

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: 24pt; font-weight: bold;">2018</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information		
For calendar plan year 2018 or fiscal plan year beginning <u>01/01/2018</u> and ending <u>12/31/2018</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 ☐ the first return/report ☐ an amended return/report	☐ a DFE (specify) _____ ☐ the final return/report ☐ a short plan year return/report (less than 12 months)	
B	This return/report is:		
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>LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	1b	Three-digit plan number (PN) ▶ <u>001</u>
		1c	Effective date of plan <u>05/01/1967</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>BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u> <u>727 LIME CITY ROAD</u> <u>ROSSFORD, OH 43460-1611</u>	2b	Employer Identification Number (EIN) <u>34-6596899</u>
		2c	Plan Sponsor's telephone number <u>419-666-4450</u>
		2d	Business code (see instructions) <u>238210</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.	10/15/2019	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2019	TODD T. MICHAELSEN
	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 (2018)
v. 171027

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
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 2832
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 a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 2591 6a(2) 2138 6b 174 6c 128 6d 2440 6e 4 6f 2444 6g 2444 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7 120

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

2E 2F 2H 2J 2T

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
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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)** ☒ 1 **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 2018 Form M-1 annual report. If the plan was not required to file the 2018 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2018 This Form is Open to Public Inspection
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018	
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899

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

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	MR 62327	2444	01/01/2018	12/31/2018

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

(a) Total amount of commissions paid 0	(b) Total amount of fees paid 0
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).
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(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	
5	Current value of plan's interest under this contract in separate accounts at year end	5	
6	Contracts With Allocated Funds:		
a	State the basis of premium rates ▶		
b	Premiums paid to carrier.....	6b	
c	Premiums due but unpaid at the end of the year.....	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶		
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐		
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)		
a	Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY CONTRACT		
b	Balance at the end of the previous year.....	7b	37273648
c	Additions: (1) Contributions deposited during the year	7c(1)	308565
	(2) Dividends and credits	7c(2)	
	(3) Interest credited during the year	7c(3)	3570998
	(4) Transferred from separate account.....	7c(4)	16042925
	(5) Other (specify below)	7c(5)	-2355680
	▶ LN INT, LN PRIN, ROLLOVER, TRANS FO		
	(6) Total additions.....	7c(6)	17566808
d	Total of balance and additions (add lines 7b and 7c(6))	7d	54840456
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	5772274
	(2) Administration charge made by carrier	7e(2)	76
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	6156
	▶ LN DISTRIBUTION		
	(5) Total deductions.....	7e(5)	5778506
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	49061950

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) 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
		2018
		This Form is Open to Public Inspection.

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899

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
BLACKSTONE ALTERNATIVE ASSET MGMT
13-3702086

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
NEW TOWER TRUST COMPANY
22-2951202

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
METROPOLITAN LIFE INSURANCE COMPANY
13-5581829

(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)

NWO ELECTRICAL ADMIN. INC.

34-1956758

(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?
50 36	NONE	336047	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

GALLAGHER FIDUCIARY ADVISORS, LLC

36-4291971

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51	NONE	249218	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

COLUMBIA MANAGEMENT INVESTMENT ADVI

41-1533211

(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?
51 68	NONE	212627	Yes ☒ No ☐	Yes ☒ No ☐	0	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)

BRANDES INVESTMENT PARTNERS, L.P.

33-0704072

(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?
51 68	NONE	204291	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

WEDGE CAPITAL MANAGEMENT LLP

56-1557450

(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?
51 68	NONE	161092	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

RIVER ROAD ASSET MANAGEMENT, LLC

43-2076925

(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?
51 68	NONE	164290	Yes ☒ No ☐	Yes ☒ No ☐	0	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)

NUVEEN ASSET MANAGEMENT

31-0942504

(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?
51 68	NONE	137710	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

METROPOLITAN WEST ASSET MANAGEMENT

95-4597302

(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?
51	NONE	133877	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PARAMETRIC PORTFOLIO ASSOCIATES

20-0292745

(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	NONE	120898	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)

SHUMAKER, LOOP & KENDRICK, LLP

34-4439491

(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	NONE	60235	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MSPC CPAS & ADVISORS, P.C.

22-2951202

(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?
10	NONE	29660	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INNOVATIVE SOFTWARE SOLUTIONS, INC

23-2182079

(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?
15	NONE	22983	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)

SEGAL MARCO ADVISORS

333 WEST 34TH STREET
NEW YORK, NY 10001-2402

(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?
50 51 64 72	NONE	15975	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

COMPUTOL INC

34-1645631

(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?
15	NONE	11802	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MASSACHUSETTS MUTUAL LIFE INS. CO.

04-1590850

(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?
52 60 64 67 72	CONTRACT ADMINISTRATOR	652	Yes ☒ No ☐	Yes ☒ No ☐	0	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)

ALLIANZ GLOBAL INVESTORS

06-1349805

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

AMERICAN FUNDS

52-0792143

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

BLACKROCK

13-3806694

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	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)

BRANDES

33-0635360

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

CHEVY CHASE TRUST

13-3204887

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

HARBOR

34-1953393

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	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)

JANUS

84-0592523

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

MFS INVESTMENT MANAGEMENT

04-3158862

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

MFS INVESTMENT MANAGEMENT

04-3287965

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	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)

NATIXIS FUNDS

52-2257782

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

PGIM INVESTMENTS

13-3468311

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

PIMCO FUNDS

95-2632339

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	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)

RBC GLOBAL ASSEST MANAGEMENT

41-1460668

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

T. ROWE PRICE

52-1151266

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

VANGUARD

23-1999755

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	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)

WCM INVESTMENT MANAGEMENT

39-1657495

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

WELLS FARGO

41-0449260

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

BLACKROCK

04-6171663

(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?
52	INVESTMENT PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	0	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
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 CONSERVATIVE FUND 04-1590850	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 MAIN FUND 04-1590850	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
SAGIC 62327 04-1590850	BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 MFS VALUE 04-3158862	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 LOOMIS SAYLES STRATEG 52-2257782	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	72 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PREM U.S. GOVT MNY MKT FD BA 04-3212059	BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0
(d) Enter name and EIN (address) of source of indirect compensation MFS VALUE FUND 04-3287965	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation IBEW 8 ALLIANZGI NFJ SMALL C 06-1349805	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation IBEW 8 IBEW-NECA EQUITY INDE 13-3204887	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PGIM SHORT-TERM CORP B 13-3468311	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 BR STRATEGIC INCOME O 13-3806694	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 HARBOR INTERNATIONAL 34-1953393	BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 AF GROWTH FUND OF AME 52-0792143	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE BALANCE 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2015 52-1151266	BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2020 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2025 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2030 52-1151266	BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2035 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2040 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2045 52-1151266	BASIS POINTS * PLAN ASSETS	

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
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2050 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60 67	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2055 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	67 60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 JANUS TRITON 81-0592523	BASIS POINTS * PLAN ASSETS	

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
ALLIANZ GLOBAL INVESTORS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 ALLIANZGI NFJ SMALL C 06-1349805	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
AMERICAN FUNDS		0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
AMERICAN FUNDS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 AF GROWTH FUND OF AME 52-0792143	BASIS POINTS * PLAN ASSETS	

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
BLACKROCK		0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
BLACKROCK	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 BR STRATEGIC INCOME O	BASIS POINTS * PLAN ASSETS	
13-3806694		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
BRANDES	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BRANDES INTERNATIONAL EQUITY	BASIS POINTS * PLAN ASSETS	
33-0635360		

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
CHEVY CHASE TRUST	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 IBEW-NECA EQUITY INDE 13-3204887	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
HARBOR	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 HARBOR INTERNATIONAL 34-1953393	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
JANUS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 JANUS TRITON 84-0592523	BASIS POINTS * PLAN ASSETS	

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
MFS INVESTMENT MANAGEMENT	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 MFS VALUE 04-3158862	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MFS INVESTMENT MANAGEMENT	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MFS VALUE FUND 04-3287965	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
NATIXIS FUNDS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 LOOMIS SAYLES STRATEG 52-2257782	BASIS POINTS * PLAN ASSETS	

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
PGIM INVESTMENTS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PGIM SHORT-TERM CORP B 13-3468311	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PIMCO FUNDS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PIMCO INFLATION RESPNS MLTI- 95-2632339	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
PIMCO FUNDS	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PIMCO TOTAL RETURN FUND 95-2632339	BASIS POINTS * PLAN ASSETS	

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
RBC GLOBAL ASSEST MANAGEMENT	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
RBC SMALL CAP CORE FUND 41-1460668	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE BALANCE 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2015 52-1151266	BASIS POINTS * PLAN ASSETS	

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
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2020	BASIS POINTS * PLAN ASSETS	
52-1151266		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2025	BASIS POINTS * PLAN ASSETS	
52-1151266		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2030	BASIS POINTS * PLAN ASSETS	
52-1151266		

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
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2035 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2040 52-1151266	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2045 52-1151266	BASIS POINTS * PLAN ASSETS	

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
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2050	BASIS POINTS * PLAN ASSETS	
52-1151266		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
T. ROWE PRICE	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 T. ROWE PRICE RET2055	BASIS POINTS * PLAN ASSETS	
52-1151266		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
VANGUARD	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
VANGUARD MID CAP INDEX FUND	BASIS POINTS * PLAN ASSETS	
23-1999755		

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
WCM INVESTMENT MANAGEMENT	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
WCM INTERNATIONAL GROWTH FD 39-1657495	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
WELLS FARGO	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
WELLS FARGO SHORT-TERM HIGH 41-0449260	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
FOCUSED INTERNATIONAL GROWTH 39-1657495	BASIS POINTS * PLAN ASSETS	

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
WCM INVESTMENT MANAGEMENT	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 WCM FOCUSED INTL GR F 803 WEST MICHIGAN STREET MILWAUKEE, WI 53233	BASIS POINTS * PLAN ASSETS	
(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.	OMB No. 1210-0110 <hr/> 2018 <hr/> This Form is Open to Public Inspection.
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan <u>LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</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>BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	D Employer Identification Number (EIN) <u>34-6596899</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: <u>MULTIEMPLOYER PROPERTY TRUST</u>		
b Name of sponsor of entity listed in (a): <u>NEW TOWER TRUST COMPANY</u>		
c EIN-PN <u>51-6218800-001</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>21700684</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>BUILD FUND OF AMERICA TRUST</u>		
b Name of sponsor of entity listed in (a): <u>AMERISERVE TRUST & FINANCIAL COMPANY</u>		
c EIN-PN <u>25-1689052-008</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>35900</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>IBEW-NECA EQUITY INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>CHEVY CHASE TRUST COMPANY</u>		
c EIN-PN <u>31-1772714-003</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>22460656</u>
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)**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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2018
		This Form is Open to Public Inspection

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899	

Part I	Asset and Liability Statement
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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	10155360	224727
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	1553083	1543216
(2) Participant contributions	1b(2)	240095	295669
(3) Other.....	1b(3)	457797	319898
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	32738	4572337
(2) U.S. Government securities	1c(2)	24642406	30682040
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other.....	1c(3)(B)	15165537	18215821
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)	138178141	124500747
(5) Partnership/joint venture interests	1c(5)	53964397	52940726
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans.....	1c(8)	515678	597384
(9) Value of interest in common/collective trusts	1c(9)	56523626	44197240
(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)	120550958	115136950
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	37273649	49061950
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	459253465	442288705

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	639357	644258
i Acquisition indebtedness	1i		
j Other liabilities	1j	3496911	2495491
k Total liabilities (add all amounts in lines 1g through 1j)	1k	4136268	3139749

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	455117197	439148956
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	18138933	
(B) Participants	2a(1)(B)	3381541	
(C) Others (including rollovers)	2a(1)(C)	274344	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		21794818
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	19606	
(B) U.S. Government securities	2b(1)(B)	943124	
(C) Corporate debt instruments	2b(1)(C)	478713	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	27149	
(F) Other	2b(1)(F)	1503665	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2972257
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	2044337	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	4362214	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		6406551
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	243972189	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	233609287	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		10362902
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-20943146	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-20943146

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		1071804
(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)		-14709412
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		6955774

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	20966468	
(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)		20966468
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)	90121	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	1358284	
(4) Other	2i(4)	509142	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		1957547
j Total expenses. Add all expense amounts in column (b) and enter total	2j		22924015

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-15968241
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) ☒ Unqualified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

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

(1) Name: **MSPC CPAS & ADVISORS, P.C.**

(2) EIN: **22-2951202**

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.).....

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.)

	Yes	No	Amount
4a		X	
4b		X	

	Yes	No	Amount
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
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.).....		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
4e	X		500000
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?.....		X	
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?.....		X	
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.)	X		
4m	X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	X		
4n	X		

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2018 This Form is Open to Public Inspection.
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan <u>LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	D Employer Identification Number (EIN) <u>34-6596899</u>

Part I	Distributions
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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	
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): _____ Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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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
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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
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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.
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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) 2018
v. 171027

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

a The current year

b The plan year immediately preceding the current plan year

c The second preceding plan year

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

b The corresponding number for the second preceding plan year

15a**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

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

16a**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):

INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of
Local No. 8, International Brotherhood of Electrical
Workers Retirement Plan and Trust
Rossford, Ohio

Report on the Financial Statements

We have audited the accompanying financial statements of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2018 and 2017, 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust as of December 31, 2018 and 2017, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) and Schedule H, Line 4j - Schedule of Reportable Transactions are presented for the purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



MSPC

Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
October 15, 2019

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
Interest Bearing Cash Accounts:				
	Fidelity Institutional Money Market Funds			
	Government Institutional Class - Forward	4,572,337	\$ 4,572,337	\$ 4,572,337
U.S. Government Securities:				
	California St Var Purp	100,000 7.950% 03/01/36	116,104	105,576
	Federal Home Loan Mtg Tr Tba	500,000 4.500% 01/15/42	514,800	517,545
	Federal Home Loan Mtg Pool	21,391 6.000% 07/01/37	21,669	23,483
	Federal Home Loan Mtg Corp Pool	7,594 5.500% 10/01/21	7,600	7,722
	Federal Home Loan Mtg Corp Pool	103,628 5.000% 11/01/48	108,433	108,626
	Federal Home Loan Mtg Corp Ser	13,778 6.000% 07/15/29	14,048	14,810
	Federal Home Loan Mtg Corp Tba Mbs	585,000 3.500% 01/15/34	588,844	592,394
	Federal National Mtg Assn	1,339 7.000% 09/01/31	1,390	1,456
	Federal Nat'l Mtg Assn Pass-Thru Int			
	20 Year Pool #Ma1982	32,141 3.500% 08/01/34	33,502	32,739
	Federal Nat'l Mtg Assn Pool #468767	62,240 4.060% 08/01/21	65,820	63,992
	Federal Nat'l Mtg Assn Pool #468789	57,902 4.170% 08/01/21	63,781	59,688
	Federal Nat'l Mtg Assn Pool #582521	13,584 7.000% 05/01/31	14,248	14,836
	Federal Nat'l Mtg Assn Pool #735686	718 6.500% 12/01/22	732	771
	Federal Nat'l Mtg Assn Pool #764388	10,884 4.192% 03/01/34	10,886	11,433
	Federal Nat'l Mtg Assn Pool #841031	377 4.710% 11/01/35	377	392
	Federal Nat'l Mtg Assn Pool #918445	2,257 4.565% 05/01/37	2,259	2,308
	Federal Nat'l Mtg Assn Pool #A10851	25,015 6.000% 10/01/40	27,131	27,283
	Federal Nat'l Mtg Assn Pool #A15866	142,842 2.747% 08/01/22	146,248	142,421
	Federal Nat'l Mtg Assn Pool #A1629	88,668 2.966% 05/01/27	90,779	87,781
	Federal Nat'l Mtg Assn Pool #Ma1527	30,891 3.000% 08/01/33	30,718	30,731
	Federal Nat'l Mtg Assn Ser 2001-52	26,430 6.500% 10/25/31	26,899	29,360
	FHLMC PC GOLD POOL #H0-3161	776 6.500% 08/01/37	783	792
	FHLMC PC Gold Pool #J0-6246	2,207 5.500% 10/01/21	2,211	2,240
	FHLMC Remic Series Ser K-S08	165,000 3.291% 03/25/27	169,165	165,938
	FHLMC Remic Series Ser K-W07	229,974 3.600% 07/25/28	227,555	235,373
	FHLMC Remic Series Ser K-X03	193,719 3.000% 03/25/25	189,562	193,045
	Florida St Tpk Auth Rev Bds	70,000 6.800% 07/01/39	77,543	71,343
	FNMA Pass Pool 109491	115,000 3.500% 08/01/28	115,349	115,840
	FNMA Pass Pool 109492	115,000 3.500% 08/01/28	115,349	115,840
	FNMA Pass Thru Lng Pool #CA1710	95,645 4.500% 05/01/48	99,424	99,082
	FNMA Pass Thru Pool #AN1161	165,000 3.050% 04/01/28	165,353	160,433
	FNMA Pass Thru Pool #AN1282	65,000 3.010% 04/01/28	65,923	63,145
	FNMA Pass-Thru Lng Pool #CA2208	127,115 4.500% 08/01/48	132,209	131,684
	FNMA Pass-Thru Pool #AM8645	232,774 2.690% 05/01/27	219,123	225,567
	Totals - Forward		\$ 3,465,817	\$ 3,455,669

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
U.S. Government Securities (Continued):				
Totals - Forwarded			3,465,817	3,455,669
	FNMA Pass-Thru Pool #AN0854	65,000 3.280% 02/01/28	65,591	64,652
	FNMA Pass-Thru Pool #AN2812	125,000 2.560% 10/01/28	115,258	118,039
	FNMA Pass-Thru Pool #AN4833	75,000 3.320% 04/01/27	78,024	74,649
	FNMA Pass-Thru Pool #AN6271	40,000 3.100% 08/01/29	38,173	38,682
	FNMA Pass-Thru Pool #AN9305	242,957 3.390% 05/01/30	233,061	241,269
	FNMA Pass-Thru Pool #AN9572	115,000 3.770% 07/01/30	116,620	117,466
	FNMA Pass-Thru Pool #AN9612	115,000 3.715% 07/01/33	115,262	115,621
	FNMA Pass-Thru Pool #AN9715	120,000 3.480% 08/01/28	120,109	120,690
	FNMA Pass-Thru Pool #BL0242	100,000 3.820% 11/01/30	100,623	102,621
	FNMA Pass-Thru Pool #BL0844	235,000 3.870% 02/01/29	234,706	234,706
	FNMA Pool #MA3427	107,547 4.000% 06/01/33	110,442	110,185
	GNMA Pass-Thru Single Family Pool	84,249 5.000% 05/20/47	90,187	87,804
	GNMA Pass-Thru Pool #080968M	8,533 3.750% 07/20/34	8,578	8,862
	GNMA Pass-Thru Pool #MA4838M	79,086 4.000% 11/20/47	82,920	81,032
	GNMAII Jumbo	80,000 4.000% 01/15/49	81,463	81,925
	GNMAII Jumbo TBA 30YR	190,000 4.500% 01/15/49	196,116	196,607
	GNMAII Jumbo TBA 30YR	90,000 5.000% 01/15/49	93,453	93,630
	Government Nat'l Mtg Assn Remic Tr	120,139 4.373% 01/16/40	18,855	18,075
	Government Nat'l Mtge Assn Tr	116,031 5.000% 11/16/41	27,650	23,840
	Massachusetts St Go Bds	65,000 4.500% 08/01/31	75,952	69,541
	NCUA Guarn Nts Tr 2010-R3	58,526 2.789% 12/08/20	58,526	58,785
	NCUA Guarn Nts Tr 20200108 Flt	37,592 2.679% 01/08/20	37,592	37,643
	NCUA Guarn Nts Tr	66,028 2.789% 12/08/20	66,028	66,208
	New York Ny City Tran Fin Auth	120,000 5.267% 05/01/27	137,740	134,477
	New York St Dorm Auth Personal	135,000 5.500% 05/01/27	160,084	154,586
	U S Treasury Note (Tips)	111,918 0.375% 07/15/25	107,538	107,937
	U S Treasury Note	2,585,000 2.750% 09/30/20	2,585,000	2,594,694
	U S Treasury Note	5,350,000 2.785% 09/30/20	5,350,000	5,436,938
	U S Treasury Note	9,660,000 2.875% 10/31/23	9,616,533	9,820,742
	U S Treasury Note	1,625,000 3.125% 11/15/28	1,628,593	1,685,564
	U S Treasury Note	1,965,000 2.625% 12/31/25	1,962,544	1,969,598
	U S Treasury Note Nts	2,760,000 2.625% 12/31/23	2,766,468	2,774,435
	U S Treasury Note Tips	107,578 0.125% 07/15/24	107,578	117,440
	United States Treas Bills	174,000 0.000% 04/18/19	172,500	172,773
	Washington St Mtr Veh	85,000 5.040% 08/01/31	97,509	94,655
Total U.S. Government Securities - Forward			\$ 30,323,093	\$ 30,682,040

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337	
Total U.S. Government Securities - Forwarded		30,323,093	30,682,040	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	102,184	95,919	
Air Lease Corp Sr Gbl Nt	100,000 3.500% 01/15/22	99,290	98,409	
Air Lease Corp Sr Nt	65,000 4.750% 03/01/20	67,423	65,896	
Alexandria Real Estate Eq Inc	125,000 2.750% 01/15/20	124,741	124,024	
Alimentation Couche Tard Inc Sr Gl	50,000 3.550% 07/26/27	50,682	46,684	
Amazon Com Inc Sr	60,000 2.800% 08/22/24	59,845	58,318	
American Campus Cmnty Oper	80,000 3.350% 10/01/20	79,849	79,726	
American Express Credit Mtnbe Fr	135,000 2.200% 03/03/20	134,860	133,549	
American Tower Corp	40,000 3.000% 06/15/23	39,897	38,485	
Amgen Inc Sr Nt	80,000 3.625% 05/15/22	82,771	80,549	
Analog Devices Inc	60,000 2.850% 03/12/20	59,884	59,789	
Anheuser-Busch Cos LLC Sr Gbl	65,000 3.650% 02/01/26	61,365	61,461	
Anthem Inc Sr Gbl Sr Nt	95,000 3.125% 05/15/22	94,905	93,604	
Apple Inc Sr Gbl Nt	45,000 3.250% 02/23/26	44,902	43,926	
Astrazeneca Plc	50,000 3.375% 11/16/25	51,101	48,316	
AT&T Inc Gbl Nt	100,000 3.400% 05/15/25	96,548	94,165	
Bacardi Ltd Sr Gbl 144a 28	20,000 4.700% 05/15/28	19,675	19,220	
Banc of America Merrill Lynch Ser 2018	70,000 4.098% 08/10/28	72,335	72,713	
Bank New York	50,000 2.500% 04/15/21	49,954	49,385	
Bank New York Mellon Corp	125,000 3.450% 08/11/23	124,978	125,409	
Bank of America Corp	107,000 3.004% 12/20/23	111,096	104,005	
Bank of America Corp	75,000 3.970% 03/05/29	74,059	72,903	
Bank of America Corp	45,000 3.705% 04/24/28	45,004	43,167	
Bank of America Corp	145,000 4.271% 04/23/29	145,000	144,320	
Bank of America Corp	60,000 3.093% 10/01/25	60,000	56,891	
Bank of America Corp	100,000 2.738% 01/23/22	100,000	98,483	
Bank of America Corp Sr Gbl	100,000 3.419% 12/20/28	99,305	93,415	
Barings Clo Ltd Ser 2013-I Cl Ar	80,000 3.078% 01/20/28	80,000	79,155	
Bat Cap Corp	80,000 2.764% 08/15/22	80,000	75,562	
Baylor Scott & White Hldgs Tax	115,000 2.650% 11/15/26	107,465	106,588	
BBCMS Tr 2013-Tysn 20320908 Ser	30,000 3.756% 09/08/32	31,412	30,229	
BB-UBS Trust Ser 212-Show Cl A	45,000 3.430% 11/07/36	44,198	45,005	
Berkshire Hathaway Inc Sr Nt	100,000 3.125% 03/15/26	99,906	96,924	
Black Hills Corp Sr Gbl Nt	50,000 3.950% 01/15/26	49,849	49,808	
Boston Pptys Ltd Partnership	105,000 2.750% 10/01/26	96,249	94,838	
Totals - Forward		\$ 2,740,732	\$ 2,680,840	

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337	
Total U.S. Government Securities - Forwarded		30,323,093	30,682,040	
Corporate Bonds (Continued):				
Totals - Forwarded		2,740,732	2,680,840	
Brazos Higher Ed Auth Ser 2010-I	80,000 3.332% 02/25/35	76,832	81,692	
Brazos Higher Ed Auth Ser 2011-2	80,000 3.580% 10/27/36	77,192	80,901	
Broadcom Corp	75,000 2.375% 01/15/20	74,118	74,063	
Brooklyn Union Gas Co Sr Gbl	100,000 3.407% 03/10/26	100,000	97,963	
Canadian Natural Resources Ltd Nt	16,000 3.850% 06/01/27	15,825	15,093	
Celgene Corp Dtd	50,000 3.875% 08/15/25	50,103	48,133	
Charter Communications Oper	115,000 4.500% 02/01/24	114,877	114,825	
Cigna Corp	60,000 3.050% 10/15/27	60,004	54,884	
Citibank Na Ny Sr Gbl	250,000 3.400% 07/23/21	249,725	250,317	
Citigroup Inc Sr Gbl	125,000 3.142% 01/24/23	125,000	122,781	
Citigroup Inc Sr Nt Fxd/Flt	75,000 3.668% 07/24/28	75,000	70,851	
Comcast Corp	85,000 2.750% 03/01/23	84,870	82,728	
Comcast Corp	115,000 3.950% 10/15/25	114,859	116,362	
Comm Mtg Tr Ser 2013-300p Cl A1	30,000 4.353% 08/12/30	32,104	31,506	
Comm Mtg Tr Ser 2014-277p Cl A	30,000 3.732% 08/12/49	31,172	30,413	
Comm Mtg Tr Ser 2016-787s Cl A	35,000 3.545% 02/12/36	35,945	34,781	
Conagra Brands, Inc	117,000 3.800% 10/22/21	116,865	117,041	
Continental Airlines Inc Pass Thru Cert	68,387 5.983% 04/19/22	59,851	71,410	
Crane Co Sr Nt	60,000 4.450% 12/15/23	62,026	62,077	
Credit-Based Asset Serv & Sec	73,849 3.379% 12/25/32	65,601	73,071	
Crown Castle Intl Corp	60,000 3.200% 09/01/24	59,855	56,923	
CVS Health Corporation	60,000 5.050% 03/25/48	59,658	58,357	
CVS Health Corporation Sr Gbl Nt	85,000 2.875% 06/01/26	84,268	77,420	
CVS Health Corporation Sr Gbl Nt	75,000 2.800% 07/20/20	74,261	74,323	
Daimler Finance North Amer LLC	60,000 3.000% 02/22/21	59,365	59,350	
Delta Air Lines Ser 2002-1 Cl G-1	63,148 6.718% 07/02/24	71,092	66,861	
Dryden 30-R Sr Ln Fd Ser 2013-30r	45,000 3.436% 11/15/28	44,915	44,429	
Duke Energy Corp	75,000 2.650% 09/01/26	74,769	68,185	
Duquesne Light Holdings Inc Sr 144a	100,000 6.400% 09/15/20	115,760	104,288	
Enbridge Energy Partners LP	40,000 5.875% 10/15/25	39,862	43,338	
Energy Transfer Partners LP	50,000 4.900% 02/01/24	50,240	50,604	
Ford Motor Credit Co LLC Gbl Nt	140,000 2.343% 11/02/20	135,348	134,691	
Ford Motor Credit Co LLC Sr Gbl Fl	70,000 3.367% 08/03/22	69,373	65,612	
Totals - Forward		\$ 5,301,467	\$ 5,216,113	

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>		<u>Cost</u>	<u>Current</u> <u>Value</u>
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
Total U.S. Government Securities - Forwarded			30,323,093	30,682,040
Corporate Bonds (Continued):				
Totals - Forwarded			5,301,467	5,216,113
Fresenius Med Care Us Fin Ii Gtd Sr	110,000 5.625% 07/31/19		114,584	111,239
GCO Elf Trust Ser 2006-1 Cl A-9l	92,898 2.295% 05/25/26		90,481	92,615
GE Capital International Fdg	140,000 2.342% 11/15/20		135,386	135,108
General Elec Cap Corp Med Term Nt	135,000 4.625% 01/07/21		137,596	135,348
General Elec Cap Corp Mtn Be Fr	70,000 5.550% 01/05/26		67,674	68,468
General Elec Cap Corp Mtn Senior Nt	100,000 4.375% 09/16/20		99,395	99,858
General Elec Cap Corp Sr Unsecured	95,000 4.650% 10/17/21		97,055	95,285
General Mills Inc	60,000 4.200% 04/17/28		58,586	58,795
General Mtrs Co Sr Nt	70,000 4.875% 10/02/23		75,664	70,158
General Mtrs Finl Co Inc	40,000 3.550% 04/09/21		39,984	39,449
GLP CAP LP/GLP Fing II Inc Sr Nt	65,000 5.375% 11/01/23		67,485	65,890
GLP CAP LP/GLP Fing II Inc Sr Gbl	50,000 5.250% 06/01/25		51,074	49,646
Goldentree Ln Opp 2014-9r2	115,000 3.619% 10/29/29		115,000	114,495
Goldman Sachs Bk USA Ny Sr Gbl Nt	130,000 3.200% 06/05/20		129,970	129,765
Goldman Sachs Group Inc Gbl Sr	80,000 3.691% 06/05/28		80,000	74,350
Goldman Sachs Group Inc Senior Note	90,000 5.375% 03/15/20		89,218	92,012
Goldman Sachs Group Inc Sr Gbl Nt	125,000 2.625% 04/25/21		122,428	121,745
Goldman Sachs Group Inc Sr Gbl Nt	70,000 2.750% 09/15/20		70,239	69,276
Guardian Life Gbl Fdg 144a Fr	125,000 2.000% 04/26/21		124,835	121,814
Halfmoon Parent Inc	130,000 4.125% 11/15/25		129,892	129,817
HCP Inc Note	55,000 4.200% 03/01/24		57,261	55,136
HCP Inc Note	20,000 4.250% 11/15/23		20,761	20,031
Healthcare Realty Trust Inc	50,000 3.750% 04/15/23		51,124	49,232
Higher Education Fdg I 2014 Flt	72,730 3.182% 05/25/34		72,730	73,341
Home Depot Inc Sr Gbl Nt	25,000 3.900% 12/06/28		24,827	25,606
Host Hotels & Resorts Lp Sr -B Nt	55,000 5.250% 03/15/22		58,948	56,906
Humana Inc Sr Gbl Nt 27	80,000 3.950% 03/15/27		79,902	78,158
IHS Markit Ltd Sr Gbl Nt	95,000 4.125% 08/01/23		94,722	94,031
ITC Holdings Corp Fr	100,000 3.650% 06/15/24		99,338	99,446
JGWPT XXX LLC Ser 2013-3 Cl A	39,349 4.080% 01/17/73		39,352	40,699
JGWPT XXXII LLC Ser 2014-2 Cl A	49,985 3.610% 01/17/73		50,151	49,753
JP Morg Chase CMBS 2016-Nine Flt	45,000 2.949% 09/09/38		42,324	42,747
JP Morgan Chase Bank FR Dtd	250,000 3.086% 04/26/21		250,000	248,990
Totals - Forward			\$ 8,139,453	\$ 8,025,322

See Independent Auditors' Report.



LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337	
Total U.S. Government Securities - Forwarded		30,323,093	30,682,040	
Corporate Bonds (Continued):				
Totals - Forwarded		8,139,453	8,025,322	
JP Morgan Chase Bank NA Sr Gbl Nt	120,000 4.023% 12/05/18	120,000	120,955	
JP Morgan Chase Bank Sr Nt	250,000 2.604% 02/01/21	250,000	248,015	
JP Morgan Chase Bank Sr Nt Fxd/Flt	190,000 3.540% 05/01/28	189,628	181,144	
JPMBB Coml Mtg Sec Tr 2014	185,000 3.669% 04/17/47	193,192	186,575	
Kaiser Fndtn Hosp/Hlth Mtn	120,000 3.150% 05/01/27	119,562	115,368	
Kinder Morgan Inc	75,000 4.300% 03/01/28	71,657	73,406	
Kraft Heinz Foods Co Sr Gbl	50,000 4.625% 01/30/29	49,706	49,436	
Kraft Heinz Foods Co Sr Gbl Nt	85,000 3.000% 06/01/26	84,635	75,827	
L3 Technologies Inc	80,000 3.850% 06/15/23	79,843	80,124	
LB Abs Mfh Ser 2001-B Cl A-4	1,682 5.270% 04/15/40	1,703	1,687	
Liberty Property Ltd Sr Nt 3.375%23	50,000 3.375% 06/15/23	49,366	49,250	
Los Angeles Calif Dept Wtr & Pwr	100,000 5.516% 07/01/27	117,976	116,185	
Magnetite Ix Ltd	81,087 0.000% 07/25/26	81,087	81,087	
Metropolitan Life Global Fdg	150,000 3.875% 04/11/22	149,840	151,926	
Metropolitan Transn Auth Ny R	55,000 6.548% 11/15/31	71,435	67,720	
Metropolitan Wtr Dist Southn Rev	70,000 6.538% 07/01/39	77,111	71,298	
Midamerican Energy Co Mtg Bds	67,000 3.500% 10/15/24	69,250	68,122	
Morgan Stanley Cap I	35,000 3.469% 08/11/33	36,258	35,415	
Morgan Stanley Vr 072417-072222	105,000 3.208% 07/22/02	105,000	103,526	
Morgan Stanley Vr	190,000 3.414% 02/14/20	190,000	190,006	
Navient Student Ln Tr 2014-1 Flt	146,088 2.528% 06/25/31	146,088	145,350	
Navient Student Ln Tr 2014-2 Flt	107,072 2.658% 03/25/43	107,072	106,468	
Navient Student Ln Tr 2014-3 Flt	109,571 2.638% 03/25/43	109,571	108,341	
Navient Student Ln Tr 2014-4 Flt	54,649 2.638% 03/25/43	54,649	53,926	
Navient Student Ln Tr 2014-7 Flt	206,406 2.628% 03/25/43	205,426	203,798	
Navient Student Ln Tr 2016-2 Flt	230,000 3.518% 06/25/65	237,763	237,666	
Navient Student Ln Tr 2017-3 Flt	100,000 3.068% 07/26/66	100,000	101,012	
Navient Student Ln Tr 2018-3 Flt	150,000 2.818% 03/25/67	150,836	148,140	
Nelnet St Ln Tr 2012-5 Flt	33,164 3.090% 10/27/36	33,210	33,033	
Nelnet St Ln Tr 2014-4 Flt	80,000 2.968% 11/25/43	80,000	80,407	
New York Life Global Fdg Mtn Nt 3%	115,000 3.000% 01/01/28	107,904	109,994	
Newell Brands Inc Sr Nt	40,000 3.850% 04/01/23	39,988	39,414	
Nextera Energy Cap Hldgs Inc Sr Gbl	195,000 2.767% 05/04/21	195,000	193,103	
Totals - Forward		\$ 11,814,209	\$ 11,653,046	

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>		<u>Cost</u>	<u>Current</u> <u>Value</u>
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
Total U.S. Government Securities - Forwarded			30,323,093	30,682,040
Corporate Bonds (Continued):				
Totals - Forwarded			11,814,209	11,653,046
Nisource Finance Corp	50,000 2.650% 11/17/22		49,937	47,869
Northrop Grumman Corp	135,000 2.930% 01/15/25		127,979	128,100
Northrop Grumman Corp Sr Gbl Nt	50,000 3.200% 02/01/27		49,919	46,885
Northstar Guarantee Inc Fin 2007-1 Flt	65,000 3.006% 01/29/46		60,694	64,847
Octagon Inv Ptns 2015-25r Flt	55,000 3.269% 10/20/26		54,727	54,662
Oracle Corp	10,000 3.250% 11/15/27		9,989	9,645
Oracle Corp Sr Nt	70,000 2.400% 09/15/23		69,988	67,174
Oregon St Go Pension Bds	59,950 5.762% 06/01/23		65,866	64,191
Packaging Corp of America	75,000 2.450% 12/15/20		74,920	73,640
Panhandle Eastn Pipe Line Co L Sr Nt	150,000 8.125% 06/01/19		150,000	152,838
Park Place Secs 2004-Mhql Flt	10,694 3.602% 11/25/34		10,691	10,696
Pernod Ricard-Spons Adr Gbl	75,000 4.450% 01/15/22		79,682	76,496
Petroleos Mexicanos	25,000 6.500% 03/13/27		23,500	23,500
Petroleos Mexicanos	25,000 6.500% 01/23/29		24,550	23,313
Petroleos Mexicanos	25,000 5.350% 02/12/28		21,262	21,813
Plains All Amer Pipeline	80,000 3.850% 10/15/23		78,789	78,272
PNC Bank Pittsburg Pa Sr Gbl Nt	100,000 2.000% 05/19/20		97,900	98,444
Queens Ctr Mtg	50,000 3.275% 01/13/37		48,821	49,228
RBSCF Trust 2013 Gsp A 2013-Gsp	30,000 3.961% 01/15/32		31,574	30,772
Realty Income Corp Sr Nt	150,000 3.250% 10/15/22		147,543	148,539
Reckson Operating Prtshp	75,000 7.750% 03/15/20		88,875	78,480
Residential Accredit Loans, Inc	88,261 2.818% 10/25/45		58,566	79,767
Residential Asset Mortgage Prod	7,446 7.000% 11/25/31		7,697	7,896
Residential Asset Secur Tr Flt	7,672 4.547% 10/25/34		7,760	7,404
Residential Asset Secur Tr Flt	9,096 2.818% 11/25/34		9,096	8,489
Resolution Fdg Fed Bk	375,000 0.000% 01/15/21		332,059	355,433
Ruby Pipeline LLC	84,091 6.000% 04/01/22		90,364	87,104
Sabine Pass Liquefaction LLC Sr	35,000 5.750% 05/15/24		36,526	36,518
Salle Mae Student Loans	25,000 4.126% 07/25/29		24,036	25,557
Santander Uk Plc	150,000 2.875% 08/05/21		146,673	144,697
Shell International Finance Sr Nt	65,000 3.250% 05/11/15		64,802	64,093
Shire Acquisitions Invts Irela	50,000 1.900% 09/23/19		49,932	49,300
SLM Student Ln Trust	25,000 4.126% 04/25/29		22,654	25,702
Totals - Forward			\$ 14,031,580	\$ 13,894,410

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LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337	
Total U.S. Government Securities - Forwarded		30,323,093	30,682,040	
Corporate Bonds (Continued):				
Totals - Forwarded		14,031,580	13,894,410	
SLM Student Ln Tr 2012-7	66,139 2.668% 05/26/26	66,139	65,335	
SLM Student Ln Tr	25,000 4.526% 10/25/75	25,044	26,415	
SLM Student Loan	25,000 3.476% 04/25/29	24,269	24,394	
SLM Student Loan	25,000 4.126% 07/25/73	21,746	25,557	
SLM Student Loan	75,000 3.218% 10/25/34	72,147	76,404	
SLM Student Loan	25,000 4.126% 07/25/29	23,912	25,444	
SLM Student Loan	64,656 3.776% 04/25/23	65,454	64,993	
SLM Student Loan	25,000 4.526% 10/25/29	25,045	25,990	
SLM Student Loan	100,000 2.436% 01/25/41	88,699	97,232	
SLM Student Loan Trust	25,000 3.476% 01/25/29	22,220	23,849	
SLM Student Loan Trust	97,086 2.446% 01/25/41	87,682	94,193	
Spectra Energy Partners LP	50,000 4.750% 03/15/24	50,730	51,384	
Spire Inc	120,000 3.543% 02/27/24	120,000	117,443	
Sprint Spectrum Co	80,000 5.152% 09/20/29	78,600	78,600	
State Street Corp	25,000 3.776% 12/03/24	25,000	25,059	
TC Pipelines Lp Sr Gbl Nt	100,000 3.900% 05/25/27	95,588	95,460	
Texas Estn Transmission	50,000 2.800% 10/15/22	48,210	48,082	
Texas New Mexico Pwr Co	110,000 9.500% 04/01/19	107,429	111,661	
Time Warner Inc	70,000 3.800% 02/15/27	69,730	65,681	
Time Warner Inc Sr Gbl Nt	50,000 3.875% 01/15/26	48,402	47,755	
Tucson Elec Pwr Co	100,000 3.850% 03/15/23	102,483	99,746	
Tyson Foods Inc	95,000 3.900% 09/28/23	94,868	94,868	
UDR Inc	100,000 3.700% 10/01/20	102,830	100,424	
Union Pacific Corp	40,000 3.950% 09/10/28	39,900	39,946	
United Technologies Corp	70,000 3.350% 08/16/21	69,915	69,810	
Unitedhealth Group Inc	98,000 3.750% 07/15/25	99,082	99,202	
US Airways Pt Trust	85,153 5.900% 04/01/26	93,265	90,835	
US Airways Pt Trust Ser 2012-2 Cl A	65,336 4.625% 12/03/26	69,559	67,679	
US Bancorp Mtns Bk Ent Fr	195,000 2.625% 01/24/22	194,665	192,038	
US Bank Na	250,000 3.400% 07/24/23	249,750	249,488	
Utilicorp Utd Inc	150,000 8.270% 11/15/21	139,500	167,643	
Ventas Realty Lp Cap Corp Sr Nt	65,000 3.250% 08/15/22	64,245	64,232	
Verizon Communications Inc Sr Nt	100,000 3.500% 11/01/24	99,727	98,628	
Totals - Forward		\$ 16,617,415	\$ 16,519,880	

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
Total U.S. Government Securities - Forwarded			30,323,093	30,682,040
Corporate Bonds (Continued):				
Totals - Forwarded			16,617,415	16,519,880
VNO Mortgage Tr Ser 2012-6ave Cl A	35,000 2.996% 11/15/30	35,170	34,695	
Vodafone Group Plc	35,000 3.750% 01/16/24	34,297	34,497	
Vodafone Group Plc	60,000 4.375% 05/30/28	59,220	58,204	
Walgreens Boots Alliance Inc Sr Nt	115,000 3.800% 11/18/24	116,915	113,251	
Walmart Inc	90,000 3.550% 06/26/25	89,741	90,993	
Wamu Mtge Pass-Through Certs	2,542 4.733% 01/25/33	2,543	2,591	
Wea Fin LLC Westfield Uk & Eu	100,000 2.700% 09/17/19	99,921	99,557	
Wells Fargo & Co	225,000 2.625% 07/22/22	224,826	216,958	
Wells Fargo & Co Sr Nt	55,000 3.000% 10/23/26	52,882	50,915	
Wells Fargo & Company Mtn Be	235,000 3.300% 09/09/24	235,000	227,325	
Wells Fargo Bank Natl Assn	250,000 2.400% 01/15/20	249,790	247,872	
Wells Fargo Bank Natl Assn	250,000 3.325% 07/23/21	250,000	249,757	
Wells Fargo Cm Mtg	40,000 2.710% 03/20/28	40,483	39,679	
Wells Fargo Mbs Flt	9,610 4.952% 04/25/36	9,148	9,588	
Welltower Inc	125,000 3.950% 09/01/23	124,959	125,311	
Williams Partners Lp	50,000 3.600% 03/15/22	50,432	49,060	
Wrkco Inc Sr Gbl	45,000 4.650% 03/15/26	44,934	45,688	
Total Corporate Bonds - Forward			18,337,676	18,215,821
Common Stocks:				
Aegon Nv Eur.12	78,644	569,359	569,359	
Asustek Computer Inc Twd10.	49,000	443,706	443,706	
Barclays Plc	204,928	747,372	392,851	
BP Plc	69,283	449,943	437,620	
Carrefour Sa Eur2.5	43,182	1,030,306	1,030,306	
Cemex Sab De Cv Spons Adr Part Cer	90,126	622,826	434,407	
China Mobile Ltd	52,500	526,222	526,222	
Compagnie De Saint Gobain Eur 4.0	12,550	527,961	527,961	
Credit Suisse Group Ag Reg Chf .04	47,295	845,462	845,462	
Dai Nippon Printing Co Ltd	19,400	458,908	458,908	
Daiichi Sankyo Co Ltd	5,100	96,107	96,107	
Embraer S A Spons Adr	22,666	580,487	501,599	
Totals - Forward			\$ 6,898,659	\$ 6,264,508

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		6,898,659	6,264,508
	Engie Eur1.0	49,005	1,028,575	1,028,575
	Eni Spa	44,526	848,763	848,763
	Fibra Uno Administracion Sa Reit	547,331	828,814	828,814
	First Pacific Co Usd.01	446,000	403,098	403,098
	G4s Plc Gbp .25	152,143	532,909	532,909
	Gazprom Oao Adr	39,819	256,406	176,199
	Glaxosmithkline Plc	53,015	1,145,364	1,006,857
	Hana Financial Group Krw5000	6,012	183,005	183,005
	Honda Motor Co Ltd	15,600	509,158	509,158
	HSBC Holdings Plc	35,962	333,314	296,288
	Hyundai Mobis Co Ltd Krw5000	2,759	586,615	586,615
	Hyundai Motor Co Krw5000	2,344	283,857	283,857
	Imperial Brands Plc	10,830	407,808	327,862
	Intesa Sanpaolo	198,040	574,827	439,266
	Kalispell Mt Hlth Care Facs Schneider			
	Electric Se Eur4.0	4,983	312,735	312,735
	Kingfisher Plc	158,263	663,606	418,245
	KT+G Corp Krw5000.	3,373	311,290	311,290
	Marks + Spencer Group Plc	165,243	804,387	520,241
	Mitsubishi Tanabe Pharma	28,500	482,860	482,860
	Mitsubishi Ufj Financial Gro	92,800	705,399	705,399
	MS+AD Insurance Group Holdin	16,800	491,002	491,002
	Nissan Motor Co Ltd	32,300	305,721	305,721
	Nokia Oyj	100,144	514,297	632,924
	NXP Semiconductors Nv	3,627	305,882	265,787
	Orange Eur4.	34,439	579,799	579,799
	Petroleo Bras Pr	41,400	161,527	161,527
	PJSC Lukoil Spon Adr	4,039	200,465	290,933
	Posco Krw5000.	895	235,131	235,131
	Publicis Groupe	8,690	576,845	497,493
	Renault Sa Eur3.81	3,828	339,297	339,297
	Totals - Forward		\$ 21,811,415	\$ 20,266,158

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		21,811,415	20,266,158
	Repsol Sa Eur1.	28,533	514,509	514,509
	Roche Holding Ag Genusschein	1,054	234,023	280,419
	Sainsbury (J) Plc Gbp .285714	110,342	525,913	525,913
	Sanofi Eur2.	12,769	1,089,968	1,089,968
	Societe Bic Sa Societe Bic Sa	2,752	265,877	280,461
	Sumitomo Mitsui Trust Holdin	12,100	521,000	521,000
	Surgutneftegaz Pfd	76,993	433,979	437,243
	Swatch Group Ag/ The Br Chf 2.25	603	205,089	205,089
	Swatch Group Ag/ The Reg Chf .45	2,784	214,066	214,066
	Swiss Re Ag Chf. 1	4,341	346,157	346,157
	Taisho Pharmaceutical Holdin	1,900	139,904	139,904
	Takeda Pharmaceutical Co Ltd	9,500	401,292	401,292
	Telecom Italia Rsp	1,232,699	994,715	994,715
	Telefonica Brasil S.A. Preference	31,100	388,520	388,520
	Telefonica Brasil Sa Spons Adr	6,622	119,465	79,000
	Tesco Plc Tesco Plc	206,020	764,917	498,798
	UBS Group Ag Ref Chf. 1	42,689	664,310	664,310
	Wm Morrison Supermarket	147,744	538,774	401,266
	WPP Plc Gbp 1	58,492	984,154	984,154
	Activision Blizzard Inc	20,991	852,716	977,551
	Adobe Systems Inc	4,949	410,445	1,119,662
	Alexion Pharmaceuticals Inc	9,484	1,128,087	923,362
	Alibaba Group Hldg Ltd Sponsored	9,339	1,052,429	1,280,097
	Align Technology Inc	3,670	824,364	768,608
	Amazon Com Inc Sr	968	393,346	1,453,907
	Applied Materials Inc	29,277	1,448,714	958,529
	Booking Hldgs Inc	648	690,786	1,116,128
	Bristol-Myers Squibb Co	19,117	1,040,366	993,702
	Charles Schwab Corp	26,921	907,218	1,118,029
	Cognex Corp Com	17,768	809,005	687,089
	Costco Wholesale Corp	2,272	359,551	462,829
	Totals - Forward		\$ 41,075,074	\$ 41,092,435

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LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		41,075,074	41,092,435
	Ctrip.Com International Ltd Adr	22,726	1,028,790	614,966
	Edwards Lifesciences Corp	5,108	461,987	782,392
	Exact Sciences Corp	11,383	782,921	718,267
	Facebook Inc Class A	10,518	847,123	1,378,805
	Idexx Laboratories Inc	3,895	707,870	724,548
	Illumina Inc	4,480	721,517	1,343,686
	Mercadolibre Inc	2,418	447,058	708,111
	MSCI Inc	5,478	850,366	807,622
	New Oriental Education & Technology Group Adr	12,869	952,345	705,350
	Nike Inc	15,219	785,479	1,128,337
	Nvidia Corp	8,054	975,489	1,075,209
	Paypal Hldgs Inc Com	12,314	927,609	1,035,484
	Pioneer Natural Resources Co	4,199	728,406	552,252
	Salesforce Com Inc	10,049	644,705	1,376,412
	Servicenow Inc Sr Cv	7,218	541,777	1,285,165
	Splunk Inc	10,301	672,531	1,080,060
	Square Inc Cl A	16,013	1,148,557	898,169
	Unitedhealth Group Inc	4,018	734,001	1,000,964
	Vertex Pharmaceuticals Inc	7,075	620,026	1,172,398
	Visa Inc Class A Shares	7,221	289,007	952,739
	Accelerate Diagnostics Inc	13,829	255,189	159,034
	Alaska Air Group Inc	2,377	142,922	144,640
	Ametek Inc	2,936	175,310	198,767
	Amphenol Corp	4,141	283,641	335,504
	Apergy Corp	1,597	62,866	43,247
	Atlassian Corp Plc Cl A	1,898	146,307	168,884
	Autodesk Inc	2,950	328,136	379,399
	Cadence Design Systems Inc	8,454	345,133	367,580
	Celanese Corp Series A	2,134	200,770	191,996
	Centene Corp	2,788	190,592	321,456
	Totals - Forward		\$ 58,073,504	\$ 62,743,878

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LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		58,073,504	62,743,878
	CF Industries Holdings Inc	4,751	212,366	206,716
	Cigna Corp Sr Gbl Nt	1,730	295,286	328,562
	Dexcom Inc	1,261	170,039	151,068
	Dollar General Corp	2,461	266,779	265,985
	Dr Horton Inc	4,275	173,173	148,171
	Dropbox Inc	8,176	240,408	167,036
	DXC Technology Co	4,347	303,828	231,130
	E*Trade Financial Corp New	7,737	308,042	339,500
	East West Bancorp Inc	3,761	251,197	163,716
	Edwards Lifesciences Corp	2,909	447,984	445,572
	Evercore Inc.	1,390	141,896	99,468
	Expedia Group Inc	3,425	408,278	385,826
	First Data Corp	31,846	539,510	538,516
	Fleetcor Technologies Inc	1,798	311,916	333,925
	GCI Liberty Inc	4,300	213,207	176,988
	Godaddy Inc Cl A	3,157	161,353	207,162
	Grand Canyon Education Inc	2,383	273,566	229,102
	Healthequity Inc	2,334	106,393	139,223
	Iac Interactivecorp	1,966	388,914	359,857
	Idex Corp	1,395	178,076	176,133
	IHS Markit Ltd Shs	5,738	288,938	275,252
	Ingevity Corp	1,158	91,588	96,913
	Insulet Corporation	3,105	197,860	246,289
	Iqvia Holding Inc	2,201	171,304	255,690
	Kansas City Southern	1,029	116,849	98,218
	L3 Technologies Inc	1,564	302,996	271,604
	Lam Research Corp	1,824	302,733	248,374
	Marathon Oil Corp	15,611	263,246	223,862
	MGM Resort Intl	12,723	339,535	308,660
	Mimecast Ltd Ord Shs	2,116	69,530	71,161
	Monolithic Power Sys Inc	1,358	165,411	157,868
	Totals - Forward		\$ 65,775,705	\$ 70,091,425

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

EIN #34-6596899

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		65,775,705	70,091,425
	Moody's Corp	1,203	132,094	168,468
	MSCI Inc	1,986	205,500	292,796
	Nasdaq Inc	2,311	202,814	188,508
	Netapp, Inc	4,961	316,073	296,023
	Norwegian Cruise Line Hldgs Lt Shs	6,016	302,361	255,018
	Novocure Ltd Ord Shs	5,912	143,390	197,934
	O Reilly Automotive Inc	1,316	386,464	453,138
	Palo Alto Networks Inc	990	202,431	186,466
	Perspecta Inc	10,201	233,767	175,661
	PTC Inc	3,443	246,803	285,425
	Raymond James Financial Inc	2,435	221,124	181,188
	Rockwell Automation Inc	2,099	394,308	315,858
	Roper Technologies Inc	765	214,231	203,888
	Ross Stores Inc	3,332	297,024	277,222
	Ser A Liberty Formula Com A Siriusxm	4,611	167,192	169,685
	Servicenow Inc Sr Cv	1,873	261,579	333,488
	Shopify Inc Cl A	1,254	176,728	173,616
	Splunk Inc	2,629	311,742	275,651
	Take-Two Interactive Software Inc	3,437	366,689	353,805
	TD Ameritrade Holding Corp	4,423	226,104	216,550
	Teladoc Inc	1,981	79,073	98,198
	Teleflex Inc	1,044	277,238	269,853
	Textron Inc	4,756	281,759	218,728
	The Trade Desk Inc	762	94,481	88,438
	Total System Services Inc	5,094	284,899	414,091
	Tractor Supply Co	3,415	299,700	284,948
	Transdigm Group Inc	1,242	335,125	422,355
	Twitter Inc	5,035	207,591	144,706
	Ulta Beauty Inc	1,214	330,139	297,236
	VF Corp	2,862	234,461	204,175
	Waters Corp	1,913	346,802	360,887
	Totals - Forward		\$ 73,555,391	\$ 77,895,428

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899**

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
	Common Stocks (Continued):			
	Totals - Forwarded		73,555,391	77,895,428
	Western Alliance Bancorp	2,524	144,175	99,673
	Wix Com Ltd	2,142	228,683	193,508
	Worldpay Inc	4,407	326,800	336,827
	Wynn Resorts Ltd	2,360	285,161	233,428
	XPO Logistics Inc	4,613	324,929	263,125
	Zimmer Biomet Hldgs Inc	1,816	208,671	188,355
	ACI Worldwide Inc	10,290	243,067	284,724
	Air Transport Services Group Inc	21,216	289,988	483,937
	AMC Networks Inc	2,701	136,272	148,231
	American National Insurance Co	1,950	206,119	248,118
	Argan Inc	6,447	249,253	243,954
	Armstrong Flooring Inc	12,581	241,829	148,959
	Armstrong World Industries Inc.	7,789	330,479	453,398
	Asbury Automotive Group Inc	4,784	286,429	318,901
	Avaya Hldgs Corp	25,700	563,946	374,192
	Barrett Business Services Inc	2,587	128,231	148,106
	Biglari Holdings Inc	628	175,460	71,328
	Biglari Holdings Inc	90	122,167	52,890
	Cannae Hldgs Inc	39,953	423,241	683,995
	Capital Southwest Corp	13,465	168,597	258,797
	Cars Com Inc	8,900	216,595	191,350
	Casey's General Stores Inc	1,474	145,059	188,878
	Colfax Corporation	8,721	243,262	182,269
	Computer Programs & Systems Inc	10,008	252,152	251,201
	Computer Services Inc	7,873	245,780	389,714
	Conduent Inc	20,914	384,724	222,316
	CSG Systems International Inc	10,180	307,414	323,419
	Cubic Corp	5,876	265,590	315,776
	Emerald Expositions Events Inc	7,860	94,025	96,992
	Entercom Communications Corp	16,160	194,420	92,274
	Eplus Inc.	310	21,414	22,063
	Totals - Forward		\$ 81,009,323	\$ 85,406,126

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899**

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		81,009,323	85,406,126
	Evolution Petroleum Corp	15,148	97,825	103,309
	Extended Stay Amer Inc Com Class B	25,916	421,273	401,698
	FGL Hldgs Ord Shs	30,470	292,764	202,930
	First Citizens Bancshares Inc Nc	340	53,264	128,197
	Forward Air Corp	5,008	210,483	274,689
	Genworth Financial Inc	47,090	148,801	219,439
	Gran Tierra Energy Inc	36,370	92,825	78,923
	Hain Celestial Group Inc	2,150	33,658	34,099
	Hostess Brands Inc	55,100	692,858	602,794
	Ingles Markets Inc	12,208	424,420	332,302
	Ituran Location And Control Ltd	9,988	235,799	320,215
	J Alexanders Hldgs Inc	18,455	174,674	151,885
	Kelly Services Inc	6,000	104,728	122,880
	Liberty Expedia Holdings Ser A	14,172	583,447	554,267
	Liberty Latin Amer Ltd	29,154	560,154	424,774
	Motorcar Pts Amer Inc	12,444	354,515	207,068
	Murphy USA Inc	5,396	324,769	413,549
	NCR Corp	11,369	359,111	262,397
	Newmark Group Inc Cl A	10,922	156,043	87,594
	Oaktree Specialty Lending Corp	68,030	343,380	287,767
	Osi Systems Inc	2,830	170,721	207,439
	Patterson Cos Inc	12,700	282,941	249,682
	PBF Energy Inc Cl A	8,476	240,714	276,911
	Pico Holdings Inc	19,780	368,627	180,789
	Premier Inc Com Cl A	17,543	543,467	655,231
	QEP Res Inc	7,200	86,440	40,536
	Resources Connection Inc	16,109	232,188	228,748
	Sleep Number Corp	10,304	250,131	326,946
	SP Plus Corp	5,535	121,538	163,504
	Sykes Enterprises Inc	10,067	276,972	248,957
	Tech Data Corp	4,286	362,396	350,638
	Totals - Forward		\$ 89,610,249	\$ 93,546,283

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		89,610,249	93,546,283
	Techtarget	11,328	130,752	138,315
	TTEC Hldgs Inc	4,391	108,172	125,451
	Unifirst Corp	4,003	331,617	572,709
	Viad Corp	8,473	357,112	424,413
	Wageworks Inc	5,437	220,917	147,669
	White Mountains Insurance Group Ltd	934	494,234	801,082
	World Fuel Services Corp	6,271	226,176	134,262
	3M Co	617	80,333	117,563
	Agco Corp	2,150	116,414	119,690
	Air Products & Chemicals Inc	371	42,557	59,379
	Alaska Air Group Inc	1,946	133,859	118,414
	Allergan Plc Shs	1,966	295,785	262,776
	Ally Fin Inc	9,827	293,915	222,680
	Ameren Corp	1,542	56,412	100,585
	American Electric Power Co Inc	1,374	108,988	102,693
	American Intl Group Inc Inc	6,065	327,266	239,022
	Ameriprise Financial Inc	2,144	128,229	223,769
	Amerisourcebergen Corp	3,627	366,144	269,849
	Amgen Inc	1,564	247,886	304,464
	Amphenol Corp	4,334	359,710	351,141
	Ansys Inc	2,351	395,633	336,052
	Anthem Inc	1,071	122,516	281,277
	Apple Inc	2,129	430,256	335,828
	Aptiv Plc Shs	1,899	118,682	116,921
	Archer-Daniels-Midland Co	1,353	52,087	55,432
	Autoliv Inc	1,606	124,876	112,789
	Autozone Inc	378	330,344	316,893
	Ball Corp	1,237	28,845	56,877
	Bank of America Corp	9,816	171,438	241,866
	Best Buy Co Inc	5,683	321,130	300,972
	Biogen Inc	994	262,004	299,114
	Totals - Forward		\$ 96,394,538	\$ 100,836,230

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	(c) <u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current</u> <u>Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		96,394,538	100,836,230
	Boeing Co	1,145	420,872	369,262
	BP Plc Sponsored Adr	4,330	190,968	164,194
	Burlington Stores Inc	2,014	228,730	327,617
	Cadence Design Systems Inc	8,785	400,339	381,972
	Carlisle Cos Inc	1,262	124,225	126,856
	Celanese Corp Series A	654	43,392	58,840
	Celgene Corp	4,228	335,253	270,972
	Chevron Corp	1,389	129,610	151,109
	Cigna Corp Sr Gbl Nt	1,437	285,880	272,915
	Cisco Systems Inc	7,687	371,749	333,078
	Citigroup Inc	4,092	237,931	213,029
	Citizens Finl Group Inc	7,040	268,008	209,299
	Citrix Systems Inc	3,402	368,027	348,569
	Comerica Inc	3,278	227,716	225,166
	Conocophillips	2,435	120,239	151,822
	Corning Inc	11,494	407,581	347,234
	Crown Holdings Inc	1,260	57,999	52,378
	Cummins Inc	879	97,556	117,470
	Danaher Corp	3,088	254,684	318,435
	Davita Inc	5,106	342,523	262,755
	Deckers Outdoor Corp	2,643	351,112	338,172
	Delta Air Lines Inc	2,154	101,270	107,485
	Discover Financial Services	3,608	141,547	212,800
	Discovery Communications Inc C	12,168	338,341	280,837
	Dollar General Corp	3,091	300,568	334,075
	Dover Corp	1,597	102,513	113,307
	Eastman Chemical Co	790	44,619	57,757
	Edison International	1,821	95,911	103,378
	Emerson Electric Co	1,961	102,301	117,170
	Entergy Corp	1,226	90,244	105,522
	Eversource Energy	1,565	92,603	101,788
	Totals - Forward		\$ 103,068,849	\$ 107,411,493

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		103,068,849	107,411,493
	Exelon Corp	2,307	78,393	104,046
	Exxon Mobil Corp	2,091	172,270	142,585
	F5 Networks Inc	2,176	323,050	352,577
	Firstenergy Corp	2,768	100,972	103,938
	Fiserv Inc	4,890	278,017	359,366
	Fluor Corp	3,350	124,938	107,870
	Franklin Resources Inc	7,152	256,095	212,128
	Garmin Ltd Shs	5,050	331,182	319,766
	General Mills Inc	7,748	301,269	301,707
	Gentex Corp	5,775	104,672	116,713
	Gilead Sciences Inc	4,545	350,850	284,290
	Global Payments Inc	3,512	312,996	362,192
	Goldman Sachs Group Inc	1,348	214,782	225,183
	Hartford Finl Svcs Group Inc Group Inc	5,523	185,942	245,497
	Hologic Inc	7,118	256,245	292,550
	Home Depot Inc	1,828	280,197	314,087
	Huntsman Corp	3,126	75,523	60,301
	Ingredion Inc	614	52,148	56,120
	Intel Corp	7,690	366,790	360,892
	International Paper Co	1,325	51,937	53,477
	Jacobs Engineering Group Inc	2,053	99,438	120,018
	Johnson & Johnson	2,110	206,637	272,296
	Jpmorgan Chase & Co	2,352	106,502	229,602
	Keysight Technologies Inc	6,127	393,555	380,364
	Lear Corporation	942	113,128	115,734
	Lincoln National Corp	4,200	143,775	215,502
	Lockheed Martin Corp	1,269	441,785	332,275
	Lyondellbasell Indust Nv Class A	667	62,451	55,468
	Marathon Oil Corp	9,901	145,980	141,980
	Masco Corp	4,103	127,593	119,972
	Mckesson Corp	2,445	368,148	270,099
	Merck & Co Inc	3,928	229,962	300,138
	Totals - Forward		\$ 109,726,071	\$ 114,340,226

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		109,726,071	114,340,226
	Metlife Inc	5,775	226,045	237,122
	Microsoft Corp	3,406	369,943	345,947
	Molina Healthcare Inc	2,124	177,335	246,851
	Morgan Stanley	5,621	208,859	222,873
	Motorola Inc	2,866	312,119	329,705
	Murphy Oil Corp	5,437	189,596	127,171
	National Oilwell Varco Inc	5,856	195,454	150,499
	Nrg Energy Inc	2,667	47,582	105,613
	O Reilly Automotive Inc	897	277,192	308,864
	Oge Energy Corp	2,680	78,136	105,029
	Owens-Illinois Inc	3,462	67,514	59,685
	Packaging Corp of America	627	52,194	52,329
	Parker Hannifin Corp	766	65,133	114,241
	Paychex Inc	5,377	375,974	350,312
	Paycom Software Inc	2,785	396,312	341,023
	Pfizer Inc	6,844	253,992	298,741
	PG&E Corp	2,624	112,690	62,320
	Portland General Electric Co	2,190	106,046	100,412
	Principal Financial Group Inc	5,400	222,456	238,518
	Prudential Financial Inc	2,900	166,799	236,495
	Public Service Enterprise Group Inc	1,958	75,898	101,914
	Qualcomm Inc	6,513	467,817	370,655
	Regions Financial Corp	16,561	142,455	221,586
	Reliance Steel & Aluminum Co	789	47,018	56,153
	Robert Half International Inc	5,212	396,707	298,126
	Royal Dutch Shell Plc Adr	2,776	167,179	161,758
	Rpm International Inc	1,000	53,555	58,780
	S&P Global Inc	1,830	281,736	310,990
	Sonoco Products Co	1,060	55,818	56,318
	Southern Co	2,267	99,656	99,567
	Southwest Airlines Co	2,334	132,702	108,484
	Southwestern Energy Co	37,173	214,002	126,760
	Totals - Forward		\$ 115,761,985	\$ 120,345,067

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		115,761,985	120,345,067
	Suntrust Banks Inc	4,210	131,113	212,352
	Synchrony Finl	9,870	311,681	231,550
	Target Corp	4,723	402,542	312,143
	T-Mobile Us Inc	1,607	70,473	102,221
	Total Sa Adr	2,800	155,274	146,104
	Total System Services Inc	4,452	376,638	361,903
	Tractor Supply Co	3,555	343,751	296,629
	Transocean Ltd	18,799	241,892	130,465
	United Contl Hldgs Inc	1,345	65,590	112,617
	United Rentals Inc	1,149	109,257	117,807
	United Therapeutics Corp	2,640	320,748	287,496
	Universal Health Services Inc	2,338	278,136	272,517
	Unum Group	7,449	228,841	218,852
	Urban Outfitters Inc	9,144	411,488	303,581
	Verizon Communications Inc	1,946	98,416	109,404
	VF Corp	4,108	375,284	293,065
	Wellcare Health Plans Inc	1,310	282,876	309,278
	Western Union Co	16,649	353,565	284,032
	Westlake Chemical Corp	811	54,286	53,664
	Total Common Stocks - Forward		120,373,836	124,500,747
Limited Partnerships:				
	Blackstone BPIF Non-Taxable L.P.	12,000,000	16,362,981	17,802,492
	Parametric Defensive Equity Fund LLC		33,107,321	33,113,998
	Rocket Venture Fund, LLC	60	2,569,468	2,024,236
	Total Limited Partnerships - Forward		52,039,770	52,940,726
Common Collective Trusts:				
	Build Fund of America	337	126,067	35,900
	Multi-Employer Property Trust	1,887	13,511,621	21,700,684
	IBEW-NECA Equity Index Fund	1,026,379	22,863,339	22,460,656
	Total Common Collective Trusts - Forward		\$ 36,501,027	\$ 44,197,240

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
	Total Common Stocks - Forwarded		120,373,836	124,500,747
	Total Limited Partnerships - Forwarded		52,039,770	52,940,726
	Total Common Collective Trusts - Forwarded		36,501,027	44,197,240
Value of Interest in Registered Investment Companies:				
	AFL-CIO Housing Investment Trust	7,019	7,782,560	7,636,104
	Allianzgi Nfj Small-Cap Value R6	37,970	841,521	557,396
	Blackrock Strategic Income Opportunities	3,347,551	32,136,492	32,225,710
	Blackrock Strategic Income Opportunities	387,198	3,830,032	3,717,106
	Blackrock Strategic Income Opportunities	49,456	489,524	474,774
	Brandes International Equity Fund R6	28,162	486,717	444,392
	Brandes International Equity Fund R6	25,185	434,130	397,422
	Growth Fund of America R6	44,451	2,274,823	1,900,265
	Growth Fund of America R6	15,494	703,746	662,358
	Janus Triton Fund	85,549	2,547,753	2,192,614
	Loomis Sayles Strategic Income	42,204	605,580	571,015
	MFS Value R4	29,309	1,151,975	1,034,619
	MFS Value R4	18,050	667,607	637,157
	PIMCO Inflation Res M/A-Ins	31	267	233
	PIMCO Inflation Res M/A-Ins	72	620	542
	PIMCO Total Return Fund-Inst	449,939	4,535,872	4,467,889
	Prudential Sh/Trm Corp Bd-Z	291,373	3,209,764	3,129,346
	RBC Small Cap Core Fund-I	7,685	280,115	205,661
	T Rowe Price Retirement 2015	98,357	1,437,715	1,278,636
	T Rowe Price Retirement 2020	305,474	6,692,897	5,965,911
	T Rowe Price Retirement 2025	373,436	6,342,162	5,762,116
	T Rowe Price Retirement 2030	125,084	3,013,056	2,789,371
	T Rowe Price Retirement 2035	150,925	2,611,967	2,454,041
	T Rowe Price Retirement 2040	105,010	2,601,714	2,418,375
	T Rowe Price Retirement 2045	115,008	1,914,365	1,799,875
	T Rowe Price Retirement 2050	50,503	727,989	666,645
	T Rowe Price Retirement 2055	26,962	409,150	360,478
	Totals - Forward		\$ 87,730,113	\$ 83,750,051

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
	Total Common Stocks - Forwarded		120,373,836	124,500,747
	Total Limited Partnerships - Forwarded		52,039,770	52,940,726
	Total Common Collective Trusts - Forwarded		36,501,027	44,197,240
Value of Interest in Registered Investment Companies (Continued):				
	Totals - Forwarded		87,730,113	83,750,051
	T Rowe Price Retirement Income	48,093	722,361	668,975
	Vanguard Mid Cap Index-Adm	2,469	422,286	422,340
	WCM Focused Int'l Growth Instl	33,448	501,512	468,944
	WCM Focused Int'l Growth Instl	17,899	283,665	250,938
	WCM Focused Int'l Growth Instl	1,993,050	27,459,403	27,942,565
	Wells Fargo Shrt Trm Hi Yld-Inst	208,574	1,679,237	1,633,137
	Total Value of Interest in Registered Investment Companies		118,798,577	115,136,950
Guaranteed Investment Contract:				
	* Mass Mutual SAGIC		49,061,950	49,061,950
	*Participant Loans	Various Maturities 4.25% - 6.50%	--	597,384
	Totals		\$430,008,266	\$439,905,195

* A party in interest, as defined by the Employee Retirement Income Security Act of 1974, as amended.

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

FINANCIAL STATEMENTS

**FOR THE YEARS ENDED
DECEMBER 31, 2018 AND 2017**

MSPC
Certified Public
Accountants and Advisors, P.C.

*An independent firm associated with
Moore Stephens International Limited*

MOORE STEPHENS



**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of
Local No. 8, International Brotherhood of Electrical
Workers Retirement Plan and Trust
Rossford, Ohio

Report on the Financial Statements

We have audited the accompanying financial statements of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2018 and 2017, 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust as of December 31, 2018 and 2017, and the changes in its net assets available for benefits for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) and Schedule H, Line 4j - Schedule of Reportable Transactions are presented for the purposes of additional analysis and are not a required part of the financial statements but are supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



MSPC

Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
October 15, 2019

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Statements of Net Assets Available for Benefits

	December 31,	
	<u>2018</u>	<u>2017</u>
Assets:		
Investments at Fair Value:		
Interest Bearing Cash Accounts	\$ 4,572,337	\$ 32,738
Common Stocks	124,500,747	138,178,141
U.S. Government Securities	30,682,040	24,642,406
Corporate Bonds	18,215,821	15,165,537
Limited Partnerships	52,940,726	53,964,397
Common Collective Trusts	44,197,240	56,523,626
Mutual Funds	<u>115,136,950</u>	<u>120,550,958</u>
Total Investments at Fair Value	390,245,861	409,057,803
Investments at Contract Value:		
Guaranteed Investment Contract	<u>49,061,950</u>	<u>37,273,649</u>
Total Investments	<u>439,307,811</u>	<u>446,331,452</u>
Receivables:		
Employers' Contributions	1,543,216	1,553,083
Participants' Contributions	295,669	240,095
Notes Receivable from Participants	597,384	515,678
Interest and Dividends	<u>314,189</u>	<u>451,717</u>
Total Receivables	<u>2,750,458</u>	<u>2,760,573</u>
Other Assets:		
Prepaid Expenses	<u>5,709</u>	<u>6,080</u>
Cash	<u>224,727</u>	<u>10,155,360</u>
Total Assets	<u>442,288,705</u>	<u>459,253,465</u>
Liabilities:		
Accounts Payable	644,258	639,357
Due to Related Parties	23,036	23,036
Due to Broker	<u>2,472,455</u>	<u>3,473,875</u>
Total Liabilities	<u>3,139,749</u>	<u>4,136,268</u>
Net Assets Available for Benefits	<u>\$ 439,148,956</u>	<u>\$ 455,117,197</u>

See Accompanying Notes to Financial Statements.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Statements of Changes in Net Assets Available for Benefits

	Years ended December 31,	
	<u>2018</u>	<u>2017</u>
Additions to Net Assets Attributed to:		
Investment Income:		
Net (Depreciation) Appreciation in Fair Value of Investments	\$ (24,217,852)	\$ 55,673,925
Interest and Dividends	<u>9,351,659</u>	<u>7,153,786</u>
Totals	(14,866,193)	62,827,711
Less: Investment Fees	<u>1,358,284</u>	<u>1,283,805</u>
Net Investment (Loss) Income	<u>(16,224,477)</u>	<u>61,543,906</u>
Interest Income on Notes Receivable from Participants	<u>27,149</u>	<u>27,984</u>
Contributions:		
Employers - Net	18,138,933	18,462,331
Participants	3,381,541	2,876,985
Rollovers	<u>274,344</u>	<u>164,353</u>
Total Contributions	<u>21,794,818</u>	<u>21,503,669</u>
Total Additions	<u>5,597,490</u>	<u>83,075,559</u>
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	<u>20,966,468</u>	<u>20,922,180</u>
Administrative Expenses:		
Consultants	267,043	259,769
Salaries	101,929	145,036
Legal	60,235	68,107
Fringe Benefits	46,251	63,092
Computer Programming and Maintenance	36,064	23,899
Audit	29,886	27,220
Insurance	11,841	15,449
Payroll Taxes	9,240	11,152
Miscellaneous	8,645	14,797
Travel and Education	7,276	15,644
Rent	6,531	7,470
Postage	4,673	3,864
Office Supplies	3,861	6,127
Trustee Meetings	2,593	1,408
Telephone	2,543	2,311
Third Party Record Keeper Fees	<u>652</u>	<u>707</u>
Total Administrative Expenses - Net	<u>599,263</u>	<u>666,052</u>
Total Deductions	<u>21,565,731</u>	<u>21,588,232</u>
Net (Decrease) Increase in Net Assets Available for Benefits	(15,968,241)	61,487,327
Plan Merger	--	15,745,819
Net Assets Available for Benefits - Beginning of Years	<u>455,117,197</u>	<u>377,884,051</u>
Net Assets Available for Benefits - End of Years	<u>\$ 439,148,956</u>	<u>\$ 455,117,197</u>

See Accompanying Notes to Financial Statements.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS RETIREMENT PLAN AND TRUST

Notes to Financial Statements

(1) Description of the Plan

The following description of the Local No. 8, International Brotherhood of Electrical Workers (the "Union") Retirement Plan and Trust (the "Plan") is provided for general information purposes only. Participants should refer to the summary plan description for a more complete description of the Plan's provisions.

General - The Plan is a multiemployer collectively bargained defined contribution retirement plan. The Plan was established under the provisions of Agreement and Declaration of Trust between Local No. 8, International Brotherhood of Electrical Workers and the Toledo Electrical Contractors Association, Inc. dated May 1, 1967 and amended at various times thereafter. The Plan operates as a trust to provide eligible participants and/or their beneficiaries with additional security upon retirement or death and is administered by a Board of Trustees comprised of union officials and management of certain employers. The Trustees have overall responsibility for the operation and administration of the Plan, including the appropriateness of the Plan's investment elections and monitoring investment performance. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Merger - Effective January 1, 2017, the Trustees elected to merge the I.B.E.W. Local No. 8 401(k) Plan into the Plan. All Plan assets and liabilities were transferred as of February 28, 2017. Plan management believes that the plan merger was a tax exempt transaction under the applicable provisions of the Internal Revenue Code and, therefore, is not subject to federal income taxes.

A summary of net assets transferred to the Plan from the I.B.E.W. Local No. 8 401(k) Plan is as follows:

Cash	\$ 19,703
Investments at Fair Value	14,656,550
Contributions Receivable	228,782
Notes Receivable from Participants	835,935
Due from Related Parties	7,849
Accrued Expenses	(3,000)
<u>Net Assets Transferred</u>	<u>\$ 15,745,819</u>

Employer Contributions - Contributions are made by employers on behalf of their employees working in employment covered by collective bargaining agreements with the Union at the rates per hour worked specified in such agreements. Subject to the rules of the Flex Pension, participants may elect to have less than the base amount for their classification contributed on their behalf, thereby increasing their hourly wages. In addition, signatory employers to the collective bargaining agreements may make contributions to the Plan on behalf of their non-collectively bargained employees pursuant to written participation agreements with the Plan and in accordance with rules established by the Plan's Trustees. As revised effective May 1, 1994, these rules require employers entering into participation agreements: (i) to cover all of their non-collectively bargained employees who have satisfied minimum age and service requirements specified therein and (ii) to make contributions which constitute a uniform percentage of covered employees' compensation (not to exceed 15%). All contributions are credited to the individual account of each employee on whose behalf the contributions are made.

Participant Contributions - Participants may also elect to contribute up to fifteen percent (15%) of pretax compensation as defined in the plan document, for each plan year.

Rollover contributions are permitted, subject to various conditions.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(1) Description of the Plan (Continued)

Participants' Accounts - Individual accounts are maintained for each participant segregated by employer and participant elective contributions. The employer contribution account value includes the employer contributions earned by the participant and received by the Plan; plus, a pro-rata share of earnings, net forfeitures, and gains and losses from the investments of the Plan, net of expenses.

The default investment of employer contributions is called the Main Fund. All contributions prior to attaining age 50 are invested in the Main Fund. A participant, upon attainment of age 50, shall be permitted to transfer all or a portion of their individual account balance to one of the other investment options offered, to be invested by the Trustees, or at their discretion. These investment options are segregated from the general assets of the Plan, which are invested in the Main Fund. The other investment options include the Stable Value Fund and the Conservative Fund which are intended to provide for safety of principal and stability of income for participants nearing retirement age.

The participant elective contribution account is credited with the participant's contributions and allocations of plan earnings or losses, and reduced by distributions and expenses. The participants' contributions are allocated to the various investment options offered by the Plan as the participant directs.

Vesting - Participants are fully vested in their employer contributions as of the first day worked in Covered Employment for an employer obligated by the Collective Bargaining Agreement to make contributions to the Plan.

Participants are 100% vested immediately in their elective contributions plus actual earnings thereon.

Notes Receivable from Participants - Participants may apply for loans not to exceed the lesser of \$50,000 or 50% of the vested portion of the participant's elective deferral account balance. The minimum loan amount is \$1,000. Repayment schedules for loans are determined by the Plan administrator, but cannot be longer than five years unless the loan is for the purchase of a principal residence, in which case the period may be extended. Loan repayments must be made by direct payments to the Plan. Interest paid on loans is based on a reasonable annual percentage rate as determined by the Plan administrator. Loans are secured by a signed promissory note and 50% of the participants vested account balance.

Benefit Payments Employer Contributions - The default method to pay benefits is for the Plan to purchase an annuity, unless the participant's account balance is \$5,000 or less. The participant must make a written election to elect out of the default payment method. Participants may also elect the following payment methods: lump-sum, partial distribution, installment and 100% rollover. Benefits are payable upon death, disability and termination of employment (no contributions for six consecutive months).

Benefit Payments Participant Contributions - Participants who reach the normal retirement age of 60 or meet the requirements for early retirement are eligible for a single lump-sum payment from their account or equal installments over a period not exceed their assumed life expectancy. Benefits are also payable upon death, disability and termination of employment (no contributions for twelve consecutive months).

Participants that satisfy certain financial hardship conditions, as described by the Plan, are entitled to a distribution. Participants receiving hardship distributions will not be allowed to make additional deferrals until the first payroll beginning at least six months after receiving the distribution.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(2) Summary of Significant Accounting Policies

Basis of Accounting - The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition - Certain 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. Plan management determines the Plan's valuation policies utilizing information principally provided by the Plan's custodian. Fully benefit-responsive contracts held by the Plan are recorded at contract value. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation includes the Fund's gains and losses on investment bought and sold as well as held during the year. Certain costs incurred by the plan for investment management services and transaction fees are included in net appreciation in fair value of investments, rather than as direct payments.

Employers' Contributions - Contributions are reflected on the accrual basis net of reciprocal contributions and payments.

Participants' Contributions - Contributions are reflected on the accrual basis.

Notes Receivable from Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. No allowance for credit losses has been recorded as of December 31, 2018. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits - Benefits are recorded when paid.

Subsequent Events - The Plan has evaluated subsequent events through October 15, 2018, the date the financial statements were available to be issued.

(3) Investments

During the years ended December 31, 2018 and 2017, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the years) (depreciated) appreciated in value by \$(24,217,852) and \$55,673,925, respectively.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(4) Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted market prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2018 and 2017.

Interest Bearing Cash Accounts: The carrying amount approximates fair value because of the short term maturity of these investments.

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

U.S. Government Securities: Valued at the closing price reported on the active market on which the individual securities are traded. Other U.S. Government Securities are valued using pricing models maximizing the use of observable inputs for similar securities.

Corporate Bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

Limited Partnerships: Valued based on the Plan's ownership percentage and the value of the partnerships' investments per the last reported sales price on the last business day of the Plan year or the last quoted bid price. Certain investments are valued at NAV as a practical expedient and are not classified within the fair value hierarchy.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. Other mutual funds are valued as of the close of business of the major bond markets in New York City on the last business day of each month. Those mutual funds not valued on a daily basis are classified as level 2 within the fair value hierarchy.

Common Collective Trusts: Valued at the net asset value (NAV) of units of a collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchased and sales) may occur daily. Were the Plan to initiate a full redemption of the collective trust, the investment advisor reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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 December 31, 2018 and 2017.

	<u>Assets at Fair Value as of December 31, 2018</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Interest Bearing Cash Accounts	\$ --	\$ 4,572,337	\$ --	\$ 4,572,337
Common Stock	124,500,747	--	--	124,500,747
Corporate Bonds	--	18,215,821	--	18,215,821
U.S. Government Securities	24,680,122	6,001,918	--	30,682,040
Limited Partnerships	--	--	2,024,236	2,024,236
Mutual Funds	<u>107,500,846</u>	<u>7,636,104</u>	<u>--</u>	<u>115,136,950</u>
Total Assets in the Fair Value Hierarchy	<u>\$ 256,681,715</u>	<u>\$ 36,426,180</u>	<u>\$ 2,024,236</u>	295,132,131
Investments Measured at Net Asset Value*				<u>95,113,730</u>
<u>Total Assets at Fair Value</u>				<u>\$ 390,245,861</u>

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

	<u>Assets at Fair Value as of December 31, 2017</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Interest Bearing Cash Accounts	\$ --	\$ 32,738	\$ --	\$ 32,738
Common Stock	138,178,141	--	--	138,178,141
Corporate Bonds	--	15,165,537	--	15,165,537
U.S. Government Securities	20,358,063	4,284,343	--	24,642,406
Limited Partnerships	--	--	2,409,642	2,409,642
Mutual Funds	<u>114,756,456</u>	<u>5,794,502</u>	<u>--</u>	<u>120,550,958</u>
Total Assets in the Fair Value Hierarchy	<u>\$273,292,660</u>	<u>\$ 25,277,120</u>	<u>\$ 2,409,642</u>	300,979,422
Investments Measured at Net Asset Value*				<u>108,078,381</u>
				<u>\$409,057,803</u>

* In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

The following tables set forth a summary of changes in the fair value of the Plan's level 3 assets for the years ended December 31, 2018 and 2017:

	<u>Year ended December 31, 2018</u>
	<u>Limited Partnerships</u>
Balance at Beginning of Year	\$ 2,409,642
Realized Gains/(Losses)	--
Unrealized Gains/(Losses) Relating to Instruments Still Held at the Reporting Date	(385,406)
Purchases	--
Sales	--
<u>Balance - End of Year</u>	<u>\$ 2,024,236</u>

	<u>Year ended December 31, 2017</u>
	<u>Limited Partnerships</u>
Balance at Beginning of Year	\$ 3,080,194
Realized Gains/(Losses)	--
Unrealized Gains/(Losses) Relating to Instruments Still Held at the Reporting Date	(670,552)
Purchases	--
Sales	--
<u>Balance - End of Year</u>	<u>\$ 2,409,642</u>

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

The following table sets forth additional disclosures of Plan's investments whose fair value is estimated using net asset value per share (or its equivalent) as of December 31, 2018 and 2017:

	December 31, 2018			
	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Common Collective Trusts:				
IBEW-NECA Equity Index Fund (b)	\$ 22,460,656	None	Daily	Same Day
Multi-Employer Property Trust (c)	21,700,684	None	Quarterly	One Day
BUILD Fund of America	35,900	None	(a)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (d)	17,802,492	None	Semiannual	95 days
Parametric Defensive Equity Fund LLC (e)	<u>33,113,998</u>	None	(e)	N/A
<u>Total</u>	<u>\$ 95,113,730</u>			
	December 31, 2017			
	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Common Collective Trusts:				
IBEW-NECA Equity Index Fund (b)	\$ 36,216,485	None	Daily	Same Day
Multi-Employer Property Trust (c)	20,236,982	None	Quarterly	One Day
BUILD Fund of America (a)	70,159	None	(a)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (d)	17,457,372	None	Semiannual	95 days
Parametric Defensive Equity Fund LLC (e)	<u>34,097,383</u>	None	(e)	N/A
<u>Total</u>	<u>\$108,078,381</u>			

(a) The BUILD Fund of America is currently in a state of liquidation. The Fund will liquidate individual assets in a manner to maximize value. Due to the liquidation status, redemptions from the Fund are not allowed. The Fund does not have a defined date of termination; however, upon termination, the Fund will distribute all assets to unit holders.

(b) The IBEW-NECA Equity Index Fund is a collective investment fund established on June 1, 2001, solely for the benefit of those certain pension trusts which are joint labor management (Taft-Hartley) trusts that, along with other participants, cover International Brotherhood of Electrical Workers represented employees working for National Electrical Contractors Association affiliated employers in the electrical industry. The investment objective of the IBEW-NECA Equity index fund is to replicate the performance of the Standard and Poor's 500 Index.

(c) The Multi-Employer Property Trust (MEPT) is an open-ended, commingled real estate fund, established in 1982 as a means for the collective investment in real estate loans and properties by funds of retirement, pension, profit sharing, and other organizations that are exempt from federal income taxes. The trust is managed by New Tower Trust Company. Redemption requests must be in the form of a written request administered no later than the last business day of the calendar quarter.

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RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

(d) Blackstone BPIF Non-Taxable L.P. is a Delaware limited partnership which was formed on June 13, 1996 and commenced operations on July 1, 1996. The Partnership was organized for the primary purpose of developing and actively managing an investment portfolio of non-traditional portfolio managers by investing substantially all of its assets through a "master-feeder" structure in Blackstone Partners Non-Taxable Offshore Master Fund Ltd., an exempted company incorporated under the laws of the Cayman Islands.

(e) Parametric Defensive Equity Fund LLC (the "Fund") is a Delaware limited liability company which commenced operations on January 20, 2012. The Fund's investment objective is to provide favorable risk-adjusted performance relative to the S&P 500 index over the long term and is intended to produce the strongest relative performance when the S&P 500 is experiencing negative returns. The Fund seeks to achieve its investment objectives by employing an options based strategy that utilizes a fully covered option strangle (selling out-of-the-money put and call options). The Fund is not designed to generate a regular or fixed stream of income and does not make regular distributions to investors. The Fund may, at any time and from time to time, but shall not be required to, make a distribution to investors.

Changes in Fair Value Levels - The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period.

We evaluate the significance of transfers between levels based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. For the years ended December 31, 2018 and 2017, there were no significant transfers in or out of levels 1, 2, or 3.

(5) Investment Contract with Massachusetts Mutual Life Insurance Company

The Plan has a guaranteed investment contract with Massachusetts Mutual Life Insurance Company. The guaranteed investment contract is fully benefit-responsive and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate transactions under the terms of the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The guaranteed interest rate is reset quarterly and in no instance will fall below 0%.

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

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(6) Related Party and Party-In-Interest Transactions

The Plan shares an office with the Toledo Electrical Welfare Fund (the "Fund"). This Fund is related by virtue of common plan co-sponsors. The Plan and the Fund share certain common costs (payroll, office costs, etc.), allocated based upon a written Multiple Fund Sharing agreement entered into by the Trustees of each Plan pursuant to Department of Labor guidelines and based on the Board of Trustees' estimates of effort expended or estimates of a pro rata share of actual costs incurred. N.W.O. Electrical Administrators, Inc. is the entity that administers these common costs. The total amount of costs allocated to the Plan for the years ended December 31, 2018 and 2017 was \$336,047 and \$417,877, respectively.

The Plan had an amount due to N.W.O. Administrators, Inc. of \$12,744 as of December 31, 2018 and 2017. The Plan had an amount due to the Welfare Plan for shared common expenses in the amount of \$10,292 as of December 31, 2018 and 2017.

(7) Service Provider Agreements

In December 2010, the Plan entered into a contract with Mercer HR Services, LLC ("Mercer") for third party record keeper services expiring December 31, 2016 with two additional twelve (12) month periods ("extension period") unless terminated by either party by written notice at least one hundred twenty (120) days prior to the extension period. During 2016 the Plan gave notice it would be terminating the contract and effective February 1, 2017, Mass Mutual assumed record keeper services from Mercer.

The fees paid to Mercer were \$53 annually per each funded participant account, payable on a quarterly basis. In addition, there was a Unitization Service Fee related to the generation of daily synthetic net asset values for each of the Plan's three investment options. This fee is calculated using a daily accrual rate and reflected in the daily net asset value for each investment option, as follows:

<u>Investment Option</u>	<u>Unitization Service Fee</u>
Main Fund	1.7 basis points on total assets
Conservative Fund	15 basis points on total assets
Stable Value Fund	7 basis points on total assets

The agreement with Mass Mutual may be terminated by the Plan at any time with 60 days' notice. The fees received by Mass Mutual are not paid directly by the Plan, but are instead generally paid through a revenue sharing arrangement where the fees reduce the Mutual Fund's fair market value or they are paid through a deduction from the participants' accounts.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

Notes to Financial Statements

(8) Tax Status

The Plan has received a favorable determination letter from the Internal Revenue Service stating that the Plan is qualified under applicable Sections of the Internal Revenue Code (the "Code") and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its tax-exempt status. Plan management believes the Plan is being operated in compliance with the applicable requirements of the Code and, therefore, believes the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. Plan management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2018, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(9) Plan Termination

The Trustees have reserved the right to amend or terminate the Plan at any time. Upon termination, the entire interest of each participant's account is non-forfeitable.

(10) Risks and Uncertainties

Investment Risk - The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, 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.

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SUPPLEMENTARY INFORMATION

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
Interest Bearing Cash Accounts:				
	Fidelity Institutional Money Market Funds Government Institutional Class - Forward	4,572,337	\$ 4,572,337	\$ 4,572,337
U.S. Government Securities:				
	California St Var Purp	100,000 7.950% 03/01/36	116,104	105,576
	Federal Home Loan Mtg Tr Tba	500,000 4.500% 01/15/42	514,800	517,545
	Federal Home Loan Mtg Pool	21,391 6.000% 07/01/37	21,669	23,483
	Federal Home Loan Mtg Corp Pool	7,594 5.500% 10/01/21	7,600	7,722
	Federal Home Loan Mtg Corp Pool	103,628 5.000% 11/01/48	108,433	108,626
	Federal Home Loan Mtg Corp Ser	13,778 6.000% 07/15/29	14,048	14,810
	Federal Home Loan Mtg Corp Tba Mbs	585,000 3.500% 01/15/34	588,844	592,394
	Federal National Mtg Assn	1,339 7.000% 09/01/31	1,390	1,456
	Federal Nat'l Mtg Assn Pass-Thru Int 20 Year Pool #Ma1982	32,141 3.500% 08/01/34	33,502	32,739
	Federal Nat'l Mtg Assn Pool #468767	62,240 4.060% 08/01/21	65,820	63,992
	Federal Nat'l Mtg Assn Pool #468789	57,902 4.170% 08/01/21	63,781	59,688
	Federal Nat'l Mtg Assn Pool #582521	13,584 7.000% 05/01/31	14,248	14,836
	Federal Nat'l Mtg Assn Pool #735686	718 6.500% 12/01/22	732	771
	Federal Nat'l Mtg Assn Pool #764388	10,884 4.192% 03/01/34	10,886	11,433
	Federal Nat'l Mtg Assn Pool #841031	377 4.710% 11/01/35	377	392
	Federal Nat'l Mtg Assn Pool #918445	2,257 4.565% 05/01/37	2,259	2,308
	Federal Nat'l Mtg Assn Pool #A10851	25,015 6.000% 10/01/40	27,131	27,283
	Federal Nat'l Mtg Assn Pool #A15866	142,842 2.747% 08/01/22	146,248	142,421
	Federal Nat'l Mtg Assn Pool #A1629	88,668 2.966% 05/01/27	90,779	87,781
	Federal Nat'l Mtg Assn Pool #Ma1527	30,891 3.000% 08/01/33	30,718	30,731
	Federal Nat'l Mtg Assn Ser 2001-52	26,430 6.500% 10/25/31	26,899	29,360
	FHLMC PC GOLD POOL #H0-3161	776 6.500% 08/01/37	783	792
	FHLMC PC Gold Pool #J0-6246	2,207 5.500% 10/01/21	2,211	2,240
	FHLMC Remic Series Ser K-S08	165,000 3.291% 03/25/27	169,165	165,938
	FHLMC Remic Series Ser K-W07	229,974 3.600% 07/25/28	227,555	235,373
	FHLMC Remic Series Ser K-X03	193,719 3.000% 03/25/25	189,562	193,045
	Florida St Tpk Auth Rev Bds	70,000 6.800% 07/01/39	77,543	71,343
	FNMA Pass Pool 109491	115,000 3.500% 08/01/28	115,349	115,840
	FNMA Pass Pool 109492	115,000 3.500% 08/01/28	115,349	115,840
	FNMA Pass Thru Lng Pool #CA1710	95,645 4.500% 05/01/48	99,424	99,082
	FNMA Pass Thru Pool #AN1161	165,000 3.050% 04/01/28	165,353	160,433
	FNMA Pass Thru Pool #AN1282	65,000 3.010% 04/01/28	65,923	63,145
	FNMA Pass-Thru Lng Pool #CA2208	127,115 4.500% 08/01/48	132,209	131,684
	FNMA Pass-Thru Pool #AM8645	232,774 2.690% 05/01/27	219,123	225,567
	Totals - Forward		\$ 3,465,817	\$ 3,455,669

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337	
U.S. Government Securities (Continued):				
Totals - Forwarded		3,465,817	3,455,669	
FNMA Pass-Thru Pool #AN0854	65,000 3.280% 02/01/28	65,591	64,652	
FNMA Pass-Thru Pool #AN2812	125,000 2.560% 10/01/28	115,258	118,039	
FNMA Pass-Thru Pool #AN4833	75,000 3.320% 04/01/27	78,024	74,649	
FNMA Pass-Thru Pool #AN6271	40,000 3.100% 08/01/29	38,173	38,682	
FNMA Pass-Thru Pool #AN9305	242,957 3.390% 05/01/30	233,061	241,269	
FNMA Pass-Thru Pool #AN9572	115,000 3.770% 07/01/30	116,620	117,466	
FNMA Pass-Thru Pool #AN9612	115,000 3.715% 07/01/33	115,262	115,621	
FNMA Pass-Thru Pool #AN9715	120,000 3.480% 08/01/28	120,109	120,690	
FNMA Pass-Thru Pool #BL0242	100,000 3.820% 11/01/30	100,623	102,621	
FNMA Pass-Thru Pool #BL0844	235,000 3.870% 02/01/29	234,706	234,706	
FNMA Pool #MA3427	107,547 4.000% 06/01/33	110,442	110,185	
GNMA Pass-Thru Single Family Pool	84,249 5.000% 05/20/47	90,187	87,804	
GNMA Pass-Thru Pool #080968M	8,533 3.750% 07/20/34	8,578	8,862	
GNMA Pass-Thru Pool #MA4838M	79,086 4.000% 11/20/47	82,920	81,032	
GNMAII Jumbo	80,000 4.000% 01/15/49	81,463	81,925	
GNMAII Jumbo TBA 30YR	190,000 4.500% 01/15/49	196,116	196,607	
GNMAII Jumbo TBA 30YR	90,000 5.000% 01/15/49	93,453	93,630	
Government Nat'l Mtg Assn Remic Tr	120,139 4.373% 01/16/40	18,855	18,075	
Government Nat'l Mtge Assn Tr	116,031 5.000% 11/16/41	27,650	23,840	
Massachusetts St Go Bds	65,000 4.500% 08/01/31	75,952	69,541	
NCUA Guarn Nts Tr 2010-R3	58,526 2.789% 12/08/20	58,526	58,785	
NCUA Guarn Nts Tr 20200108 Flt	37,592 2.679% 01/08/20	37,592	37,643	
NCUA Guarn Nts Tr	66,028 2.789% 12/08/20	66,028	66,208	
New York Ny City Tran Fin Auth	120,000 5.267% 05/01/27	137,740	134,477	
New York St Dorm Auth Personal	135,000 5.500% 05/01/27	160,084	154,586	
U S Treasury Note (Tips)	111,918 0.375% 07/15/25	107,538	107,937	
U S Treasury Note	2,585,000 2.750% 09/30/20	2,585,000	2,594,694	
U S Treasury Note	5,350,000 2.785% 09/30/20	5,350,000	5,436,938	
U S Treasury Note	9,660,000 2.875% 10/31/23	9,616,533	9,820,742	
U S Treasury Note	1,625,000 3.125% 11/15/28	1,628,593	1,685,564	
U S Treasury Note	1,965,000 2.625% 12/31/25	1,962,544	1,969,598	
U S Treasury Note Nts	2,760,000 2.625% 12/31/23	2,766,468	2,774,435	
U S Treasury Note Tips	107,578 0.125% 07/15/24	107,578	117,440	
United States Treas Bills	174,000 0.000% 04/18/19	172,500	172,773	
Washington St Mtr Veh	85,000 5.040% 08/01/31	97,509	94,655	
Total U.S. Government Securities - Forward		\$ 30,323,093	\$ 30,682,040	

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST**

EIN #34-6596899

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Corporate Bonds:			
	Abbvie Inc	100,000 3.600% 05/14/25	102,184	95,919
	Air Lease Corp Sr Gbl Nt	100,000 3.500% 01/15/22	99,290	98,409
	Air Lease Corp Sr Nt	65,000 4.750% 03/01/20	67,423	65,896
	Alexandria Real Estate Eq Inc	125,000 2.750% 01/15/20	124,741	124,024
	Alimentation Couche Tard Inc Sr Gl	50,000 3.550% 07/26/27	50,682	46,684
	Amazon Com Inc Sr	60,000 2.800% 08/22/24	59,845	58,318
	American Campus Cmnty Oper	80,000 3.350% 10/01/20	79,849	79,726
	American Express Credit Mtnbe Fr	135,000 2.200% 03/03/20	134,860	133,549
	American Tower Corp	40,000 3.000% 06/15/23	39,897	38,485
	Amgen Inc Sr Nt	80,000 3.625% 05/15/22	82,771	80,549
	Analog Devices Inc	60,000 2.850% 03/12/20	59,884	59,789
	Anheuser-Busch Cos LLC Sr Gbl	65,000 3.650% 02/01/26	61,365	61,461
	Anthem Inc Sr Gbl Sr Nt	95,000 3.125% 05/15/22	94,905	93,604
	Apple Inc Sr Gbl Nt	45,000 3.250% 02/23/26	44,902	43,926
	Astrazeneca Plc	50,000 3.375% 11/16/25	51,101	48,316
	AT&T Inc Gbl Nt	100,000 3.400% 05/15/25	96,548	94,165
	Bacardi Ltd Sr Gbl 144a 28	20,000 4.700% 05/15/28	19,675	19,220
	Banc of America Merrill Lynch Ser 2018	70,000 4.098% 08/10/28	72,335	72,713
	Bank New York	50,000 2.500% 04/15/21	49,954	49,385
	Bank New York Mellon Corp	125,000 3.450% 08/11/23	124,978	125,409
	Bank of America Corp	107,000 3.004% 12/20/23	111,096	104,005
	Bank of America Corp	75,000 3.970% 03/05/29	74,059	72,903
	Bank of America Corp	45,000 3.705% 04/24/28	45,004	43,167
	Bank of America Corp	145,000 4.271% 04/23/29	145,000	144,320
	Bank of America Corp	60,000 3.093% 10/01/25	60,000	56,891
	Bank of America Corp	100,000 2.738% 01/23/22	100,000	98,483
	Bank of America Corp Sr Gbl	100,000 3.419% 12/20/28	99,305	93,415
	Barings Clo Ltd Ser 2013-I Cl Ar	80,000 3.078% 01/20/28	80,000	79,155
	Bat Cap Corp	80,000 2.764% 08/15/22	80,000	75,562
	Baylor Scott & White Hldgs Tax	115,000 2.650% 11/15/26	107,465	106,588
	BBCMS Tr 2013-Tysn 20320908 Ser	30,000 3.756% 09/08/32	31,412	30,229
	BB-UBS Trust Ser 212-Show Cl A	45,000 3.430% 11/07/36	44,198	45,005
	Berkshire Hathaway Inc Sr Nt	100,000 3.125% 03/15/26	99,906	96,924
	Black Hills Corp Sr Gbl Nt	50,000 3.950% 01/15/26	49,849	49,808
	Boston Ppty Ltd Partnership	105,000 2.750% 10/01/26	96,249	94,838
	Totals - Forward		\$ 2,740,732	\$ 2,680,840

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337	
Total U.S. Government Securities - Forwarded		30,323,093	30,682,040	
Corporate Bonds (Continued):				
Totals - Forwarded		2,740,732	2,680,840	
Brazos Higher Ed Auth Ser 2010-I	80,000 3.332% 02/25/35	76,832	81,692	
Brazos Higher Ed Auth Ser 2011-2	80,000 3.580% 10/27/36	77,192	80,901	
Broadcom Corp	75,000 2.375% 01/15/20	74,118	74,063	
Brooklyn Union Gas Co Sr Gbl	100,000 3.407% 03/10/26	100,000	97,963	
Canadian Natural Resources Ltd Nt	16,000 3.850% 06/01/27	15,825	15,093	
Celgene Corp Dtd	50,000 3.875% 08/15/25	50,103	48,133	
Charter Communications Oper	115,000 4.500% 02/01/24	114,877	114,825	
Cigna Corp	60,000 3.050% 10/15/27	60,004	54,884	
Citibank Na Ny Sr Gbl	250,000 3.400% 07/23/21	249,725	250,317	
Citigroup Inc Sr Gbl	125,000 3.142% 01/24/23	125,000	122,781	
Citigroup Inc Sr Nt Fxd/Flt	75,000 3.668% 07/24/28	75,000	70,851	
Comcast Corp	85,000 2.750% 03/01/23	84,870	82,728	
Comcast Corp	115,000 3.950% 10/15/25	114,859	116,362	
Comm Mtg Tr Ser 2013-300p Cl A1	30,000 4.353% 08/12/30	32,104	31,506	
Comm Mtg Tr Ser 2014-277p Cl A	30,000 3.732% 08/12/49	31,172	30,413	
Comm Mtg Tr Ser 2016-787s Cl A	35,000 3.545% 02/12/36	35,945	34,781	
Conagra Brands, Inc	117,000 3.800% 10/22/21	116,865	117,041	
Continental Airlines Inc Pass Thru Cert	68,387 5.983% 04/19/22	59,851	71,410	
Crane Co Sr Nt	60,000 4.450% 12/15/23	62,026	62,077	
Credit-Based Asset Serv & Sec	73,849 3.379% 12/25/32	65,601	73,071	
Crown Castle Intl Corp	60,000 3.200% 09/01/24	59,855	56,923	
CVS Health Corporation	60,000 5.050% 03/25/48	59,658	58,357	
CVS Health Corporation Sr Gbl Nt	85,000 2.875% 06/01/26	84,268	77,420	
CVS Health Corporation Sr Gbl Nt	75,000 2.800% 07/20/20	74,261	74,323	
Daimler Finance North Amer LLC	60,000 3.000% 02/22/21	59,365	59,350	
Delta Air Lines Ser 2002-1 Cl G-1	63,148 6.718% 07/02/24	71,092	66,861	
Dryden 30-R Sr Ln Fd Ser 2013-30r	45,000 3.436% 11/15/28	44,915	44,429	
Duke Energy Corp	75,000 2.650% 09/01/26	74,769	68,185	
Duquesne Light Holdings Inc Sr 144a	100,000 6.400% 09/15/20	115,760	104,288	
Enbridge Energy Partners LP	40,000 5.875% 10/15/25	39,862	43,338	
Energy Transfer Partners LP	50,000 4.900% 02/01/24	50,240	50,604	
Ford Motor Credit Co LLC Gbl Nt	140,000 2.343% 11/02/20	135,348	134,691	
Ford Motor Credit Co LLC Sr Gbl Fl	70,000 3.367% 08/03/22	69,373	65,612	
Totals - Forward		\$ 5,301,467	\$ 5,216,113	

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Corporate Bonds (Continued):			
	Totals - Forwarded		5,301,467	5,216,113
	Fresenius Med Care Us Fin Li Gtd Sr	110,000 5.625% 07/31/19	114,584	111,239
	GCO Elf Trust Ser 2006-1 Cl A-9l	92,898 2.295% 05/25/26	90,481	92,615
	GE Capital International Fdg	140,000 2.342% 11/15/20	135,386	135,108
	General Elec Cap Corp Med Term Nt	135,000 4.625% 01/07/21	137,596	135,348
	General Elec Cap Corp Mtn Be Fr	70,000 5.550% 01/05/26	67,674	68,468
	General Elec Cap Corp Mtn Senior Nt	100,000 4.375% 09/16/20	99,395	99,858
	General Elec Cap Corp Sr Unsecured	95,000 4.650% 10/17/21	97,055	95,285
	General Mills Inc	60,000 4.200% 04/17/28	58,586	58,795
	General Mtrs Co Sr Nt	70,000 4.875% 10/02/23	75,664	70,158
	General Mtrs Finl Co Inc	40,000 3.550% 04/09/21	39,984	39,449
	GLP CAP LP/GLP Fing II Inc Sr Nt	65,000 5.375% 11/01/23	67,485	65,890
	GLP CAP LP/GLP Fing II Inc Sr Gbl	50,000 5.250% 06/01/25	51,074	49,646
	Goldentree Ln Opp 2014-9r2	115,000 3.619% 10/29/29	115,000	114,495
	Goldman Sachs Bk USA Ny Sr Gbl Nt	130,000 3.200% 06/05/20	129,970	129,765
	Goldman Sachs Group Inc Gbl Sr	80,000 3.691% 06/05/28	80,000	74,350
	Goldman Sachs Group Inc Senior Note	90,000 5.375% 03/15/20	89,218	92,012
	Goldman Sachs Group Inc Sr Gbl Nt	125,000 2.625% 04/25/21	122,428	121,745
	Goldman Sachs Group Inc Sr Gbl Nt	70,000 2.750% 09/15/20	70,239	69,276
	Guardian Life Gbl Fdg 144a Fr	125,000 2.000% 04/26/21	124,835	121,814
	Halfmoon Parent Inc	130,000 4.125% 11/15/25	129,892	129,817
	HCP Inc Note	55,000 4.200% 03/01/24	57,261	55,136
	HCP Inc Note	20,000 4.250% 11/15/23	20,761	20,031
	Healthcare Realty Trust Inc	50,000 3.750% 04/15/23	51,124	49,232
	Higher Education Fdg I 2014 Flt	72,730 3.182% 05/25/34	72,730	73,341
	Home Depot Inc Sr Gbl Nt	25,000 3.900% 12/06/28	24,827	25,606
	Host Hotels & Resorts Lp Sr -B Nt	55,000 5.250% 03/15/22	58,948	56,906
	Humana Inc Sr Gbl Nt 27	80,000 3.950% 03/15/27	79,902	78,158
	IHS Markit Ltd Sr Gbl Nt	95,000 4.125% 08/01/23	94,722	94,031
	ITC Holdings Corp Fr	100,000 3.650% 06/15/24	99,338	99,446
	JGWPT XXX LLC Ser 2013-3 Cl A	39,349 4.080% 01/17/73	39,352	40,699
	JGWPT XXXII LLC Ser 2014-2 Cl A	49,985 3.610% 01/17/73	50,151	49,753
	JP Morg Chase CMBS 2016-Nine Flt	45,000 2.949% 09/09/38	42,324	42,747
	JP Morgan Chase Bank FR Dtd	250,000 3.086% 04/26/21	250,000	248,990
	Totals - Forward		\$ 8,139,453	\$ 8,025,322

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>		<u>Cost</u>	<u>Current</u> <u>Value</u>
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
Total U.S. Government Securities - Forwarded			30,323,093	30,682,040
Corporate Bonds (Continued):				
Totals - Forwarded			8,139,453	8,025,322
JP Morgan Chase Bank NA Sr Gbl Nt	120,000 4.023% 12/05/18		120,000	120,955
JP Morgan Chase Bank Sr Nt	250,000 2.604% 02/01/21		250,000	248,015
JP Morgan Chase Bank Sr Nt Fxd/Flt	190,000 3.540% 05/01/28		189,628	181,144
JPMBB Coml Mtg Sec Tr 2014	185,000 3.669% 04/17/47		193,192	186,575
Kaiser Fndtn Hosp/Hlth Mtn	120,000 3.150% 05/01/27		119,562	115,368
Kinder Morgan Inc	75,000 4.300% 03/01/28		71,657	73,406
Kraft Heinz Foods Co Sr Gbl	50,000 4.625% 01/30/29		49,706	49,436
Kraft Heinz Foods Co Sr Gbl Nt	85,000 3.000% 06/01/26		84,635	75,827
L3 Technologies Inc	80,000 3.850% 06/15/23		79,843	80,124
LB Abs Mfh Ser 2001-B Cl A-4	1,682 5.270% 04/15/40		1,703	1,687
Liberty Property Ltd Sr Nt 3.375%23	50,000 3.375% 06/15/23		49,366	49,250
Los Angeles Calif Dept Wtr & Pwr	100,000 5.516% 07/01/27		117,976	116,185
Magnetite Ix Ltd	81,087 0.000% 07/25/26		81,087	81,087
Metropolitan Life Global Fdg	150,000 3.875% 04/11/22		149,840	151,926
Metropolitan Transn Auth Ny R	55,000 6.548% 11/15/31		71,435	67,720
Metropolitan Wtr Dist Southn Rev	70,000 6.538% 07/01/39		77,111	71,298
Midamerican Energy Co Mtg Bds	67,000 3.500% 10/15/24		69,250	68,122
Morgan Stanley Cap I	35,000 3.469% 08/11/33		36,258	35,415
Morgan Stanley Vr 072417-072222	105,000 3.208% 07/22/02		105,000	103,526
Morgan Stanley Vr	190,000 3.414% 02/14/20		190,000	190,006
Navient Student Ln Tr 2014-1 Flt	146,088 2.528% 06/25/31		146,088	145,350
Navient Student Ln Tr 2014-2 Flt	107,072 2.658% 03/25/43		107,072	106,468
Navient Student Ln Tr 2014-3 Flt	109,571 2.638% 03/25/43		109,571	108,341
Navient Student Ln Tr 2014-4 Flt	54,649 2.638% 03/25/43		54,649	53,926
Navient Student Ln Tr 2014-7 Flt	206,406 2.628% 03/25/43		205,426	203,798
Navient Student Ln Tr 2016-2 Flt	230,000 3.518% 06/25/65		237,763	237,666
Navient Student Ln Tr 2017-3 Flt	100,000 3.068% 07/26/66		100,000	101,012
Navient Student Ln Tr 2018-3 Flt	150,000 2.818% 03/25/67		150,836	148,140
Nelnet St Ln Tr 2012-5 Flt	33,164 3.090% 10/27/36		33,210	33,033
Nelnet St Ln Tr 2014-4 Flt	80,000 2.968% 11/25/43		80,000	80,407
New York Life Global Fdg Mtn Nt 3%	115,000 3.000% 01/01/28		107,904	109,994
Newell Brands Inc Sr Nt	40,000 3.850% 04/01/23		39,988	39,414
Nextera Energy Cap Hldgs Inc Sr Gbl	195,000 2.767% 05/04/21		195,000	193,103
Totals - Forward			\$ 11,814,209	\$ 11,653,046

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899**

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Corporate Bonds (Continued):			
	Totals - Forwarded		11,814,209	11,653,046
	Nisource Finance Corp	50,000 2.650% 11/17/22	49,937	47,869
	Northrop Grumman Corp	135,000 2.930% 01/15/25	127,979	128,100
	Northrop Grumman Corp Sr Gbl Nt	50,000 3.200% 02/01/27	49,919	46,885
	Northstar Guarantee Inc Fin 2007-1 Flt	65,000 3.006% 01/29/46	60,694	64,847
	Octagon Inv Ptns 2015-25r Flt	55,000 3.269% 10/20/26	54,727	54,662
	Oracle Corp	10,000 3.250% 11/15/27	9,989	9,645
	Oracle Corp Sr Nt	70,000 2.400% 09/15/23	69,988	67,174
	Oregon St Go Pension Bds	59,950 5.762% 06/01/23	65,866	64,191
	Packaging Corp of America	75,000 2.450% 12/15/20	74,920	73,640
	Panhandle Eastn Pipe Line Co L Sr Nt	150,000 8.125% 06/01/19	150,000	152,838
	Park Place Secs 2004-Mhq1 Flt	10,694 3.602% 11/25/34	10,691	10,696
	Pernod Ricard-Spons Adr Gbl	75,000 4.450% 01/15/22	79,682	76,496
	Petroleos Mexicanos	25,000 6.500% 03/13/27	23,500	23,500
	Petroleos Mexicanos	25,000 6.500% 01/23/29	24,550	23,313
	Petroleos Mexicanos	25,000 5.350% 02/12/28	21,262	21,813
	Plains All Amer Pipeline	80,000 3.850% 10/15/23	78,789	78,272
	PNC Bank Pittsburg Pa Sr Gbl Nt	100,000 2.000% 05/19/20	97,900	98,444
	Queens Ctr Mtg	50,000 3.275% 01/13/37	48,821	49,228
	RBSCF Trust 2013 Gsp A 2013-Gsp	30,000 3.961% 01/15/32	31,574	30,772
	Realty Income Corp Sr Nt	150,000 3.250% 10/15/22	147,543	148,539
	Reckson Operating Prtshp	75,000 7.750% 03/15/20	88,875	78,480
	Residential Accredit Loans, Inc	88,261 2.818% 10/25/45	58,566	79,767
	Residential Asset Mortgage Prod	7,446 7.000% 11/25/31	7,697	7,896
	Residential Asset Secur Tr Flt	7,672 4.547% 10/25/34	7,760	7,404
	Residential Asset Secur Tr Flt	9,096 2.818% 11/25/34	9,096	8,489
	Resolution Fdg Fed Bk	375,000 0.000% 01/15/21	332,059	355,433
	Ruby Pipeline LLC	84,091 6.000% 04/01/22	90,364	87,104
	Sabine Pass Liquefaction LLC Sr	35,000 5.750% 05/15/24	36,526	36,518
	Salle Mae Student Loans	25,000 4.126% 07/25/29	24,036	25,557
	Santander Uk Plc	150,000 2.875% 08/05/21	146,673	144,697
	Shell International Finance Sr Nt	65,000 3.250% 05/11/15	64,802	64,093
	Shire Acquisitions Invts Irela	50,000 1.900% 09/23/19	49,932	49,300
	SLM Student Ln Trust	25,000 4.126% 04/25/29	22,654	25,702
	Totals - Forward		\$ 14,031,580	\$ 13,894,410

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>		<u>Cost</u>	<u>Current Value</u>
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
Total U.S. Government Securities - Forwarded			30,323,093	30,682,040
Corporate Bonds (Continued):				
Totals - Forwarded			14,031,580	13,894,410
SLM Student Ln Tr 2012-7	66,139 2.668% 05/26/26		66,139	65,335
SLM Student Ln Tr	25,000 4.526% 10/25/75		25,044	26,415
SLM Student Loan	25,000 3.476% 04/25/29		24,269	24,394
SLM Student Loan	25,000 4.126% 07/25/73		21,746	25,557
SLM Student Loan	75,000 3.218% 10/25/34		72,147	76,404
SLM Student Loan	25,000 4.126% 07/25/29		23,912	25,444
SLM Student Loan	64,656 3.776% 04/25/23		65,454	64,993
SLM Student Loan	25,000 4.526% 10/25/29		25,045	25,990
SLM Student Loan	100,000 2.436% 01/25/41		88,699	97,232
SLM Student Loan Trust	25,000 3.476% 01/25/29		22,220	23,849
SLM Student Loan Trust	97,086 2.446% 01/25/41		87,682	94,193
Spectra Energy Partners LP	50,000 4.750% 03/15/24		50,730	51,384
Spire Inc	120,000 3.543% 02/27/24		120,000	117,443
Sprint Spectrum Co	80,000 5.152% 09/20/29		78,600	78,600
State Street Corp	25,000 3.776% 12/03/24		25,000	25,059
TC Pipelines Lp Sr Gbl Nt	100,000 3.900% 05/25/27		95,588	95,460
Texas Estn Transmission	50,000 2.800% 10/15/22		48,210	48,082
Texas New Mexico Pwr Co	110,000 9.500% 04/01/19		107,429	111,661
Time Warner Inc	70,000 3.800% 02/15/27		69,730	65,681
Time Warner Inc Sr Gbl Nt	50,000 3.875% 01/15/26		48,402	47,755
Tucson Elec Pwr Co	100,000 3.850% 03/15/23		102,483	99,746
Tyson Foods Inc	95,000 3.900% 09/28/23		94,868	94,868
UDR Inc	100,000 3.700% 10/01/20		102,830	100,424
Union Pacific Corp	40,000 3.950% 09/10/28		39,900	39,946
United Technologies Corp	70,000 3.350% 08/16/21		69,915	69,810
Unitedhealth Group Inc	98,000 3.750% 07/15/25		99,082	99,202
US Airways Pt Trust	85,153 5.900% 04/01/26		93,265	90,835
US Airways Pt Trust Ser 2012-2 Cl A	65,336 4.625% 12/03/26		69,559	67,679
US Bancorp Mtns Bk Ent Fr	195,000 2.625% 01/24/22		194,665	192,038
US Bank Na	250,000 3.400% 07/24/23		249,750	249,488
Utilicorp Utd Inc	150,000 8.270% 11/15/21		139,500	167,643
Ventas Realty Lp Cap Corp Sr Nt	65,000 3.250% 08/15/22		64,245	64,232
Verizon Communications Inc Sr Nt	100,000 3.500% 11/01/24		99,727	98,628
Totals - Forward			\$ 16,617,415	\$ 16,519,880

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Total Interest Bearing Cash Accounts - Forwarded			\$ 4,572,337	\$ 4,572,337
Total U.S. Government Securities - Forwarded			30,323,093	30,682,040
Corporate Bonds (Continued):				
Totals - Forwarded			16,617,415	16,519,880
VNO Mortgage Tr Ser 2012-6ave Cl A	35,000 2.996% 11/15/30	35,170	34,695	
Vodafone Group Plc	35,000 3.750% 01/16/24	34,297	34,497	
Vodafone Group Plc	60,000 4.375% 05/30/28	59,220	58,204	
Walgreens Boots Alliance Inc Sr Nt	115,000 3.800% 11/18/24	116,915	113,251	
Walmart Inc	90,000 3.550% 06/26/25	89,741	90,993	
Wamu Mtge Pass-Through Certs	2,542 4.733% 01/25/33	2,543	2,591	
Wea Fin LLC Westfield Uk & Eu	100,000 2.700% 09/17/19	99,921	99,557	
Wells Fargo & Co	225,000 2.625% 07/22/22	224,826	216,958	
Wells Fargo & Co Sr Nt	55,000 3.000% 10/23/26	52,882	50,915	
Wells Fargo & Company Mtn Be	235,000 3.300% 09/09/24	235,000	227,325	
Wells Fargo Bank Natl Assn	250,000 2.400% 01/15/20	249,790	247,872	
Wells Fargo Bank Natl Assn	250,000 3.325% 07/23/21	250,000	249,757	
Wells Fargo Cm Mtg	40,000 2.710% 03/20/28	40,483	39,679	
Wells Fargo Mbs Flt	9,610 4.952% 04/25/36	9,148	9,588	
Welltower Inc	125,000 3.950% 09/01/23	124,959	125,311	
Williams Partners Lp	50,000 3.600% 03/15/22	50,432	49,060	
Wrkco Inc Sr Gbl	45,000 4.650% 03/15/26	44,934	45,688	
Total Corporate Bonds - Forward			18,337,676	18,215,821
Common Stocks:				
Aegon Nv Eur.12	78,644	569,359	569,359	
Asustek Computer Inc Twd10.	49,000	443,706	443,706	
Barclays Plc	204,928	747,372	392,851	
BP Plc	69,283	449,943	437,620	
Carrefour Sa Eur2.5	43,182	1,030,306	1,030,306	
Cemex Sab De Cv Spons Adr Part Cer	90,126	622,826	434,407	
China Mobile Ltd	52,500	526,222	526,222	
Compagnie De Saint Gobain Eur 4.0	12,550	527,961	527,961	
Credit Suisse Group Ag Reg Chf .04	47,295	845,462	845,462	
Dai Nippon Printing Co Ltd	19,400	458,908	458,908	
Daiichi Sankyo Co Ltd	5,100	96,107	96,107	
Embraer S A Spons Adr	22,666	580,487	501,599	
Totals - Forward			\$ 6,898,659	\$ 6,264,508

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		6,898,659	6,264,508
	Engie Eur1.0	49,005	1,028,575	1,028,575
	Eni Spa	44,526	848,763	848,763
	Fibra Uno Administracion Sa Reit	547,331	828,814	828,814
	First Pacific Co Usd.01	446,000	403,098	403,098
	G4s Plc Gbp .25	152,143	532,909	532,909
	Gazprom Oao Adr	39,819	256,406	176,199
	Glaxosmithkline Plc	53,015	1,145,364	1,006,857
	Hana Financial Group Krw5000	6,012	183,005	183,005
	Honda Motor Co Ltd	15,600	509,158	509,158
	HSBC Holdings Plc	35,962	333,314	296,288
	Hyundai Mobis Co Ltd Krw5000	2,759	586,615	586,615
	Hyundai Motor Co Krw5000	2,344	283,857	283,857
	Imperial Brands Plc	10,830	407,808	327,862
	Intesa Sanpaolo	198,040	574,827	439,266
	Kalispell Mt Hlth Care Facs Schneider			
	Electric Se Eur4.0	4,983	312,735	312,735
	Kingfisher Plc	158,263	663,606	418,245
	KT+G Corp Krw5000.	3,373	311,290	311,290
	Marks + Spencer Group Plc	165,243	804,387	520,241
	Mitsubishi Tanabe Pharma	28,500	482,860	482,860
	Mitsubishi Ufj Financial Gro	92,800	705,399	705,399
	MS+AD Insurance Group Holdin	16,800	491,002	491,002
	Nissan Motor Co Ltd	32,300	305,721	305,721
	Nokia Oyj	100,144	514,297	632,924
	NXP Semiconductors Nv	3,627	305,882	265,787
	Orange Eur4.	34,439	579,799	579,799
	Petroleo Bras Pr	41,400	161,527	161,527
	PJSC Lukoil Spon Adr	4,039	200,465	290,933
	Posco Krw5000.	895	235,131	235,131
	Publicis Groupe	8,690	576,845	497,493
	Renault Sa Eur3.81	3,828	339,297	339,297
	Totals - Forward		\$ 21,811,415	\$ 20,266,158

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		21,811,415	20,266,158
	Repsol Sa Eur1.	28,533	514,509	514,509
	Roche Holding Ag Genusschein	1,054	234,023	280,419
	Sainsbury (J) Plc Gbp .285714	110,342	525,913	525,913
	Sanofi Eur2.	12,769	1,089,968	1,089,968
	Societe Bic Sa Societe Bic Sa	2,752	265,877	280,461
	Sumitomo Mitsui Trust Holdin	12,100	521,000	521,000
	Surgutneftegaz Pfd	76,993	433,979	437,243
	Swatch Group Ag/ The Br Chf 2.25	603	205,089	205,089
	Swatch Group Ag/ The Reg Chf .45	2,784	214,066	214,066
	Swiss Re Ag Chf. 1	4,341	346,157	346,157
	Taisho Pharmaceutical Holdin	1,900	139,904	139,904
	Takeda Pharmaceutical Co Ltd	9,500	401,292	401,292
	Telecom Italia Rsp	1,232,699	994,715	994,715
	Telefonica Brasil S.A. Preference	31,100	388,520	388,520
	Telefonica Brasil Sa Spons Adr	6,622	119,465	79,000
	Tesco Plc Tesco Plc	206,020	764,917	498,798
	UBS Group Ag Ref Chf. 1	42,689	664,310	664,310
	Wm Morrison Supermarket	147,744	538,774	401,266
	WPP Plc Gbp 1	58,492	984,154	984,154
	Activision Blizzard Inc	20,991	852,716	977,551
	Adobe Systems Inc	4,949	410,445	1,119,662
	Alexion Pharmaceuticals Inc	9,484	1,128,087	923,362
	Alibaba Group Hldg Ltd Sponsored	9,339	1,052,429	1,280,097
	Align Technology Inc	3,670	824,364	768,608
	Amazon Com Inc Sr	968	393,346	1,453,907
	Applied Materials Inc	29,277	1,448,714	958,529
	Booking Hldgs Inc	648	690,786	1,116,128
	Bristol-Myers Squibb Co	19,117	1,040,366	993,702
	Charles Schwab Corp	26,921	907,218	1,118,029
	Cognex Corp Com	17,768	809,005	687,089
	Costco Wholesale Corp	2,272	359,551	462,829
	Totals - Forward		\$ 41,075,074	\$ 41,092,435

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		<u>\$ 4,572,337</u>	<u>\$ 4,572,337</u>
	Total U.S. Government Securities - Forwarded		<u>30,323,093</u>	<u>30,682,040</u>
	Total Corporate Bonds - Forwarded		<u>18,337,676</u>	<u>18,215,821</u>
	Common Stocks (Continued):			
	Totals - Forwarded		41,075,074	41,092,435
	Ctrip.Com International Ltd Adr	22,726	1,028,790	614,966
	Edwards Lifesciences Corp	5,108	461,987	782,392
	Exact Sciences Corp	11,383	782,921	718,267
	Facebook Inc Class A	10,518	847,123	1,378,805
	Idexx Laboratories Inc	3,895	707,870	724,548
	Illumina Inc	4,480	721,517	1,343,686
	Mercadolibre Inc	2,418	447,058	708,111
	MSCI Inc	5,478	850,366	807,622
	New Oriental Education & Technology Group Adr	12,869	952,345	705,350
	Nike Inc	15,219	785,479	1,128,337
	Nvidia Corp	8,054	975,489	1,075,209
	Paypal Hldgs Inc Com	12,314	927,609	1,035,484
	Pioneer Natural Resources Co	4,199	728,406	552,252
	Salesforce Com Inc	10,049	644,705	1,376,412
	Servicenow Inc Sr Cv	7,218	541,777	1,285,165
	Splunk Inc	10,301	672,531	1,080,060
	Square Inc Cl A	16,013	1,148,557	898,169
	Unitedhealth Group Inc	4,018	734,001	1,000,964
	Vertex Pharmaceuticals Inc	7,075	620,026	1,172,398
	Visa Inc Class A Shares	7,221	289,007	952,739
	Accelerate Diagnostics Inc	13,829	255,189	159,034
	Alaska Air Group Inc	2,377	142,922	144,640
	Ametek Inc	2,936	175,310	198,767
	Amphenol Corp	4,141	283,641	335,504
	Apergy Corp	1,597	62,866	43,247
	Atlassian Corp Plc Cl A	1,898	146,307	168,884
	Autodesk Inc	2,950	328,136	379,399
	Cadence Design Systems Inc	8,454	345,133	367,580
	Celanese Corp Series A	2,134	200,770	191,996
	Centene Corp	2,788	<u>190,592</u>	<u>321,456</u>
	Totals - Forward		\$ 58,073,504	\$ 62,743,878

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899**

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		<u>\$ 4,572,337</u>	<u>\$ 4,572,337</u>
	Total U.S. Government Securities - Forwarded		<u>30,323,093</u>	<u>30,682,040</u>
	Total Corporate Bonds - Forwarded		<u>18,337,676</u>	<u>18,215,821</u>
Common Stocks (Continued):				
	Totals - Forwarded		58,073,504	62,743,878
	CF Industries Holdings Inc	4,751	212,366	206,716
	Cigna Corp Sr Gbl Nt	1,730	295,286	328,562
	Dexcom Inc	1,261	170,039	151,068
	Dollar General Corp	2,461	266,779	265,985
	Dr Horton Inc	4,275	173,173	148,171
	Dropbox Inc	8,176	240,408	167,036
	DXC Technology Co	4,347	303,828	231,130
	E*Trade Financial Corp New	7,737	308,042	339,500
	East West Bancorp Inc	3,761	251,197	163,716
	Edwards Lifesciences Corp	2,909	447,984	445,572
	Evercore Inc.	1,390	141,896	99,468
	Expedia Group Inc	3,425	408,278	385,826
	First Data Corp	31,846	539,510	538,516
	Fleetcor Technologies Inc	1,798	311,916	333,925
	GCI Liberty Inc	4,300	213,207	176,988
	Godaddy Inc Cl A	3,157	161,353	207,162
	Grand Canyon Education Inc	2,383	273,566	229,102
	Healthequity Inc	2,334	106,393	139,223
	Iac Interactivecorp	1,966	388,914	359,857
	Idex Corp	1,395	178,076	176,133
	IHS Markit Ltd Shs	5,738	288,938	275,252
	Ingevity Corp	1,158	91,588	96,913
	Insulet Corporation	3,105	197,860	246,289
	Iqvia Holding Inc	2,201	171,304	255,690
	Kansas City Southern	1,029	116,849	98,218
	L3 Technologies Inc	1,564	302,996	271,604
	Lam Research Corp	1,824	302,733	248,374
	Marathon Oil Corp	15,611	263,246	223,862
	MGM Resort Intl	12,723	339,535	308,660
	Mimecast Ltd Ord Shs	2,116	69,530	71,161
	Monolithic Power Sys Inc	1,358	<u>165,411</u>	<u>157,868</u>
	Totals - Forward		<u>\$ 65,775,705</u>	<u>\$ 70,091,425</u>

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		65,775,705	70,091,425
	Moody's Corp	1,203	132,094	168,468
	MSCI Inc	1,986	205,500	292,796
	Nasdaq Inc	2,311	202,814	188,508
	Netapp, Inc	4,961	316,073	296,023
	Norwegian Cruise Line Hldgs Lt Shs	6,016	302,361	255,018
	Novocure Ltd Ord Shs	5,912	143,390	197,934
	O Reilly Automotive Inc	1,316	386,464	453,138
	Palo Alto Networks Inc	990	202,431	186,466
	Perspecta Inc	10,201	233,767	175,661
	PTC Inc	3,443	246,803	285,425
	Raymond James Financial Inc	2,435	221,124	181,188
	Rockwell Automation Inc	2,099	394,308	315,858
	Roper Technologies Inc	765	214,231	203,888
	Ross Stores Inc	3,332	297,024	277,222
	Ser A Liberty Formula Com A Siriusxm	4,611	167,192	169,685
	Servicenow Inc Sr Cv	1,873	261,579	333,488
	Shopify Inc Cl A	1,254	176,728	173,616
	Splunk Inc	2,629	311,742	275,651
	Take-Two Interactive Software Inc	3,437	366,689	353,805
	TD Ameritrade Holding Corp	4,423	226,104	216,550
	Teladoc Inc	1,981	79,073	98,198
	Teleflex Inc	1,044	277,238	269,853
	Textron Inc	4,756	281,759	218,728
	The Trade Desk Inc	762	94,481	88,438
	Total System Services Inc	5,094	284,899	414,091
	Tractor Supply Co	3,415	299,700	284,948
	Transdigm Group Inc	1,242	335,125	422,355
	Twitter Inc	5,035	207,591	144,706
	Ulta Beauty Inc	1,214	330,139	297,236
	VF Corp	2,862	234,461	204,175
	Waters Corp	1,913	346,802	360,887
	Totals - Forward		\$ 73,555,391	\$ 77,895,428

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		73,555,391	77,895,428
	Western Alliance Bancorp	2,524	144,175	99,673
	Wix Com Ltd	2,142	228,683	193,508
	Worldpay Inc	4,407	326,800	336,827
	Wynn Resorts Ltd	2,360	285,161	233,428
	XPO Logistics Inc	4,613	324,929	263,125
	Zimmer Biomet Hldgs Inc	1,816	208,671	188,355
	ACI Worldwide Inc	10,290	243,067	284,724
	Air Transport Services Group Inc	21,216	289,988	483,937
	AMC Networks Inc	2,701	136,272	148,231
	American National Insurance Co	1,950	206,119	248,118
	Argan Inc	6,447	249,253	243,954
	Armstrong Flooring Inc	12,581	241,829	148,959
	Armstrong World Industries Inc.	7,789	330,479	453,398
	Asbury Automotive Group Inc	4,784	286,429	318,901
	Avaya Hldgs Corp	25,700	563,946	374,192
	Barrett Business Services Inc	2,587	128,231	148,106
	Biglari Holdings Inc	628	175,460	71,328
	Biglari Holdings Inc	90	122,167	52,890
	Cannae Hldgs Inc	39,953	423,241	683,995
	Capital Southwest Corp	13,465	168,597	258,797
	Cars Com Inc	8,900	216,595	191,350
	Casey's General Stores Inc	1,474	145,059	188,878
	Colfax Corporation	8,721	243,262	182,269
	Computer Programs & Systems Inc	10,008	252,152	251,201
	Computer Services Inc	7,873	245,780	389,714
	Conduent Inc	20,914	384,724	222,316
	CSG Systems International Inc	10,180	307,414	323,419
	Cubic Corp	5,876	265,590	315,776
	Emerald Expositions Events Inc	7,860	94,025	96,992
	Entercom Communications Corp	16,160	194,420	92,274
	Eplus Inc.	310	21,414	22,063
	Totals - Forward		\$ 81,009,323	\$ 85,406,126

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
	Common Stocks (Continued):			
	Totals - Forwarded		81,009,323	85,406,126
	Evolution Petroleum Corp	15,148	97,825	103,309
	Extended Stay Amer Inc Com Class B	25,916	421,273	401,698
	FGL Hldgs Ord Shs	30,470	292,764	202,930
	First Citizens Bancshares Inc No	340	53,264	128,197
	Forward Air Corp	5,008	210,483	274,689
	Genworth Financial Inc	47,090	148,801	219,439
	Gran Tierra Energy Inc	36,370	92,825	78,923
	Hain Celestial Group Inc	2,150	33,658	34,099
	Hostess Brands Inc	55,100	692,858	602,794
	Ingles Markets Inc	12,208	424,420	332,302
	Ituran Location And Control Ltd	9,988	235,799	320,215
	J Alexanders Hldgs Inc	18,455	174,674	151,885
	Kelly Services Inc	6,000	104,728	122,880
	Liberty Expedia Holdings Ser A	14,172	583,447	554,267
	Liberty Latin Amer Ltd	29,154	560,154	424,774
	Motorcar Pts Amer Inc	12,444	354,515	207,068
	Murphy USA Inc	5,396	324,769	413,549
	NCR Corp	11,369	359,111	262,397
	Newmark Group Inc Cl A	10,922	156,043	87,594
	Oaktree Specialty Lending Corp	68,030	343,380	287,767
	Osi Systems Inc	2,830	170,721	207,439
	Patterson Cos Inc	12,700	282,941	249,682
	PBF Energy Inc Cl A	8,476	240,714	276,911
	Pico Holdings Inc	19,780	368,627	180,789
	Premier Inc Com Cl A	17,543	543,467	655,231
	QEP Res Inc	7,200	86,440	40,536
	Resources Connection Inc	16,109	232,188	228,748
	Sleep Number Corp	10,304	250,131	326,946
	SP Plus Corp	5,535	121,538	163,504
	Sykes Enterprises Inc	10,067	276,972	248,957
	Tech Data Corp	4,286	362,396	350,638
	Totals - Forward		\$ 89,610,249	\$ 93,546,283

See Independent Auditors' Report.



LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		89,610,249	93,546,283
	Techtarget	11,328	130,752	138,315
	TTEC Hldgs Inc	4,391	108,172	125,451
	Unifirst Corp	4,003	331,617	572,709
	Viad Corp	8,473	357,112	424,413
	Wageworks Inc	5,437	220,917	147,669
	White Mountains Insurance Group Ltd	934	494,234	801,082
	World Fuel Services Corp	6,271	226,176	134,262
	3M Co	617	80,333	117,563
	Agco Corp	2,150	116,414	119,690
	Air Products & Chemicals Inc	371	42,557	59,379
	Alaska Air Group Inc	1,946	133,859	118,414
	Allergan Plc Shs	1,966	295,785	262,776
	Ally Fin Inc	9,827	293,915	222,680
	Ameren Corp	1,542	56,412	100,585
	American Electric Power Co Inc	1,374	108,988	102,693
	American Intl Group Inc Inc	6,065	327,266	239,022
	Ameriprise Financial Inc	2,144	128,229	223,769
	Amerisourcebergen Corp	3,627	366,144	269,849
	Amgen Inc	1,564	247,886	304,464
	Amphenol Corp	4,334	359,710	351,141
	Ansys Inc	2,351	395,633	336,052
	Anthem Inc	1,071	122,516	281,277
	Apple Inc	2,129	430,256	335,828
	Aptiv Plc Shs	1,899	118,682	116,921
	Archer-Daniels-Midland Co	1,353	52,087	55,432
	Autoliv Inc	1,606	124,876	112,789
	Autozone Inc	378	330,344	316,893
	Ball Corp	1,237	28,845	56,877
	Bank of America Corp	9,816	171,438	241,866
	Best Buy Co Inc	5,683	321,130	300,972
	Biogen Inc	994	262,004	299,114
	Totals - Forward		\$ 96,394,538	\$ 100,836,230

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		96,394,538	100,836,230
	Boeing Co	1,145	420,872	369,262
	BP Plc Sponsored Adr	4,330	190,968	164,194
	Burlington Stores Inc	2,014	228,730	327,617
	Cadence Design Systems Inc	8,785	400,339	381,972
	Carlisle Cos Inc	1,262	124,225	126,856
	Celanese Corp Series A	654	43,392	58,840
	Celgene Corp	4,228	335,253	270,972
	Chevron Corp	1,389	129,610	151,109
	Cigna Corp Sr Glbl Nt	1,437	285,880	272,915
	Cisco Systems Inc	7,687	371,749	333,078
	Citigroup Inc	4,092	237,931	213,029
	Citizens Finl Group Inc	7,040	268,008	209,299
	Citrix Systems Inc	3,402	368,027	348,569
	Comerica Inc	3,278	227,716	225,166
	Conocophillips	2,435	120,239	151,822
	Corning Inc	11,494	407,581	347,234
	Crown Holdings Inc	1,260	57,999	52,378
	Cummins Inc	879	97,556	117,470
	Danaher Corp	3,088	254,684	318,435
	Davita Inc	5,106	342,523	262,755
	Deckers Outdoor Corp	2,643	351,112	338,172
	Delta Air Lines Inc	2,154	101,270	107,485
	Discover Financial Services	3,608	141,547	212,800
	Discovery Communications Inc C	12,168	338,341	280,837
	Dollar General Corp	3,091	300,568	334,075
	Dover Corp	1,597	102,513	113,307
	Eastman Chemical Co	790	44,619	57,757
	Edison International	1,821	95,911	103,378
	Emerson Electric Co	1,961	102,301	117,170
	Entergy Corp	1,226	90,244	105,522
	Eversource Energy	1,565	92,603	101,788
	Totals - Forward		\$ 103,068,849	\$ 107,411,493

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		103,068,849	107,411,493
	Exelon Corp	2,307	78,393	104,046
	Exxon Mobil Corp	2,091	172,270	142,585
	F5 Networks Inc	2,176	323,050	352,577
	Firstenergy Corp	2,768	100,972	103,938
	Fiserv Inc	4,890	278,017	359,366
	Fluor Corp	3,350	124,938	107,870
	Franklin Resources Inc	7,152	256,095	212,128
	Garmin Ltd Shs	5,050	331,182	319,766
	General Mills Inc	7,748	301,269	301,707
	Gentex Corp	5,775	104,672	116,713
	Gilead Sciences Inc	4,545	350,850	284,290
	Global Payments Inc	3,512	312,996	362,192
	Goldman Sachs Group Inc	1,348	214,782	225,183
	Hartford Finl Svcs Group Inc Group Inc	5,523	185,942	245,497
	Hologic Inc	7,118	256,245	292,550
	Home Depot Inc	1,828	280,197	314,087
	Huntsman Corp	3,126	75,523	60,301
	Ingredion Inc	614	52,148	56,120
	Intel Corp	7,690	366,790	360,892
	International Paper Co	1,325	51,937	53,477
	Jacobs Engineering Group Inc	2,053	99,438	120,018
	Johnson & Johnson	2,110	206,637	272,296
	Jpmorgan Chase & Co	2,352	106,502	229,602
	Keysight Technologies Inc	6,127	393,555	380,364
	Lear Corporation	942	113,128	115,734
	Lincoln National Corp	4,200	143,775	215,502
	Lockheed Martin Corp	1,269	441,785	332,275
	Lyondellbasell Indust Nv Class A	667	62,451	55,468
	Marathon Oil Corp	9,901	145,980	141,980
	Masco Corp	4,103	127,593	119,972
	Mckesson Corp	2,445	368,148	270,099
	Merck & Co Inc	3,928	229,962	300,138
	Totals - Forward		\$ 109,726,071	\$ 114,340,226

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899**

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		109,726,071	114,340,226
	Metlife Inc	5,775	226,045	237,122
	Microsoft Corp	3,406	369,943	345,947
	Molina Healthcare Inc	2,124	177,335	246,851
	Morgan Stanley	5,621	208,859	222,873
	Motorola Inc	2,866	312,119	329,705
	Murphy Oil Corp	5,437	189,596	127,171
	National Oilwell Varco Inc	5,856	195,454	150,499
	Nrg Energy Inc	2,667	47,582	105,613
	O Reilly Automotive Inc	897	277,192	308,864
	Oge Energy Corp	2,680	78,136	105,029
	Owens-Illinois Inc	3,462	67,514	59,685
	Packaging Corp of America	627	52,194	52,329
	Parker Hannifin Corp	766	65,133	114,241
	Paychex Inc	5,377	375,974	350,312
	Paycom Software Inc	2,785	396,312	341,023
	Pfizer Inc	6,844	253,992	298,741
	PG&E Corp	2,624	112,690	62,320
	Portland General Electric Co	2,190	106,046	100,412
	Principal Financial Group Inc	5,400	222,456	238,518
	Prudential Financial Inc	2,900	166,799	236,495
	Public Service Enterprise Group Inc	1,958	75,898	101,914
	Qualcomm Inc	6,513	467,817	370,655
	Regions Financial Corp	16,561	142,455	221,586
	Reliance Steel & Aluminum Co	789	47,018	56,153
	Robert Half International Inc	5,212	396,707	298,126
	Royal Dutch Shell Plc Adr	2,776	167,179	161,758
	Rpm International Inc	1,000	53,555	58,780
	S&P Global Inc	1,830	281,736	310,990
	Sonoco Products Co	1,060	55,818	56,318
	Southern Co	2,267	99,656	99,567
	Southwest Airlines Co	2,334	132,702	108,484
	Southwestern Energy Co	37,173	214,002	126,760
	Totals - Forward		\$ 115,761,985	\$ 120,345,067

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
Common Stocks (Continued):				
	Totals - Forwarded		115,761,985	120,345,067
	Suntrust Banks Inc	4,210	131,113	212,352
	Synchrony Finl	9,870	311,681	231,550
	Target Corp	4,723	402,542	312,143
	T-Mobile Us Inc	1,607	70,473	102,221
	Total Sa Adr	2,800	155,274	146,104
	Total System Services Inc	4,452	376,638	361,903
	Tractor Supply Co	3,555	343,751	296,629
	Transocean Ltd	18,799	241,892	130,465
	United Contrl Hldgs Inc	1,345	65,590	112,617
	United Rentals Inc	1,149	109,257	117,807
	United Therapeutics Corp	2,640	320,748	287,496
	Universal Health Services Inc	2,338	278,136	272,517
	Unum Group	7,449	228,841	218,852
	Urban Outfitters Inc	9,144	411,488	303,581
	Verizon Communications Inc	1,946	98,416	109,404
	VF Corp	4,108	375,284	293,065
	Wellcare Health Plans Inc	1,310	282,876	309,278
	Western Union Co	16,649	353,565	284,032
	Westlake Chemical Corp	811	54,286	53,664
	Total Common Stocks - Forward		120,373,836	124,500,747
Limited Partnerships:				
	Blackstone BPIF Non-Taxable L.P.	12,000,000	16,362,981	17,802,492
	Parametric Defensive Equity Fund LLC		33,107,321	33,113,998
	Rocket Venture Fund, LLC	60	2,569,468	2,024,236
	Total Limited Partnerships - Forward		52,039,770	52,940,726
Common Collective Trusts:				
	Build Fund of America	337	126,067	35,900
	Multi-Employer Property Trust	1,887	13,511,621	21,700,684
	IBEW-NECA Equity Index Fund	1,026,379	22,863,339	22,460,656
	Total Common Collective Trusts - Forward		\$ 36,501,027	\$ 44,197,240

See Independent Auditors' Report.

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
	Total Common Stocks - Forwarded		120,373,836	124,500,747
	Total Limited Partnerships - Forwarded		52,039,770	52,940,726
	Total Common Collective Trusts - Forwarded		36,501,027	44,197,240
Value of Interest in Registered Investment Companies:				
	AFL-CIO Housing Investment Trust	7,019	7,782,560	7,636,104
	Allianzgi Nfj Small-Cap Value R6	37,970	841,521	557,396
	Blackrock Strategic Income Opportunities	3,347,551	32,136,492	32,225,710
	Blackrock Strategic Income Opportunities	387,198	3,830,032	3,717,106
	Blackrock Strategic Income Opportunities	49,456	489,524	474,774
	Brandes International Equity Fund R6	28,162	486,717	444,392
	Brandes International Equity Fund R6	25,185	434,130	397,422
	Growth Fund of America R6	44,451	2,274,823	1,900,265
	Growth Fund of America R6	15,494	703,746	662,358
	Janus Triton Fund	85,549	2,547,753	2,192,614
	Loomis Sayles Strategic Income	42,204	605,580	571,015
	MFS Value R4	29,309	1,151,975	1,034,619
	MFS Value R4	18,050	667,607	637,157
	PIMCO Inflation Res M/A-Ins	31	267	233
	PIMCO Inflation Res M/A-Ins	72	620	542
	PIMCO Total Return Fund-Inst	449,939	4,535,872	4,467,889
	Prudential Sh/Trm Corp Bd-Z	291,373	3,209,764	3,129,346
	RBC Small Cap Core Fund-I	7,685	280,115	205,661
	T Rowe Price Retirement 2015	98,357	1,437,715	1,278,636
	T Rowe Price Retirement 2020	305,474	6,692,897	5,965,911
	T Rowe Price Retirement 2025	373,436	6,342,162	5,762,116
	T Rowe Price Retirement 2030	125,084	3,013,056	2,789,371
	T Rowe Price Retirement 2035	150,925	2,611,967	2,454,041
	T Rowe Price Retirement 2040	105,010	2,601,714	2,418,375
	T Rowe Price Retirement 2045	115,008	1,914,365	1,799,875
	T Rowe Price Retirement 2050	50,503	727,989	666,645
	T Rowe Price Retirement 2055	26,962	409,150	360,478
Totals - Forward			\$ 87,730,113	\$ 83,750,051

See Independent Auditors' Report.



**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2018**

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

(a)	(b) <u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	(c) <u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	(d) <u>Cost</u>	(e) <u>Current Value</u>
	Total Interest Bearing Cash Accounts - Forwarded		\$ 4,572,337	\$ 4,572,337
	Total U.S. Government Securities - Forwarded		30,323,093	30,682,040
	Total Corporate Bonds - Forwarded		18,337,676	18,215,821
	Total Common Stocks - Forwarded		120,373,836	124,500,747
	Total Limited Partnerships - Forwarded		52,039,770	52,940,726
	Total Common Collective Trusts - Forwarded		36,501,027	44,197,240
Value of Interest in Registered Investment Companies (Continued):				
	Totals - Forwarded		87,730,113	83,750,051
	T Rowe Price Retirement Income	48,093	722,361	668,975
	Vanguard Mid Cap Index-Adm	2,469	422,286	422,340
	WCM Focused Int'l Growth Instl	33,448	501,512	468,944
	WCM Focused Int'l Growth Instl	17,899	283,665	250,938
	WCM Focused Int'l Growth Instl	1,993,050	27,459,403	27,942,565
	Wells Fargo Shrt Trm Hi Yld-Inst	208,574	1,679,237	1,633,137
	Total Value of Interest in Registered Investment Companies		118,798,577	115,136,950
Guaranteed Investment Contract:				
	* Mass Mutual SAGIC		49,061,950	49,061,950
	*Participant Loans	Various Maturities 4.25% - 6.50%	--	597,384
	Totals		\$430,008,266	\$439,905,195

* A party in interest, as defined by the Employee Retirement Income Security Act of 1974, as amended.

See Independent Auditors' Report.

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. 1510-0010
1510-0089**2018****This Form is Open to Public Inspection****Part I Annual Report Identification Information**For calendar plan year 2018 or fiscal plan year beginning **01/01/2018** and ending **12/31/2018**

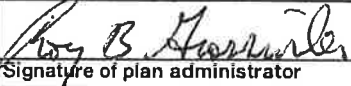
- A** This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (filers checking this box must attach a list of participating employer information in accordance with the form instr.)
- B** This return/report is: ☐ a single-employer plan ☐ a DFE (specify) _____
☐ the first return/report ☐ 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 LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	1b Three-digit plan number (PN) ► 001
	1c Effective date of plan 05/01/1967
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) BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN 727 LIME CITY ROAD ROSSFORD OH 43460-1611	2b Employer Identification Number (EIN) 34-6596899 2c Plan Sponsor's telephone number 419-666-4450 2d Business code (see instructions) 238210

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

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

SIGN HERE  Signature of plan administrator	10/15/19 Date	ROY B. GROSSWILER Enter name of individual signing as plan administrator
SIGN HERE  Signature of employer/plan sponsor	10/15/19 Date	TODD T. MICHAELSEN 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 (2018)
v. 171027

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	2,832
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)	2,591
a (2) Total number of active participants at the end of the plan year		6a(2)	2,138
b Retired or separated participants receiving benefits		6b	174
c Other retired or separated participants entitled to future benefits		6c	128
d Subtotal. Add lines 6a(2), 6b, and 6c		6d	2,440
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits		6e	4
f Total. Add lines 6d and 6e		6f	2,444
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	2,444
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7	120
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2H 2J 2T			

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	(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) ☒ 1 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)
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