option B - Upon the attainment of age 60 and five years of service or the completion of 27 years of service for associate staff or completion of 20 years of service for professional staff, a participant may elect to retire. A benefit equal to the Accrued Benefit plus an additional amount, which, when added to the Accrued Benefit equals the benefit he would have accrued if he had continued service until his Normal Retirement Date, is payable immediately.

Professional Staff - Separate early retirement provisions apply to the Accrued Benefit earned as of August 31, 2013 and the additional accrued granted through the plan amendment.

Disability Retirement Benefit

An associate staff participant who is determined to be disabled before his Normal Retirement Date will continue to accrue benefits based on the last rate of pay until the earlier of the Early Retirement Option B Date and the Normal Retirement Date.

Death Benefit

In the case of a participant who dies on or before his early retirement date, the survivor benefit shall be the actuarial equivalent of the vested Accrued Benefit to the date of death.

In the case of a participant who dies after his early retirement date, such survivor benefit shall be an amount computed as if such participant had begun receiving a joint and survivor annuity on the day before his death.

Severance Benefit

Upon the termination of employment after five or more years of service, a participant is fully vested in his Accrued Benefit.

Optional Methods of Settlement

All Optional Methods of Settlement are actuarially equivalent to the normal form of annuity. If a married participant does not elect the normal form of annuity or does not elect one of the Optional Methods of Settlement described below, then the participant's retirement benefit shall automatically be paid under option [1] below. The options are:

- (1) An adjusted benefit to be paid during the participant's lifetime with a percentage of the benefit to be continued to a designated beneficiary after the participant's death for the joint annuitant's lifetime.
- (2) An adjusted benefit to be paid for a minimum number of months certain and thereafter for life.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

(3) A lump sum benefit, if less than \$5,000.

All Optional Methods of Settlement are actuarially equivalent to the normal form of annuity. For lump sum benefits, assumptions are based on the applicable table and the applicable interest rate as of the July preceding the beginning of the Plan Year. Other optional forms for ASU are based on the UP-1984 Mortality Table set back one year and the PBGC interest rate as of the beginning of the Plan Year, or 5%, whichever produces the greater IRS 415 maximum benefit. Other optional forms for PSU are based on the GAM 83 Male Mortality Table set back two years and the PBGC interest rate at the beginning of the Plan Year, or 5%, whichever produces the greater IRS 415 maximum benefit.

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The Employer reserves the right to amend or terminate the Plan at any time. Generally, the Pension Benefit Guaranty Corporation reserves the right to terminate the Plan if the Employer fails to meet the minimum funding standards, or is unable to pay benefits when due.

If the Plan is terminated, the plan assets will be distributed among the plan participants based upon a priority allocation procedure and the Employer shall be liable for any unfunded vested benefits to the extent required by law.

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

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

This Schedule SB reflects stabilized minimum funding interest rates that are not adjusted for ARPA. Ohio Education Association has irrevocably committed the Ohio Education Association Management Pension Plan to use of those rates starting with the 2021 plan year.

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN

EIN 31-4269414

PN 001

Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	BP Cap Markets America (CUSIP 10373QAT7)	Interest-bearing cash	\$ 389,638	\$ 412,806
	Federated Government Obligations Fund IS (goix.x) (CUSIP WTC299486)	Interest-bearing cash	1,452,856	1,452,856
*	DB Growth Portfolio Institutional Class (CUSIP 97183J699)	Collective investment trust	29,701,692	48,728,508
	Abbvie Inc (CUSIP 00287YAP4)	Corporate debt instruments - other	341,019	344,531
	Abbvie Inc (CUSIP 00287YBX6)	Corporate debt instruments - other	253,194	257,151
	Aflac Inc (CUSIP 001055BJ0)	Corporate debt instruments - other	159,721	153,305
	Air Lease Corp (CUSIP 00912XAW4)	Corporate debt instruments - other	354,347	355,733
	American Intl Group (CUSIP 026874DR5)	Corporate debt instruments - other	234,389	247,520
	American Tower Corp (CUSIP 03027XAX8)	Corporate debt instruments - other	320,002	337,975
	American Tower Corp (CUSIP 03027XBB5)	Corporate debt instruments - other	200,578	198,944
	Amgen Inc (CUSIP 031162bn9)	Corporate debt instruments - other	395,250	381,123
	Anheuser-Busch Inbev Wor (CUSIP 035240AQ3)	Corporate debt instruments - other	323,527	327,698
	Anthem Inc (CUSIP 036752AB9)	Corporate debt instruments - other	408,465	453,892
	AT&T Inc (CUSIP 00206RHJ4)	Corporate debt instruments - other	175,458	174,345
	AT&T Inc (CUSIP 00206RKG6)	Corporate debt instruments - other	222,821	219,932
	Aviation Capital Group (CUSIP 05369AAC5)	Corporate debt instruments - other	249,405	261,488
	Banco Santander Sa (CUSIP 05964HAG0)	Corporate debt instruments - other	318,363	331,591
	Barclays PLC (CUSIP 06738EBQ7)	Corporate debt instruments - other	325,481	326,440
	Belrose Funding Trust (CUSIP 080807AA8)	Corporate debt instruments - other	330,872	334,353
	California St Build America Bonds (CUSIP 13063A7D0)	Corporate debt instruments - other	247,592	291,373
	Cameron Lng LLC (CUSIP 133434AA8)	Corporate debt instruments - other	160,368	172,320
	Capital One Financial Co (CUSIP 14040HCA1)	Corporate debt instruments - other	635,725	660,867
	Centerpoint Energy Res (CUSIP 15189YAF3)	Corporate debt instruments - other	172,807	180,194
	Cigna Corp (CUSIP 125523CL2)	Corporate debt instruments - other	212,314	206,376
	Citigroup Inc (CUSIP 172967LV1)	Corporate debt instruments - other	622,785	641,947
	Coca-Cola Co/The (CUSIP 191216DK3)	Corporate debt instruments - other	174,323	177,993
	Comcast Corp (CUSIP 20030NBH3)	Corporate debt instruments - other	439,538	533,155
	Conagra Brands Inc (CUSIP 205887CF7)	Corporate debt instruments - other	241,406	240,303
	Costco Wholesale Corp (CUSIP 22160KAP0)	Corporate debt instruments - other	165,113	169,210
	CVS Health Corp (CUSIP 126650DF4)	Corporate debt instruments - other	342,642	367,105
	Dowdupont Inc (CUSIP 26078JAC4)	Corporate debt instruments - other	305,329	339,213
	Eli Lilly & Co (CUSIP 532457BY3)	Corporate debt instruments - other	167,921	158,466
	Energy Transfer LP (CUSIP 86765BAT6)	Corporate debt instruments - other	497,301	499,572
	General Motors Co (CUSIP 37045VAE0)	Corporate debt instruments - other	255,675	254,789
	Goldman Sachs Group Inc (CUSIP 38141ggs7)	Corporate debt instruments - other	462,599	413,699
	Goldman Sachs Group Inc (CUSIP 38141GXR0)	Corporate debt instruments - other	209,613	206,184
	John Deere Capital Corp (CUSIP 24422EUY3)	Corporate debt instruments - other	237,939	249,614
	Johnson & Johnson (CUSIP 478160CM4)	Corporate debt instruments - other	282,769	331,786
	Kimco Realty Corp (CUSIP 49446RAP4)	Corporate debt instruments - other	261,971	281,676
	Kinder Morgan Ener Part (CUSIP 494550BV7)	Corporate debt instruments - other	661,898	665,272
	Lowe's Cos Inc (CUSIP 548661DU8)	Corporate debt instruments - other	213,352	202,258
	Lowe'S Cos Inc (CUSIP 548661DY0)	Corporate debt instruments - other	109,669	106,878
	Manulife Financial Corp (CUSIP 56501RAE6)	Corporate debt instruments - other	215,896	214,434
	Marathon Petroleum Corp (CUSIP 56585ABA9)	Corporate debt instruments - other	348,759	357,212
	Markel Corporation (CUSIP 570535ak0)	Corporate debt instruments - other	240,311	233,145
	Natwest Group PLC (CUSIP 639057AC2)	Corporate debt instruments - other	180,241	181,134
	New York Life Insurance (CUSIP 64952GAT5)	Corporate debt instruments - other	360,136	380,493
	Northrop Grumman Corp (CUSIP 666807BN1)	Corporate debt instruments - other	144,823	142,000
	Omnicom Group Inc (CUSIP 681919BD7)	Corporate debt instruments - other	160,411	165,062
	Oncor Electric Delivery (CUSIP 68233JBP8)	Corporate debt instruments - other	323,151	386,266
	O'Reilly Automotive Inc (CUSIP 67103HAK3)	Corporate debt instruments - other	221,926	232,877
	PNC Bank NA (CUSIP 69349LAR9)	Corporate debt instruments - other	331,399	382,074
	Prologis LP (CUSIP 74340XBR1)	Corporate debt instruments - other	192,543	185,307
	Raytheon Tech Corp (CUSIP 75513ECB5)	Corporate debt instruments - other	359,810	368,132
	Southern Cal Edison (CUSIP 842400GG2)	Corporate debt instruments - other	155,449	164,466
	Spectra Energy Partners (CUSIP 84756NAD1)	Corporate debt instruments - other	689,802	697,589
	State Street Corp (CUSIP 857477BG7)	Corporate debt instruments - other	344,889	353,381
	Telefonica Emisiones Sau (CUSIP 87938WAT0)	Corporate debt instruments - other	352,894	345,352
	Toronto-Dominion Bank (CUSIP 89114QCK2)	Corporate debt instruments - other	194,456	193,590
	Total Capital Intl SA (CUSIP 89153VAT6)	Corporate debt instruments - other	334,678	338,644
	Univ Of California CA Revenues Build America Bonds (CUSIP 91412GDZ5)	Corporate debt instruments - other	200,728	228,906
	Valero Energy Corp (CUSIP 91913YAY6)	Corporate debt instruments - other	328,240	327,394

OHIO EDUCATION ASSOCIATION UNION PENSION PLAN

EIN 31-4269414

PN 001

Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Ventas Realty LP (CUSIP 92277GAD9)	Corporate debt instruments - other	277,516	293,548
	Ventas Realty LP (CUSIP 92277GAP2)	Corporate debt instruments - other	262,040	266,613
	Verizon Communications (CUSIP 92343vcq5)	Corporate debt instruments - other	343,689	337,207
	Verizon Communications (CUSIP 92343VEU4)	Corporate debt instruments - other	321,768	382,543
	Wal-Mart Stores Inc (CUSIP 931142db6)	Corporate debt instruments - other	815,723	774,643
	Walt Disney Company/The (CUSIP 254687FL5)	Corporate debt instruments - other	204,389	209,024
	Welltower Inc (CUSIP 95040QAG9)	Corporate debt instruments - other	472,639	491,220
	3M Company (CUSIP 88579YBG5)	Corporate debt instruments - preferred	320,716	335,511
	Alibaba Group Holding (CUSIP 01609WAQ5)	Corporate debt instruments - preferred	317,782	328,884
	Allstate Corp (CUSIP 020002BC4)	Corporate debt instruments - preferred	289,749	344,911
	Amazon.Com Inc (CUSIP 023135bt2)	Corporate debt instruments - preferred	548,276	527,296
	Ameren Illinois Co (CUSIP 02361DAR1)	Corporate debt instruments - preferred	581,578	687,244
	America Movil SAB DE Cv (CUSIP 02364WBD6)	Corporate debt instruments - preferred	854,592	855,875
	American Express Co (CUSIP 025816CC1)	Corporate debt instruments - preferred	601,085	624,622
	American Honda Finance (CUSIP 02665WDM0)	Corporate debt instruments - preferred	94,958	95,504
	American Honda Finance (CUSIP 02665WDN8)	Corporate debt instruments - preferred	94,995	95,220
	Ameriprise Financial Inc (CUSIP 03076CAH9)	Corporate debt instruments - preferred	246,634	264,188
	Apple Inc (CUSIP 037833bh2)	Corporate debt instruments - preferred	813,479	909,382
	Apple Inc (CUSIP 037833CJ7)	Corporate debt instruments - preferred	660,996	728,295
	Avalonbay Communities (CUSIP 05348EBG3)	Corporate debt instruments - preferred	338,095	339,461
	Bank Of America Corp (CUSIP 06051GJE0)	Corporate debt instruments - preferred	170,280	172,522
	Bank Of America Corp (CUSIP 06051GJZ3)	Corporate debt instruments - preferred	692,583	700,329
	Berkshire Hathaway Energ (CUSIP 084659AD3)	Corporate debt instruments - preferred	467,918	474,104
	Berkshire Hathaway Fin (CUSIP 084664BV2)	Corporate debt instruments - preferred	363,516	431,022
	BNP Paribas (CUSIP 09659W2K9)	Corporate debt instruments - preferred	327,452	333,966
	Boston Gas Company (CUSIP 100743AL7)	Corporate debt instruments - preferred	296,508	306,220
	Branch Banking & Trust (CUSIP 07330MAC1)	Corporate debt instruments - preferred	269,090	282,193
	Burlingtn North Santa Fe (CUSIP 12189LAP6)	Corporate debt instruments - preferred	374,987	419,262
	Chubb Ina Holdings Inc (CUSIP 00440EAW7)	Corporate debt instruments - preferred	90,049	96,022
	Cisco Systems Inc (CUSIP 17275RAF9)	Corporate debt instruments - preferred	202,247	197,603
	Coca-Cola Co/The (CUSIP 191216CX6)	Corporate debt instruments - preferred	305,729	291,787
	Comcast Corp (CUSIP 20030NBW0)	Corporate debt instruments - preferred	631,940	723,107
	Commonwealth Edison Co (CUSIP 202795JA9)	Corporate debt instruments - preferred	125,143	134,114
	Commonwealth Edison Co (CUSIP 202795JH4)	Corporate debt instruments - preferred	315,938	308,769
	Conoco Inc (CUSIP 208251AE8)	Corporate debt instruments - preferred	323,054	325,116
	Cons Edison Co Of NY (CUSIP 209111FD0)	Corporate debt instruments - preferred	382,177	475,246
	Consumers Energy Co (CUSIP 210518CZ7)	Corporate debt instruments - preferred	483,619	589,232
	DTE Electric Co (CUSIP 23338VAC0)	Corporate debt instruments - preferred	320,256	345,437
	Duke Energy Carolinas (CUSIP 26442CAS3)	Corporate debt instruments - preferred	334,104	368,329
	Duke Energy Florida LLC (CUSIP 26444HAC5)	Corporate debt instruments - preferred	322,278	361,937
	Duke Energy Indiana LLC (CUSIP 26443TAA4)	Corporate debt instruments - preferred	239,354	273,262
	Electricite De France SA (CUSIP 268317AQ7)	Corporate debt instruments - preferred	144,748	175,693
	Equinor Asa (CUSIP 29446MAJ1)	Corporate debt instruments - preferred	294,217	293,693
	Exxon Mobil Corporation (CUSIP 30231GBE1)	Corporate debt instruments - preferred	276,933	289,355
	Florida Power & Light Co (CUSIP 341081FD4)	Corporate debt instruments - preferred	384,877	431,300
	Franklin Resources Inc (CUSIP 354613aj0)	Corporate debt instruments - preferred	411,705	425,711
	Franklin Resources Inc (CUSIP 354613AL5)	Corporate debt instruments - preferred	430,413	444,880
	General Dynamics Corp (CUSIP 369550BH0)	Corporate debt instruments - preferred	208,525	205,123
	Georgia Power Company (CUSIP 373334jw2)	Corporate debt instruments - preferred	332,523	373,121
	Gilead Sciences Inc (CUSIP 375558BJ1)	Corporate debt instruments - preferred	324,032	374,762
	Home Depot Inc (CUSIP 437076BX9)	Corporate debt instruments - preferred	318,444	400,090
	HSBC Holdings PLC (CUSIP 404280BH1)	Corporate debt instruments - preferred	311,510	348,691
	Intel Corp (CUSIP 458140BG4)	Corporate debt instruments - preferred	525,564	628,914
	Intercontinentalexchange (CUSIP 45866FAP9)	Corporate debt instruments - preferred	351,552	348,056
	Johnson & Johnson (CUSIP 478160BJ2)	Corporate debt instruments - preferred	234,935	269,877
	JPMorgan Chase & Co (CUSIP 46625HMN7)	Corporate debt instruments - preferred	165,863	165,369
	JPMorgan Chase & Co (CUSIP 46647PAJ5)	Corporate debt instruments - preferred	664,775	697,158
	JPMorgan Chase & Co (CUSIP 46647pcj3)	Corporate debt instruments - preferred	341,571	344,673
	Kimberly-Clark Corp (CUSIP 494368BW2)	Corporate debt instruments - preferred	311,151	332,918
	Lloyds Banking Group PLC (CUSIP 539439AS8)	Corporate debt instruments - preferred	260,539	256,181
	Loews Corp (CUSIP 540424AS7)	Corporate debt instruments - preferred	558,546	579,098
	Manuf & Traders Trust Co (CUSIP 55279HAQ3)	Corporate debt instruments - preferred	331,563	365,000

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Schedule H, Line 4.i. - Schedule of Assets (Held at End of Year)

August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Mars Inc (CUSIP 571676AL9)	Corporate debt instruments - preferred	220,541	213,028
	Mastercard Inc (CUSIP 57636QAL8)	Corporate debt instruments - preferred	556,723	615,306
	Medtronic Inc (CUSIP 585055BT2)	Corporate debt instruments - preferred	327,778	364,588
	Merck & Co Inc (CUSIP 58933YBB0)	Corporate debt instruments - preferred	187,568	206,768
	Microsoft Corp (CUSIP 594918CE2)	Corporate debt instruments - preferred	723,551	750,932
	Midamerican Energy Co (CUSIP 595620AL9)	Corporate debt instruments - preferred	296,512	353,400
	Mitsubishi UFJ Fin Grp (CUSIP 606822BN3)	Corporate debt instruments - preferred	331,493	327,676
	Morgan Stanley (CUSIP 61744YAAQ1)	Corporate debt instruments - preferred	546,317	547,352
	National Rural Util Coop (CUSIP 637432NN1)	Corporate debt instruments - preferred	565,000	615,912
	National Rural Util Coop (CUSIP 637432NS0)	Corporate debt instruments - preferred	89,799	101,731
	Nevada Power Co (CUSIP 641423CC0)	Corporate debt instruments - preferred	335,374	333,326
	Oracle Corp (CUSIP 68389XAE5)	Corporate debt instruments - preferred	465,445	526,055
	Pacificorp (CUSIP 695114CG1)	Corporate debt instruments - preferred	180,542	207,517
	Pepsico Inc (CUSIP 713448DD7)	Corporate debt instruments - preferred	391,101	457,006
	Pfizer Inc (CUSIP 717081EV1)	Corporate debt instruments - preferred	214,918	259,235
	PPL Electric Utilities (CUSIP 69351UAR4)	Corporate debt instruments - preferred	237,021	268,821
	Prudential Financial Inc (CUSIP 74432QCJ2)	Corporate debt instruments - preferred	206,796	204,575
	Pub Svc Elec & Gas (CUSIP 74456qaz9)	Corporate debt instruments - preferred	290,814	338,899
	Public Service Electric (CUSIP 74456QBY1)	Corporate debt instruments - preferred	107,719	110,443
	Qualcomm Inc (CUSIP 747525AU7)	Corporate debt instruments - preferred	318,213	375,574
	Shell International Fin (CUSIP 822582BX9)	Corporate debt instruments - preferred	310,343	330,150
	Siemens Financieringsmat (CUSIP 82620KAU7)	Corporate debt instruments - preferred	652,272	714,275
	Simon Property Group LP (CUSIP 828807DC8)	Corporate debt instruments - preferred	282,170	308,042
	Southwestern Public Serv (CUSIP 845743bn2)	Corporate debt instruments - preferred	360,843	442,074
	Southwestern Public Serv (CUSIP 845743BS1)	Corporate debt instruments - preferred	329,612	415,080
	Statoil Asa (CUSIP 85771PAL6)	Corporate debt instruments - preferred	302,256	370,815
	Travelers Cos Inc (CUSIP 89417EAN9)	Corporate debt instruments - preferred	313,597	391,517
	Trustees Princeton Univ (CUSIP 89837LAG0)	Corporate debt instruments - preferred	140,457	137,113
	Union Electric Co (CUSIP 906548CM2)	Corporate debt instruments - preferred	287,841	325,545
	United Parcel Service (CUSIP 911312BN5)	Corporate debt instruments - preferred	324,027	419,678
	Unitedhealth Group Inc (CUSIP 91324PBE1)	Corporate debt instruments - preferred	455,263	536,165
	Unitedhealth Group Inc (CUSIP 91324PCQ3)	Corporate debt instruments - preferred	189,977	241,570
	US Bancorp (CUSIP 91159HHN3)	Corporate debt instruments - preferred	323,480	377,649
	Walmart Inc (CUSIP 931142EC3)	Corporate debt instruments - preferred	38,269	37,936
	Wal-Mart Stores Inc (CUSIP 931142DW0)	Corporate debt instruments - preferred	255,887	313,180
	Wells Fargo & Company (CUSIP 94974BFJ4)	Corporate debt instruments - preferred	254,192	266,355
	Wells Fargo & Company (CUSIP 94974BGL8)	Corporate debt instruments - preferred	504,772	590,272
	Westpac Banking Corp (CUSIP 961214CX9)	Corporate debt instruments - preferred	339,170	352,344
	Benchmark Mortgage Trust 2020-Ig2 B (CUSIP 08162NAM8)	Real estate investment funds	338,095	331,963
	Benchmark Mortgage Trust 2020-Ig3 T33B (CUSIP 08162QBL2)	Real estate investment funds	215,320	209,066
	CF Hippolyta Issuer LLC 2021-1A A1 (CUSIP 12530MAE5)	Real estate investment funds	218,670	222,865
	Finance America Structured SECSTR 144A Private Placement (CUSIP 31739LAA4)	Real estate investment funds	207,802	222,139
	Fremf Mortgage Trust 2015-K47 C (CUSIP 30293AAQ3)	Real estate investment funds	409,166	466,342
	Fremf Mortgage Trust 2016-K53 C (CUSIP 30288LAQ6)	Real estate investment funds	192,789	214,718
	Fremf Mortgage Trust 2016-K60 C (CUSIP 302947AG1)	Real estate investment funds	165,020	178,797
	Fremf Mortgage Trust 2019-K91 C (CUSIP 30309JAG8)	Real estate investment funds	357,681	382,870
	JP Morgan Chase Commercial Mor 2015-Frr2 Ak39 (CUSIP 46644KAG5)	Real estate investment funds	310,570	355,978
	Magnetite Clo Ltd 2017-19A Ar (CUSIP 55954KAL9)	Real estate investment funds	520,000	519,629
	New Residential Mortgage Loan 2018-2A B3 (CUSIP 64828CCL1)	Real estate investment funds	166,553	168,756
	Sfave Commercial Mortgage Secu 2015-5Ave B (CUSIP 78413MAL2)	Real estate investment funds	340,484	359,542
	Shops At Crystals Trust 2016-C 2016-Cstl D (CUSIP 82510wal4)	Real estate investment funds	301,344	314,129
	SLG Office Trust 2021-Ova A (CUSIP 78449RAA3)	Real estate investment funds	502,519	510,203
	Soho Trust 2021 A (CUSIP 83410JAA6)	Real estate investment funds	250,928	249,968
	Sound Point Clo Ltd 2017-3A A2 (CUSIP 83611GAC5)	Real estate investment funds	480,600	479,656
	Wells Fargo Commercial Mortgag 2016-Lc25 B (CUSIP 95000JBA5)	Real estate investment funds	76,435	82,556
*	Wilmington US Government Money Mkt Instl (CUSIP 97181C605)	Registered investment companies	910,842	910,842
	US Treasury Note/Bond (CUSIP 912810SR0)	U.S. government securities	386,968	347,344
	US Treasury Note/Bond (CUSIP 912810SY5)	U.S. government securities	364,318	368,773
	US Treasury Note/Bond (CUSIP 91282CAV3)	U.S. government securities	178,446	178,814
	US Treasury Note/Bond (CUSIP 91282CBL4)	U.S. government securities	9,522	9,866
	US Treasury Note/Bond (CUSIP 91282CBW0)	U.S. government securities	508,048	510,518
	US Treasury Note/Bond (CUSIP 91282CBZ3)	U.S. government securities	391,828	395,363

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August 31, 2021

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	US Treasury Note/Bond (CUSIP 91282CCG4)	U.S. government securities	29,856	29,906
	US Treasury STRIPS (CUSIP 912834MZ8)	U.S. government securities	327,395	539,614
	US Treasury STRIPS (CUSIP 912834PB8)	U.S. government securities	398,787	591,736
	US Treasury STRIPS (CUSIP 912834PM4)	U.S. government securities	350,866	536,576
	US Treasury STRIPS (CUSIP 912834QH4)	U.S. government securities	561,414	784,784
	US Treasury STRIPS (CUSIP 912834RR1)	U.S. government securities	665,247	970,200
	US Treasury STRIPS (CUSIP 912834UY2)	U.S. government securities	749,639	620,641
			<u>\$ 94,745,981</u>	<u>\$ 118,590,390</u>

* Identifies a party-in-interest to the Plan.

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
EIN: 31-4269414 PN: 001

Schedule SB, line 32—Schedule of Amortization Bases

Type of Base	Present Value of Installments	Valuation Date Established	Remaining Years in Amortization Period	Amortization Amount
Shortfall	\$ 2,248,974	September 1, 2017	4	\$ 592,746
Shortfall	\$ 1,968,813	September 1, 2018	5	\$ 422,410
Shortfall	\$ 4,918,334	September 1, 2019	6	\$ 904,664
Shortfall	\$ (1,552,592)	September 1, 2020	7	\$ (251,474)

Schedule SB Attachment (Form 5500)—2020 Plan Year
Ohio Education Association Union Pension Plan
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Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption change which was made to better anticipate future experience:

- The expected return on assets was changed from 5.79% to 4.99%.
- Retirement rates were updated for active participants. See table 3 for last year's retirement rate assumption for active participants.

Table 3

2019 Retirement Rates

Age	Current Year Rates
55	10.00%
56	10.00%
57	20.00%
58	20.00%
59	20.00%
60	30.00%
61	30.00%
62	50.00%
63	20.00%
64	20.00%
65	100.00%

For professional staff retirements prior to the age at which full benefits are payable from the plan, payment is assumed to be deferred until the time full benefits are payable.