Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
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 & TRUST

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	Filed with authorized/valid electronic signature.	10/04/2021	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/04/2021	TODD T. MICHAELSEN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5 Total number of participants at the beginning of the plan year	**5**	2550
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)**	2181
a(2) Total number of active participants at the end of the plan year	**6a(2)**	2266
b Retired or separated participants receiving benefits	**6b**	209
c Other retired or separated participants entitled to future benefits	**6c**	174
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	2649
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	5
f Total. Add lines **6d** and **6e**	**6f**	2654
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	2654
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**	111

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE A
(Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

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

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.

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	2654	01/01/2020	12/31/2020

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

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

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

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

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

(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		
	(c) Amount	**(d)** Purpose	**(e)** Organization code

(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.	6d	

Specify nature of costs ▶

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

(3) ☐ other (specify) ▶

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

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

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

(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY CONTRACT

b	Balance at the end of the previous year			7b	59313214
c	Additions: (1) Contributions deposited during the year	7c(1)	4781900		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	2368025		
	(4) Transferred from separate account	7c(4)	27689353		
	(5) Other (specify below)	7c(5)	14595		
	▶ LN INT, LN PRIN, ROLLOVER, TRANS FO				
	(6) Total additions			7c(6)	34853873
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	94167087
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	3208533		
	(2) Administration charge made by carrier	7e(2)	45		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)	7507		
	▶ LN DISTRIBUTION				
	(5) Total deductions			7e(5)	3216085
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	90951002

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2020** **This Form is Open to Public Inspection.**

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

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)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

WILMINGTON TRUST, N.A.

16-1486454

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

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

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

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

GALLAGHER FIDUCIARY ADVISORS, LLC

36-7291971

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 51	NONE	278427	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

COLUMBIA MANAGEMENT INVESTMENT ADVI

13-3180631

(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 28	NONE	254191	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

BLACKSTONE ALTERNATIVE ASSET MGMT

13-3702086

(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 51 68	INVESTMENT PROVIDER	237586	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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 28	NONE	161505	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] 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 27	NONE	160366	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

METROPOLITAN WEST ASSET MANAGEMENT

95-3703295

(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 28	NONE	144743	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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	125560	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	46605	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(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	7988	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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 50	NONE	6950	Yes [ ] No [X]	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?
60 62 68 52 64 67 72	CONTRACT ADMINISTRATOR	1010	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] 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	NONE	0	Yes [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 HENDERSON

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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

CHEVY CHASE TRUST

31-1772714

(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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

(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?
	INVESTMENT PROVIDER	0	Yes [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

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

MFS INVESTMENT 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

(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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

BAIRD FUNDS

39-6037917

(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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

WILMINGTON TRUST

26-3783687

(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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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)

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?
52	INVESTMENT PROVIDER	0	Yes [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

PIMCO

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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

RBC GLOBAL ASSET 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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)

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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] 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 [X] No [ ]	Yes [ ] No [X]	0	Yes [X] No [ ]

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

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

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.	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 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.	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 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
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 WCM FOCUSED INTL GR F 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
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 MFS NEW DISCOVERY VAL 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.	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.
MET WEST INTERMEDIATE BOND F 95-4597302	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.	52 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 MM SELECT TRP 2005 82-3347422	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 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 MM SELECT TRP 2010 82-3355639	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 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 MM SELECT TRP 2015 82-3382389	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.	52 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 MM SELECT TRP 2020 82-3396422	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 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 MM SELECT TRP 2025 82-3417420	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 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 MM SELECT TRP 2030 82-3430358	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.	52 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 MM SELECT TRP 2035 82-3439837	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 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 MM SELECT TRP 2040 82-3451779	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 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 MM SELECT TRP 2045 82-3472295	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.	52 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 MM SELECT TRP 2050 82-3481715	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 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 MM SELECT TRP 2055 82-3502011	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 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 MM SELECT TRP 2060 82-3525148	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 BRANDES INTL EQ FUND 33-0635360	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 HENDERSON	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.
JANUS HENDERSON TRITON FUND 84-0592523	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	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	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 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
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 33-0635360	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
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 31-1772714	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
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

(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.
IBEW 8 MFS NEW DISCOVERY VAL 04-3158862	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
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

(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
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

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 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
BAIRD 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.	
BAIRD CORE PLUS BOND FUND 39-6037917	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
WILMINGTON 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.	
INT'L FUNDAMENTAL VALUE FUND 26-3783687	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
METROPOLITAN WEST ASSET 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.
METWEST INTERMEDIATE BOND FU 95-4597302	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
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-NECA EQUITY INDEX CIT 31-1772714	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	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 RESPONSE MUL 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
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 S/T HIGH YIELD B 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
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 23-1999755	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
RBC GLOBAL ASSET 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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

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

A Name of plan
LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST

B Three-digit plan number (PN) ▶ 001

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

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

b Name of sponsor of entity listed in (a): NEW TOWER TRUST COMPANY

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)
51-6218800-001	C	22606157

a Name of MTIA, CCT, PSA, or 103-12 IE: IBEW-NECA EQUITY INDEX FUND

b Name of sponsor of entity listed in (a): CHEVY CHASE TRUST COMPANY

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)
31-1772714-003	C	13861311

a Name of MTIA, CCT, PSA, or 103-12 IE: WILMINGTON TRUST CIT INT'L FND. VAL

b Name of sponsor of entity listed in (a): WILMINGON TRUST, N.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)
26-3783687-920	C	36868161

a Name of MTIA, CCT, PSA, or 103-12 IE: PARAMETRIC DEFENSE EQUITY FUND LLC

b Name of sponsor of entity listed in (a): PARAMETRIC PORTFOLIO ASSOCIATES LLC

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)
45-2531297-001	E	39489746

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

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

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

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	637118	532134
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	2049671	1521388
(2) Participant contributions	1b(2)	379709	382650
(3) Other	1b(3)	250084	184038
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	4632775	3576111
(2) U.S. Government securities	1c(2)	35909078	41265251
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	15377273	14124830
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	100453836	108219180
(5) Partnership/joint venture interests	1c(5)	20451357	21064966
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	757035	778801
(9) Value of interest in common/collective trusts	1c(9)	72413718	73335629
(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)	37758178	39489746
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	165567475	172407616
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	59313214	90951002
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	515950521	567833342
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	458883	454188
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	928631	3557470
k	Total liabilities (add all amounts in lines 1g through1j)	1k	1387514	4011658
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	514563007	563821684

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)	17254418	
	(B) Participants	2a(1)(B)	4462713	
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		21717131
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	29905	
	(B) U.S. Government securities	2b(1)(B)	375001	
	(C) Corporate debt instruments	2b(1)(C)	462710	
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	43026	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		910642
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)	1168758	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	4818071	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		5986829
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	588634967	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	585820004	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		2814963
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	16920773	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		16920773

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-699344
(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)		35679961
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		83330955
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	32430732	
(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)		32430732
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)	72821	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	1083952	
(4) Other	2i(4)	484773	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		1641546
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		34072278
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		49258677
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) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

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

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

(1) Name: MSPC, CPA'S AND 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:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		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?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**	X		
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**		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 Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

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

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, 2020 and 2019, 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.

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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, 2020 and 2019, 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 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 1, 2021

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
Interest Bearing Cash Accounts:						
	Fidelity Institutional Money Market Funds Government Institutional Class	3,576,111			$ 3,576,111	$ 3,576,111
U.S. Government Securities:						
	Atlanta Ga Wtr & Wastewtr	55,000	2.257%	11/01/35	55,000	57,755
	Federal Home Ln Mtg Corp Pool #G0-3601	14,944	6.000%	07/01/37	15,138	17,684
	Federal Home Ln Mtg Corp Pool #G1-2393	220	5.500%	10/01/21	220	221
	Federal Home Ln Mtg Corp Pool #Go-8849	37,950	5.000%	11/01/48	39,710	42,026
	Federal Home Ln Mtg Corp Ser 2174 Cl Pn	8,325	6.000%	07/15/29	8,488	9,390
	Federal National Mtg Assn	772	7.000%	09/01/31	801	889
	Federal National Mtg Assn Pool #582521	8,872	7.000%	05/01/31	9,306	10,031
	Federal National Mtg Assn Pool #735686	59	6.500%	12/01/22	60	66
	Federal National Mtg Assn Pool #764388	2,998	1.633%	03/01/34	2,999	3,024
	Federal National Mtg Assn Pool #918445	2,094	3.565%	05/01/37	2,096	2,094
	Federal National Mtg Assn Pool #Al0851	16,875	6.000%	10/01/40	18,303	19,992
	Federal National Mtg Assn Pool #Al5866	102,603	2.747%	08/01/22	105,049	104,713
	Federal National Mtg Assn Pool #Ma1527	20,819	3.000%	08/01/33	20,703	22,103
	Federal National Mtg Assn Ser 2001-52 Cl Yz	19,702	6.500%	10/25/31	20,051	23,257
	Federal National Mtg Assoc Pool #Ma3811	103,993	3.000%	10/01/49	104,383	106,914
	Federal National Mtg Assoc Pool #Ma4152	197,224	2.000%	09/01/40	203,649	205,316
	Federal National Mtg Assoc Pool #Ma4176	59,515	2.000%	10/01/40	61,359	61,829
	FHLMC	362,932	3.500%	08/01/49	383,404	392,830
	FHLMC PC Gold Pool #J0-6246	140	5.500%	10/01/21	140	140
	FHLMC Remic Series Ser K-S08 CL A-2	165,000	3.291%	03/25/27	169,165	184,150
	FNMA MBS BLLN Multi Pool #BL6060	75,000	2.455%	04/01/40	74,813	80,298
	FNMA Pass-Thru Int 20 Year Pool #MA1982	19,867	3.500%	08/01/34	20,707	21,275
	FNMA Pass-Thru Lng Pool #BM4299	73,890	3.000%	03/01/30	75,258	77,527
	FNMA Pass-Thru Lng Pool #BM4304	69,601	3.000%	03/01/30	70,852	73,023
	FNMA Pass-Thru Lng Pool #CA2208	54,367	4.500%	02/01/30	56,545	59,022
	FNMA Pass-Thru Pool #AM8645	221,453	2.690%	08/01/48	208,466	243,055
	FNMA Pool #CA1710	41,463	4.500%	05/01/48	43,101	44,995
	FNMA Pool #FM2318	64,677	3.500%	09/01/49	68,593	70,182
	FNMA Pool #MA3427	41,096	4.000%	06/01/33	42,202	43,646
	FNMA Pool #MA3537	33,029	4.500%	12/01/48	34,298	35,806
	FNMA Ser 19-79 CL FA	93,066	0.592%	01/25/50	92,790	93,851
	GNMA Pass-Thru M Single Family Pool #MA4454M	42,411	5.000%	05/20/47	45,400	47,118
	GNMA Pass-Thru M Single Family Pool #MA5466M	15,172	4.000%	09/20/48	15,581	16,337
	GNMA Pass-Thru M Single Family Pool #MA5530M	40,203	5.000%	10/20/48	41,987	43,964
	GNMA Pass-Thru M Single Family Pool #MA6209M	122,470	3.000%	10/20/49	123,273	126,049
	GNMA Pass-Thru Pool #080968M	5,476	2.250%	07/30/34	5,505	5,718

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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
GNMA Pass-Thru Pool #MA4838M		37,092	4.000%	11/20/47	38,890	40,055
GNMA Pass-Thru Pool #MA4901M		10,152	4.000%	12/20/47	10,477	10,951
GNMA Pass-Thru Pool #MA5399M		79,541	4.500%	08/20/48	82,377	86,200
GNMA Remic Tr Ser 2019-119 CL JE		14,538	3.000%	09/20/49	14,665	15,032
GNMAII Jumbo 30yr TBA		500,000	2.000%	01/15/51	519,658	522,870
GNMAII Jumbo 30yr TBA		250,000	2.500%	01/15/51	262,121	264,648
Government National Mtg Assn Remic Trust 2010-4 20400116 Flt		80,322	6.325%	01/16/40	12,606	16,873
Government National Mtg Assn Tr 2011-146		77,353	5.000%	11/16/41	18,433	15,310
Greater Orlando Aviation Auth		20,000	5.000%	10/01/44	24,088	25,007
Los Angeles Calif Cmnty Colleg		50,000	2.106%	08/01/32	50,000	52,108
Los Angeles Calif Dept Arpts		20,000	5.000%	05/15/36	24,657	25,358
Los Angeles Calif Dept Wtr & Pwr Rev Bds		100,000	5.516%	07/01/17	117,976	127,103
Los Angeles Calif Uni Sch Dist Go Bds		165,000	5.750%	07/01/34	206,540	232,782
Massachusetts St Sch Bldg Auth		50,000	2.966%	10/15/32	54,051	54,154
Metropolitan Transn Auth Ny R Rev Bds		55,000	6.548%	11/15/31	71,435	67,722
Miami-Dade Cnty Fla Aviation		50,000	3.504%	10/01/31	53,342	54,286
New York City Transitional Bds		35,000	4.000%	08/01/38	38,266	40,446
New York N Y Go Bds		25,000	1.923%	08/01/31	25,000	25,538
New York NY City Tran Fin Auth Tax Secured 2010 G		120,000	5.267%	05/01/27	137,740	149,273
New York St Dorm Auth St Pers		90,000	3.027%	02/15/33	92,156	102,029
New York St Dorm Auth St Pers		45,000	5.000%	03/15/47	53,572	56,025
North Tex Twy Auth Rev Dtd		80,000	2.047%	01/01/31	80,000	80,822
Oregon St Go Pension Bds		40,209	5.762%	06/01/23	44,177	43,520
San Francisco Calif City & Cnt		50,000	2.188%	11/01/32	50,273	51,807
UMBS 30 Yr Tba		125,000	2.500%	01/15/50	130,598	131,768
UMBS Tba 15yr		50,000	1.500%	01/15/36	51,176	51,446
UMBS Tba		1,150,000	2.000%	01/15/51	1,189,235	1,194,609
UMBS Tba		475,000	2.000%	02/15/51	491,014	492,594
UMBS Tba 30yr		250,000	2.500%	02/15/50	262,462	263,098
United States Treas Bills		270,000	0.000%	01/28/21	269,937	269,989
United States Treas Bills		1,980,000	0.000%	01/07/21	1,978,702	1,980,000
United States Treas Bills		645,000	0.000%	01/14/21	644,687	644,994
United States Treas Bills		410,000	0.000%	01/21/21	409,750	409,992
United States Treas Bills		395,000	0.000%	01/19/21	394,955	394,992
United States Treas Bills		85,000	0.000%	01/26/21	84,980	84,997
United States Treas Bills		1,235,000	0.000%	02/16/21	1,234,505	1,234,901
United States Treas Bills		1,330,000	0.125%	09/30/22	1,329,610	1,330,053
United States Treas Bills		4,965,000	0.000%	10/31/22	4,962,149	4,965,794
United States Treas Bills		762,000	0.875%	11/15/30	760,038	759,501
United States Treas Bills		9,302,000	0.125%	11/30/22	9,298,627	9,303,116
United States Treas Bills		6,625,000	0.375%	11/30/25	6,620,992	6,634,341
United States Treas Bills		230,000	0.125%	12/31/22	229,944	230,022
United States Treas Bills		6,270,000	0.375%	12/31/25	6,269,308	6,274,891
Washington St Go		85,000	5.040%	08/01/31	97,509	107,944
Total U.S. Government Securities					41,032,073	41,265,251

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
Corporate Bonds:						
	Abbvie Inc	100,000	3.600%	05/14/25	102,184	111,409
	Aercap Ireland Capital Limited	40,000	3.300%	01/23/23	41,282	41,738
	Aercap Ireland Capital Limited	50,000	4.125%	07/03/23	53,150	53,558
	Aercap Ireland Capital Limited	30,000	3.650%	07/21/27	28,300	32,600
	Aercap Ireland Capital Limited Sr Glbl Nt	75,000	3.950%	02/01/22	77,347	77,120
	Air Lease Corp	35,000	3.250%	10/01/29	31,917	36,990
	Air Lease Corp Sr Glbl Nt	100,000	3.500%	01/15/22	99,290	102,911
	Alimentation Couche Tard Inc Sr Glbl 144a 27	50,000	3.550%	07/26/27	50,682	56,300
	Amgen Inc Sr Nt	80,000	3.625%	05/15/22	82,771	82,886
	Anheuser-Busch Inbev Wldw Inc	10,000	3.500%	06/01/30	9,979	11,584
	Anheuser-Busch Inbev Wldw Inc	45,000	4.350%	06/01/40	44,972	55,213
	Anheuser-Busch Inbev Wldw Inc Sr Nt	95,000	4.750%	01/23/29	94,701	117,316
	Aon Corp	65,000	2.800%	05/15/30	64,977	70,913
	Apple Inc Sr Glbl Nt	45,000	3.250%	02/23/26	44,902	50,499
	AT&T Inc Dtd	70,000	3.800%	02/15/27	69,731	80,565
	AT&T Inc	165,000	4.350%	03/01/29	192,020	196,789
	Bacardi Ltd Sr Glbl 144a 28	20,000	4.700%	05/15/28	19,675	23,726
	Banc of America Merrill Lynch 2018 Park Cl A	70,000	4.091%	08/10/28	72,335	82,392
	Bank of America Corp	45,000	3.559%	04/23/27	45,000	50,810
	Bank of America Corp Fr	45,000	2.592%	04/29/31	45,000	48,229
	Bank of America Corp Ser N	50,000	2.496%	02/13/31	50,704	53,104
	Barings Clo Ltd Ser 2013-I Cl Ar	73,988	0.988%	01/20/28	73,988	73,601
	Bat Cap Corp	45,000	4.390%	08/15/37	45,671	50,549
	Bat Cap Corp	50,000	3.462%	09/06/29	50,000	54,539
	Bat Cap Corp	35,000	2.726%	03/25/31	35,000	36,251
	Baylor Scott & White Hldgs Tax	115,000	2.650%	11/15/26	107,465	124,605
	Bb-Ubs Trust Ser 212-Show Cl A	45,000	3.430%	11/07/36	44,198	46,884
	Becton Dickinson & Co Dtd	70,000	3.363%	06/06/24	67,312	76,096
	Berkshire Hathaway Inc Sr Nt Dtd	100,000	3.125%	03/15/26	99,906	111,731
	Black Hills Corp Sr Glbl Nt Dtd	50,000	3.950%	01/15/26	49,849	56,343
	Bon Secours Mercy Health Inc	80,000	0.000%	06/01/31	80,000	82,163
	Boston Pptys Ltd Partnership	50,000	3.250%	01/30/31	50,349	55,126
	Bp Cap Markets America	60,000	3.633%	04/06/30	60,000	69,898
	Brazos Higher Ed Auth Ser 2010-I Cl A-2	80,000	1.347%	02/25/35	76,832	80,728
	Brazos Higher Ed Auth Ser 2011-2 Cl A-3	80,000	1.176%	10/27/36	77,192	80,058
	Broadcom Corp	75,000	3.625%	01/15/24	78,201	81,065
	Brooklyn Union Gas Co Sr Glbl	100,000	3.407%	03/10/26	100,000	111,669
	Canadian Natural Resources Ltd Nt	16,000	3.850%	06/01/27	15,825	17,953
	Centene Corp	200,000	3.000%	10/15/30	210,500	211,980
	Charter Communications Oper Sr Sec Nt	115,000	4.908%	07/23/25	121,289	133,567
	Cigna Corp Sr Glbl Nt	110,000	2.400%	03/15/30	109,815	117,284
	Cigna Corp Sr Glbl Nt	180,000	4.125%	11/15/25	183,732	207,364
	Citigroup Inc	65,000	4.412%	03/31/31	73,967	78,823
	Citigroup Inc	20,000	3.352%	04/24/25	21,590	21,744
	Citigroup Inc	80,000	2.572%	06/03/31	80,007	85,269

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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
	Citigroup Inc Sr Glbl	125,000	3.142%	01/24/23	125,000	128,536
	Commonspirit Health Bd	80,000	2.782%	10/01/30	80,000	84,699
	Continental Airlines Inc Pass Thru Cert Ser A	51,878	5.983%	04/19/22	45,402	52,492
	Crane Co Sr Nt	60,000	4.450%	12/15/23	62,026	65,758
	Credit-Based Asset Serv & Sec Ser 2003-Cb3 Cl Af-1	56,665	3.379%	12/25/32	50,481	57,234
	Crown Castle Intl Corp	45,000	3.300%	07/01/30	44,631	50,368
	CVS Health Corporation	14,000	4.300%	03/25/28	13,993	16,659
	CVS Health Corporation	60,000	5.050%	03/25/48	59,658	81,317
	CVS Health Corporation Sr Glbl Nt	85,000	2.875%	06/01/26	84,268	93,292
	CVS Health Corporation Sr Nt	90,000	3.250%	08/15/29	89,187	101,361
	Cyrusone LP/Fin Corp	125,000	2.900%	11/15/24	126,394	133,451
	Cyrusone LP/Fin Corp	50,000	3.450%	11/15/29	50,599	53,787
	Daimler Finance North Amer LLC Sr Glbl	60,000	3.000%	02/22/21	59,365	60,198
	Delta Air Lines Inc	155,216	2.000%	03/12/22	155,216	154,886
	Delta Air Lines Ser 2002-1 Cl G-1	49,314	6.718%	07/02/24	55,517	50,675
	Disney Walt Co	95,000	2.650%	01/13/31	95,465	104,149
	Dryden 30-R Sr Ln Fd Ser 2013-30r Cl A-R	45,000	3.436%	11/15/28	44,915	44,639
	Duke Energy Corp	75,000	2.650%	09/01/26	74,769	81,720
	Emory University	90,000	2.143%	09/01/30	90,000	94,611
	Enbridge Energy Partners LP	40,000	5.875%	10/15/25	39,862	48,899
	Energy Transfer Operating	60,000	5.500%	06/01/27	67,630	70,620
	Energy Transfer Operating	25,000	4.950%	06/15/28	25,002	28,815
	Energy Transfer Partners LP	50,000	4.900%	02/01/24	50,240	54,726
	Eqt Corporation	10,000	3.900%	10/01/27	8,700	9,935
	Exxon Mobil Corp	145,000	3.482%	03/19/30	145,000	168,634
	Fifth Third Bancorp	55,000	2.550%	05/05/27	54,892	59,858
	Ford Motor Credit Co LLC	92,000	5.596%	01/07/22	92,439	95,099
	Ford Motor Credit Co LLC	235,000	3.336%	03/18/21	235,881	235,588
	Ford Motor Credit Co LLC Sr Glbl Fl Nt	70,000	1.256%	08/03/22	69,373	68,265
	Ge Capital International Fdg	170,000	4.418%	11/15/35	160,772	202,904
	General Elec Cap Corp	30,000	6.750%	03/15/32	35,926	42,062
	General Mtrs Co Sr Nt	70,000	4.875%	10/02/23	75,664	77,657
	General Mtrs Finl Co Inc	40,000	3.550%	04/09/21	39,984	40,310
	General Mtrs Finl Co Inc	15,000	4.375%	09/25/21	15,515	15,405
	General Mtrs Finl Co Inc	20,000	4.200%	11/06/21	20,712	20,614
	General Mtrs Finl Co Inc Sr Glbl Nt	35,000	3.150%	06/30/22	35,685	36,237
	General Mtrs Finl Co Inc Sr Glbl Nt	85,000	3.200%	07/06/21	86,166	85,915
	General Mtrs Finl Co Inc Sr Nt	10,000	3.450%	04/10/22	10,246	10,283
	Gilead Sciences Inc	160,000	0.000%	09/29/23	160,000	160,442
	Glp Cap LP/Glp Fing II Inc	20,000	5.375%	04/15/26	22,640	22,953
	Glp Cap LP/Glp Fing II Inc Sr Glbl	75,000	5.250%	06/01/25	78,004	84,381
	Glp Cap LP/Glp Fing II Inc Sr Nt	65,000	5.375%	11/01/23	67,485	71,011
	Glp Cap LP/Glp Fing II Inc Sr Nt	75,000	3.350%	09/01/24	74,924	78,733
	Goldentree Ln Opp 2014-9r2	115,000	3.619%	10/29/29	115,000	114,890
	HCA Inc Sr Glbl Nt	20,000	5.250%	06/15/26	22,892	23,670

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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
	HCA Inc Sr Sec Nt	90,000	5.000%	03/15/24	94,516	101,247
	HCA Inc Sr Sec Nt	110,000	4.125%	06/15/29	109,447	127,609
	HCP Inc Note	55,000	4.200%	03/01/24	57,261	60,367
	HCP Inc Note	10,000	4.250%	11/15/23	10,381	10,946
	Healthpeak Pptys Inc Com	35,000	3.000%	01/15/30	36,504	38,308
	Higher Education Fdg I 2014-1 20340525 Flt	53,941	1.197%	05/25/34	53,941	54,110
	HSBC Holdings Plc	200,000	0.000%	09/22/28	200,000	204,746
	Hudson Pac Pptys LP	50,000	3.950%	11/01/27	46,227	55,038
	Humana Inc Sr Glbl Nt 27	80,000	3.950%	03/15/27	79,902	92,070
	Humana Inc Sr Glbl Nt	60,000	3.850%	10/01/24	63,242	66,404
	IHS Markit Ltd Sr Glbl Nt	95,000	4.125%	08/01/23	94,722	103,294
	Intel Corp	115,000	3.900%	03/25/30	114,764	138,003
	JGWPT XXX LLC Ser 2013-3 Cl A	33,675	4.080%	01/17/73	33,678	38,546
	JGWPT XXXII LLC Ser 2014-2 Cl A	43,896	3.610%	01/17/73	43,868	48,995
	JP Morg Chase Cmbs 2016-Nine 20380909 Flt	45,000	2.949%	09/09/38	42,324	48,778
	JP Morgan Chase & Co Sr Nt	45,000	3.200%	06/15/26	48,098	50,326
	JP Morgan Chase Bank	95,000	4.493%	03/24/31	95,000	109,820
	JP Morgan Chase Bank Na	190,000	3.960%	01/29/27	190,000	218,327
	JPMBB Coml Mtg Sec Tr 2014-C19 20470417	185,000	3.669%	04/17/47	193,192	186,324
	Kraft Foods Group Inc	45,000	6.875%	01/26/39	52,026	62,355
	Kraft Heinz Foods Co	157,000	5.000%	07/15/35	172,131	190,322
	Kraft Heinz Foods Co Sr Glbl	90,000	4.625%	01/30/29	92,745	102,982
	L3 Technologies Inc	80,000	3.850%	06/15/23	79,843	86,412
	Life Storage LP Sr Nt	105,000	2.200%	10/15/30	104,500	107,181
	Lloyds Bkg Group Plc	120,000	3.900%	03/12/24	126,942	131,903
	Lloyds Bkg Group Plc	75,000	3.870%	07/09/25	75,000	82,687
	Metropolitan Life Global Fd	150,000	3.875%	04/11/22	149,840	156,773
	Navient Student Ln Tr 2014-1 20310625 Flt	109,038	0.602%	06/25/31	109,038	106,619
	Navient Student Ln Tr 2014-3 20430325 Flt	90,939	0.712%	03/25/43	90,939	89,824
	Navient Student Ln Tr 2014-4 20430325 Flt	44,487	0.712%	03/25/43	44,487	43,466
	Navient Student Ln Tr 2014-7 20430325 Flt	174,212	0.702%	03/25/43	173,384	170,937
	Navient Student Ln Tr 2016-2 20650625 Flt	230,000	1.592%	06/25/65	237,763	237,471
	Navient Student Ln Tr 2017-3 20660726 Flt	100,000	1.142%	07/26/66	100,000	101,128
	Navient Student Ln Tr 2018-3 20670325 Flt	150,000	0.930%	03/25/67	150,836	149,864
	Nelnet St Ln Tr 2014-4 20431125 Flt	80,000	1.076%	11/25/43	80,000	80,588
	New York Life Global Fdg Mtn 144a Nt 3%	115,000	3.000%	01/10/28	107,905	128,353
	Nextera Energy Cap Hldgs Inc Sr Glbl Fl Db	195,000	0.672%	05/04/21	195,000	195,261
	Octagon Inv Ptns 2015-25r 20261020 Flt	35,024	1.018%	10/20/26	34,850	34,898
	Oracle Corp	10,000	3.250%	11/15/27	9,989	11,411
	Oracle Corp Sr Nt	70,000	2.400%	09/15/23	69,988	73,605
	Pemex Proj Fdg Master Tr Company Guarnt	135,000	6.625%	06/15/35	125,236	133,650
	Petroleos Mexicanos	25,000	6.500%	03/13/27	23,500	26,330
	Petroleos Mexicanos	20,000	6.500%	01/23/29	19,017	20,733
	Petroleos Mexicanos Fr	25,000	5.350%	02/12/28	21,263	24,731
	Plains All Amer Pipeline LP Sr Glbl Nt	40,000	4.500%	12/15/26	43,519	44,804
	Queens Ctr Mtg	50,000	3.275%	01/31/37	48,821	51,989
	Rbs Coml Fd Inc Ser 2013-Gsp Cl A	15,000	3.834%	01/15/32	15,787	15,843

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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
	Relx Capital Inc Sr Nt	50,000	4.000%	03/18/29	49,420	59,355
	Residential Accredit Loans, Inc Ser 2005-QO3	56,808	0.892%	10/25/45	37,695	48,733
	Residential Asset Mortgage Prod	4,940	7.000%	11/25/31	5,106	5,205
	Residential Asset Secur Tr Flt	5,860	2.868%	10/25/34	5,926	5,761
	Residential Asset Secur Tr Flt	6,681	0.892%	11/25/34	6,681	6,304
	Reynolds American Inc	45,000	5.700%	08/15/35	52,450	56,873
	Ruby Pipeline LLC	62,879	8.000%	04/01/22	67,570	62,245
	Sabine Pass Liquefaction LLC Sr Sec Nt	35,000	5.750%	05/15/24	36,526	40,015
	Salle Mae Student Loans	25,000	2.026%	07/25/29	24,037	24,171
	Santander UK Plc Sr Glbl Coco 24	115,000	4.796%	11/15/24	121,440	127,920
	SLM Student Loan Trust	25,000	2.026%	04/25/29	22,654	23,162
	SLM Student Ln Tr 2012-7 Ser 2012-7 Cl A-3	52,095	0.742%	05/26/26	52,095	50,002
	SLM Student Loan Trust	25,000	2.426%	10/25/75	25,044	24,897
	SLM Student Loan	25,000	1.376%	04/25/29	24,269	22,823
	SLM Student Loan	25,000	2.026%	07/25/73	21,746	24,228
	SLM Student Loan	25,000	2.026%	07/25/29	23,912	23,832
	SLM Student Loan	27,040	1.676%	04/25/23	27,374	27,027
	SLM Student Loan	25,000	2.426%	10/25/29	25,045	24,885
	SLM Student Loan	100,000	0.336%	01/25/41	88,699	97,335
	SLM Student Loan Ser 2011-2 Cl A-2	75,000	1.129%	10/25/34	72,147	76,114
	SLM Student Loan Trust	25,000	1.376%	01/25/29	22,220	22,186
	Spire Inc	120,000	3.543%	02/27/24	120,000	126,124
	Sprint Spectrum Co	80,000	5.152%	09/20/29	78,600	92,600
	Starbucks Corp	80,000	2.000%	03/12/27	79,673	84,893
	Texas Estn Transmission	50,000	2.800%	10/15/22	48,210	51,682
	Tucson Elec Pwr Co	100,000	3.850%	03/15/23	102,483	106,384
	UnitedHealth Group Inc	135,000	3.700%	12/15/25	151,586	154,969
	US Airways Pt Trust	67,405	5.900%	04/01/26	73,827	67,373
	US Airways Pt Trust Ser 2012-2 Cl A	52,624	4.625%	12/03/26	56,025	46,903
	Utilicorp Utd Inc	150,000	8.270%	11/15/21	139,500	159,084
	Vodafone Group Plc	35,000	3.750%	01/16/24	34,298	38,247
	Vodafone Group Plc	60,000	4.375%	05/30/28	59,221	71,860
	Walgreens Boots Alliance Inc Sr Nt	45,000	3.800%	11/18/24	45,749	49,737
	Wells Fargo & Co Sr Nt	55,000	2.393%	06/02/28	55,000	58,554
	Wells Fargo & Co Sr Nt	275,000	2.879%	10/30/30	283,144	300,022
	Wells Fargo & Co Sr Nt Fr	55,000	3.584%	05/22/28	59,867	62,347
	Wells Fargo Co Mtn Be Fr	235,000	3.300%	09/09/24	235,000	257,374
	Welltower Inc	125,000	3.950%	09/01/23	124,959	135,623
	Wrkco Inc Sr Glbl	45,000	4.650%	03/15/26	44,934	52,923
	Total Corporate Bonds				13,216,675	14,124,830
	Common Stocks:					
	Abiomed Inc	3,422			695,909	1,109,412
	ACI Worldwide Inc	2,204			52,207	84,700
	Activision Blizzard Inc	13,148			646,196	1,220,792
	Activision Blizzard Inc	3,585			267,856	332,867

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Acuity Brands Inc	1,330	144,189	161,050
	Adobe Systems Inc	4,053	458,560	2,026,986
	Agco Corp	1,674	89,440	172,573
	Air Transport Services Group Inc	28,627	471,667	897,170
	Akamai Technologies Inc	6,414	625,652	673,406
	Align Technology Inc	3,180	682,496	1,699,328
	Allison Transmission Hldgs Inc	3,943	169,405	170,062
	Ally Fin Inc Com	7,060	177,224	251,760
	Amazon Com Inc Sr	730	593,849	2,377,559
	American Equity Investment Life Holding Co	11,752	312,891	325,060
	Ameriprise Financial Inc	1,126	75,970	218,816
	AmerisourceBergen Corp	2,665	247,353	260,530
	Amgen Inc	1,147	271,766	263,718
	Amphenol Corp	4,986	526,335	652,019
	Anthem Inc	804	219,113	258,156
	Apple Inc Com	5,792	385,515	768,540
	Applied Materials Inc Com	12,947	640,656	1,117,326
	Applied Materials Inc Com	7,340	446,432	633,442
	Aptiv Pls Shs	1,322	77,135	172,243
	Archer-Daniels-Midland Co	1,342	51,495	67,650
	Argan Inc	9,744	385,612	433,511
	Armstrong World Industries Inc.	7,429	403,061	552,643
	Atkore Intl Group Inc Com	9,750	227,224	400,823
	Autoliv Inc	1,855	123,178	170,846
	AutoZone Inc	245	243,044	290,433
	Avaya Hldgs Corp Com	25,700	563,946	492,155
	Axalta Coating Sys Ltd Com	6,282	105,213	179,351
	Axis Capital Holdings Ltd Com	10,257	405,179	516,850
	Bank Of America Corp	7,511	135,060	227,658
	Bank Of New York Mellon Corp	5,282	202,769	224,168
	Barrett Business Services Inc	2,587	128,231	176,459
	Berry Global Group Inc	1,312	63,000	73,721
	Best Buy Co Inc	2,651	221,796	264,543
	BioMarin Pharmaceutical Inc	5,530	488,885	484,926
	BJS Whsl Club Hldgs Inc Com	18,927	524,588	705,599
	BJS Whsl Club Hldgs Inc Com	7,295	212,559	271,958
	Booking Hldgs Inc	770	983,545	1,714,998
	Booz Allen Hamilton Hldg Corp	7,769	633,327	677,301
	BorgWarner Inc	4,038	153,346	156,028
	Bp Plc Sponsored Adr	4,118	165,307	84,501
	Bristol-Myers Squibb Co	20,543	1,071,030	1,274,282
	Brunswick Corp De	3,869	272,782	294,973
	Cadence Design Systems Inc	5,355	327,525	730,583
	Campbell Soup Company	5,669	260,138	274,096
	Cannae Hldgs Inc Com	19,585	244,484	867,028
	Cardinal Health Inc	4,892	236,074	262,016

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Carlisle Cos Inc	1,084	110,380	169,299
	Cdk Global Inc Com	11,593	425,101	600,865
	Cdw Corp Com	5,110	712,955	673,447
	Celanese Corp Series A	527	36,833	68,478
	CenterPoint Energy Inc	6,920	155,819	149,749
	Chevron Corp Com	1,023	96,950	86,392
	Citigroup Inc	3,942	206,959	243,064
	Citizens Finl Group Inc Com	6,395	208,571	228,685
	Colfax Corporation	5,528	154,772	211,391
	Comfort Systems USA Inc Com	8,800	354,019	463,408
	Computer Programs & Systems Inc	10,076	257,276	270,440
	Computer Services Inc	6,087	95,012	361,568
	ConocoPhillips	2,165	108,065	86,578
	Core Laboratories Nv	1,327	34,153	35,179
	Corning Inc	17,648	609,496	635,328
	Costar Group Inc Com	676	371,997	624,813
	Costco Wholesale Corp	4,228	1,374,131	1,593,026
	Crane Co	2,123	143,673	164,872
	Crocs Inc	4,238	246,063	265,553
	Crown Holdings Inc	660	31,980	66,132
	Cubic Corp	7,559	383,280	468,960
	Cummins Inc	699	86,151	158,743
	Cushman Wakefield Plc	9,128	97,651	135,368
	DaVita Inc	2,359	135,105	276,947
	Deckers Outdoor Corp	1,009	145,466	289,361
	Dentsply Sirona Inc Com	4,913	247,100	257,245
	Dick's Sporting Goods Inc	4,956	277,089	278,577
	Discover Financial Services	2,794	114,253	252,941
	Dollar General Corp	1,317	219,463	276,965
	Dominion Energy Inc	1,878	144,933	141,226
	Dover Corp	1,302	83,577	164,378
	Dr Horton Inc	3,905	185,272	269,133
	DXC Technology Co Com	12,450	211,165	320,588
	Eastman Chemical Co	729	45,068	73,104
	Edwards Lifesciences Corp	10,558	318,302	963,206
	Emcor Group Inc	1,806	92,442	165,177
	Emerson Electric Co	2,146	110,753	172,474
	Eplus Inc. Com	5,841	413,728	513,716
	Equitable Hldgs Inc Com	8,527	174,200	218,206
	Estee Lauder Cos Inc	3,920	853,553	1,043,465
	Evergy Inc	2,653	167,796	147,268
	Evolution Petroleum Corp Com	26,099	165,677	74,382
	Exact Sciences Corp	10,707	738,600	1,418,570
	Exelon Corp	3,587	143,738	151,443
	Extended Stay Amer Inc Com Class B	34,203	564,149	506,546
	Exxon Mobil Corp	2,218	169,446	91,426

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Facebook Inc Class A	8,353	961,955	2,281,705
	Fair Isaac Corp	1,255	456,290	641,355
	Franklin Resources Inc	9,857	273,934	246,326
	Garmin Ltd Shs	2,369	226,159	283,475
	General Mills Inc	4,220	183,835	248,136
	General Mtrs Co	6,856	295,972	285,484
	Gentex Corp	4,830	94,208	163,882
	GMS Inc Com	6,325	156,644	192,786
	Goldman Sachs Group Inc	930	153,566	245,250
	Graftech International Ltd	44,393	498,351	473,229
	Halliburton Co	5,024	61,856	94,954
	Harsco Corp	12,953	343,379	232,895
	Helmerich & Payne Inc	3,701	153,614	85,715
	Henry Schein Inc	3,915	262,033	261,757
	HollyFrontier Corp	9,191	218,932	237,587
	Hologic Inc	3,575	155,820	260,367
	Hostess Brands Inc	45,100	567,112	660,264
	Humana Inc	644	171,000	264,214
	Idexx Laboratories Inc	3,041	581,662	1,520,105
	Illumina Inc	3,399	547,419	1,257,630
	Ingles Markets Inc	7,263	252,504	309,840
	Ingredion Inc Com	819	67,671	64,431
	Insperity Inc	1,639	103,173	133,447
	International Paper Co	1,398	54,532	69,509
	Intuit Inc	3,808	1,059,795	1,446,469
	Ituran Location And Control Ltd	9,988	235,799	190,271
	J Alexanders Hldgs Inc Com	15,045	142,399	109,678
	Jacobs Engineering Group Inc	1,480	92,970	161,261
	Jazz Pharmaceuticals Plc	1,676	189,323	276,624
	Johnson & Johnson	1,836	221,214	288,950
	Keycorp	15,011	264,668	246,331
	Keysight Technologies Inc Com	5,599	545,365	739,572
	Kimberly Clark Corp	1,951	259,512	263,053
	KLA-Tencor Corp	2,668	541,511	690,772
	Kraft Heinz Co Com	7,779	227,533	269,620
	Laboratory Corp America Holdings	1,245	238,643	253,420
	Lam Research Corp	1,418	524,751	669,679
	Lear Corporation	1,075	118,923	170,957
	Lennar Corp	3,745	216,700	285,481
	Liberty Latin Amer Ltd	34,527	661,346	382,904
	Liberty TripAdvisor Hldgs Inc Ser A	15,471	140,573	67,144
	Lincoln National Corp In	4,272	134,665	214,924
	Lithia Motors Inc Cl A Com	1,059	250,023	309,938
	Lowes Companies Inc	1,859	252,874	298,388
	Lumen Technologies Inc Com	14,012	155,231	136,617
	Lyondellbasell Industries Nv Shs Class A	778	59,605	71,311

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Marathon Oil Corp	13,610	163,596	90,779
	Masco Corp	3,078	105,209	169,075
	Match Group Inc New Com	5,902	659,821	892,323
	McKesson Corp	1,561	267,539	271,489
	Mednax Inc	6,716	157,545	164,811
	MetLife Inc	5,034	194,870	236,346
	Micron Technology Inc	9,536	700,303	716,916
	Microsoft Corp	3,033	429,883	674,600
	Molson Coors Brewing Co	5,927	224,432	267,841
	Morgan Stanley	3,670	139,747	251,505
	MSC Industrial Direct Co	1,767	127,698	149,117
	MSCI Inc	3,937	611,152	1,757,989
	Murphy USA Inc Com	1,485	89,378	194,342
	Murphy USA Inc Com	2,067	288,463	270,508
	National Oilwell Varco Inc	6,642	79,286	91,195
	NCR Corp	16,024	503,087	602,022
	New Oriental Education & Technology Group	7,150	725,173	1,328,542
	New York Community Bancorp Inc	21,951	209,186	231,583
	Newmark Group Inc Cl A	10,922	156,043	79,621
	Nike Inc	14,758	899,170	2,087,814
	NRG Energy Inc	4,330	119,334	162,592
	Nucor Corp	1,235	71,926	65,690
	Nvent Electric Plc	7,078	148,656	164,847
	Nvidia Corp	3,530	558,573	1,843,366
	Nvidia Corp	1,293	407,143	675,205
	NVR Inc	71	296,169	289,670
	Oaktree Specialty Lending Corp	55,941	282,361	311,591
	Oge Energy Corp	4,515	152,574	143,848
	Oracle Corp	10,692	642,907	691,665
	Orbcomm Inc Com	46,473	155,256	344,830
	Owens Corning Inc	921	58,791	69,775
	Packaging Corp Of America	536	46,809	73,920
	Park Aerospace Corp	14,127	181,819	189,443
	Parker Hannifin Corp	609	55,997	165,898
	PayPal Hldgs Inc Com	9,189	746,719	2,152,064
	PBF Energy Inc Cl A	7,546	214,303	53,577
	Perspecta Inc	14,068	275,328	338,757
	Pfizer Inc	6,490	235,180	238,897
	Philip Morris International Inc	3,211	258,175	265,839
	Portland General Electric Co	3,545	173,999	151,620
	Premier Inc Com Cl A	20,845	664,341	731,660
	Principal Financial Group Inc	4,513	178,140	223,890
	Prudential Financial Inc	3,011	178,109	235,069
	Public Service Enterprise Group Inc	2,555	122,852	148,957
	Pulte Group Inc	6,543	299,943	282,134
	Regions Financial Corp	13,913	129,551	224,278

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Reliance Steel & Aluminum Co	556	36,318	66,581
	RH Com	630	166,931	281,938
	Roku Inc	1,470	250,499	488,069
	Royal Dutch Shell Plc Adr	2,374	124,810	83,422
	Salesforce Com Inc	7,129	543,768	1,586,416
	Sarepta Therapeutics Inc	4,860	603,200	828,581
	Scotts Miracle-Gro Co	1,484	172,094	295,524
	Seagate Technology Plc	10,050	662,409	624,708
	ServiceNow Inc Sr Cv	3,591	269,537	1,976,594
	Sherwin-Williams Co	1,419	700,580	1,042,837
	Smucker J M Co	2,214	248,684	255,938
	Sonoco Products Co	1,133	60,405	67,130
	SP Plus Corp Com	8,532	228,633	245,978
	Splunk Inc	7,337	628,181	1,246,483
	Square Inc Cl A	5,436	390,959	1,183,091
	State Street Corp	3,120	193,718	227,074
	Steel Dynamics Inc	1,877	58,288	69,205
	Synchrony Finl Com	7,174	186,618	249,010
	T Mobile Us Inc Com	1,123	64,630	151,437
	Target Corp	1,669	169,791	294,629
	Te Connectivity Ltd	5,820	620,638	704,627
	Tempur-Sealy International, Inc	10,420	252,126	281,340
	Texas Instruments Inc	4,057	541,718	665,875
	Toll Brothers Inc	5,971	283,482	259,559
	Total Sa Adr	1,927	100,033	80,761
	Tractor Supply Co	2,096	260,531	294,656
	Trane Technologies Plc Shs	6,459	562,153	937,588
	Trimas Corp Com	10,930	251,035	346,153
	Uber Technologies Inc Com	16,669	467,755	850,119
	UGI Corp New	4,039	144,885	141,203
	Unifirst Corp	3,707	374,156	784,735
	Unilever Plc Sponsored Adr New	4,660	226,078	281,278
	United Rentals Inc	676	71,079	156,771
	United Therapeutics Corp	1,890	201,536	286,883
	UnitedHealth Group Inc	4,102	799,619	1,438,489
	Universal Health Services Inc	2,007	223,480	275,963
	Unum Group	9,527	249,643	218,549
	US Ecology Inc	7,174	261,297	260,631
	US Foods Hldg Corp Com	8,589	206,177	286,100
	Valvoline Inc Com	2,928	62,455	67,754
	Verizon Communications Inc	2,385	128,704	140,119
	Viad Corp	8,086	384,332	292,471
	Visa Inc Class A Shares	9,265	942,916	2,026,533
	Vonage Holdings Corp	20,894	206,643	269,010
	Voya Finl Inc Com	4,003	233,383	235,416
	Western Union Co	11,865	247,017	260,318

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value**	**Cost**	**Current Value**
	Westlake Chemical Corp	866	50,282	70,666
	Westrock Co Com	1,639	63,931	71,346
	Whirlpool Corp	1,511	298,160	272,720
	White Mountains Insurance Group Ltd	860	555,792	860,568
	Whole Earth Brands Inc	35,762	276,026	389,806
	Williams-Sonoma Inc	2,667	234,486	271,607
	World Fuel Services Corp	5,521	199,126	172,034
	Yelp Inc Cl A	10,558	352,202	344,930
	Zimmer Biomet Hldgs Inc	1,872	257,366	288,453
	Total Common Stock		72,244,251	108,219,180
	Limited Partnerships:			
	Rocket Ventures	61	3,000,000	1,065,119
	Blackstone	163,630	16,362,981	19,999,847
	Total Limited Partnerships		19,362,981	21,064,966
	Value of Interest in Common Collective Trusts:			
	Multi-Employer Property Trust	191,759	19,175,949	22,606,157
	IBEW-NECA Equity Index Fund	177,181	9,848,222	13,861,311
	Wilmington Trust CIT EBP Intl Fundamental Value Fund	564,856	34,930,102	36,868,161
	Total Value of Interest in Common Collective Trusts		63,954,273	73,335,629
	Value of Interest in Registered Investment Companies:			
	AFL-CIO Housing Investment Trust	7,413	8,281,077	15,754,858
	American Funds Growth Fd of America R6	103,708	5,668,834	6,989,348
	Baird Core Plus Bond Inst	406,918	4,798,172	4,939,986
	Blackrock Strategic Inc Opp Port K	3,183,822	31,470,125	33,048,076
	Brandes International Equity Fund R6	28,345	462,985	472,794
	Janus Triton	692,765	21,946,630	27,073,251
*	MassMutual Select T. Rowe Price Retirement 2015 Fund Class I	112,147	1,784,182	1,888,548
*	MassMutual Select T. Rowe Price Retirement 2020 Fund Class I	266,790	4,229,212	4,554,105
*	MassMutual Select T. Rowe Price Retirement 2025 Fund Class I	266,870	4,227,383	4,696,918
*	MassMutual Select T. Rowe Price Retirement 2030 Fund Class I	314,016	4,928,006	5,652,296
*	MassMutual Select T. Rowe Price Retirement 2035 Fund Class I	291,153	4,657,697	5,342,656
*	MassMutual Select T. Rowe Price Retirement 2040 Fund Class I	239,563	3,876,426	4,470,252

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value**	**Cost**	**Current Value**
*	MassMutual Select T. Rowe Price Retirement 2045 Fund Class I	188,978	3,060,792	3,558,465
*	MassMutual Select T. Rowe Price Retirement 2050 Fund Class I	89,550	1,445,343	1,686,223
*	MassMutual Select T. Rowe Price Retirement 2055 Fund Class I	57,819	938,760	1,085,837
*	MassMutual Select T. Rowe Price Retirement 2060 Fund Class I	12,791	205,611	239,953
	Metropolitan West Intermediate Bond I	375,615	4,037,158	4,097,959
	MFS New Discovery Value R5	44,097	654,848	744,805
	MFS Value R4	54,812	2,170,170	2,457,213
	Pimco Inflation Response MultiAsset Instl	97	841	861
	RBC Small Cap Core I	10,471	324,315	304,695
	T. Rowe Price Retirement 2015	1	2	2
	T. Rowe Price Retirement 2020	1	11	12
	T. Rowe Price Retirement 2025	1	17	19
	T. Rowe Price Retirement 2030	1	12	14
	T. Rowe Price Retirement 2035	1	11	14
	T. Rowe Price Retirement 2040	1	13	15
	T. Rowe Price Retirement 2045	1	10	12
	T. Rowe Price Retirement 2050	1	4	5
	T. Rowe Price Retirement 2055	1	2	3
	T. Rowe Price Retirement Income	144,377	2,216,304	2,278,271
	Vanguard Mid-Cap Index Adm	1,805	337,211	462,724
	WCM Focused International Growth Instl	1,574,528	22,493,370	38,969,568
	Wells Fargo Advantage S/T Hi-Yld Bd	199,011	1,588,446	1,637,858
	Total Value of Interest in Registered Investment Companies		135,803,980	172,407,616
	Value of Interest in 103-12 Investment Entities:			
	Parametric Defensive Equity Fund LLC	32,478,392	32,478,392	39,489,746
	Guaranteed Investment Contract:			
*	Mass Mutual SAGIC	90,951,002	90,951,002	90,951,002
	***Participant Loans**	Various Maturities 4.25% - 6.50%	--	778,801
	Totals		$ 472,619,838	$ 565,213,132

* 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, 2020 AND 2019

MSPC
Certified Public Accountants and Advisors, P.C.

MOORE

An independent firm associated with
Moore Global Network Limited

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

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MSPC
Certified Public
Accountants and Advisors, P.C.

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, 2020 and 2019, 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.

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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, 2020 and 2019, 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 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 1, 2021

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

Statements of Net Assets Available for Benefits

	December 31, 2020	December 31, 2019
Assets:		
Investments at Fair Value:		
Interest Bearing Cash Accounts	$ 3,576,111	$ 4,632,775
Common Stocks	108,219,180	100,453,836
U.S. Government Securities	41,265,251	35,909,078
Corporate Bonds	14,124,830	15,377,273
Limited Partnerships	21,064,966	20,451,357
Common Collective Trusts	73,335,629	72,413,718
103-12 Investment Entity	39,489,746	37,758,178
Mutual Funds	172,407,616	165,567,475
Total Investments at Fair Value	473,483,329	452,563,690
Investments at Contract Value:		
Guaranteed Investment Contract	90,951,002	59,313,214
Total Investments	564,434,331	511,876,904
Receivables:		
Employers' Contributions	1,521,388	2,049,671
Participants' Contributions	382,650	379,709
Notes Receivable from Participants	778,801	757,035
Interest and Dividends	179,103	246,395
Total Receivables	2,861,942	3,432,810
Other Assets:		
Prepaid Expenses	4,935	3,689
Cash	532,134	637,118
Total Assets	567,833,342	515,950,521
Liabilities:		
Accounts Payable	454,188	458,883
Due to Related Parties	27,800	134,110
Due to Broker	3,529,670	794,521
Total Liabilities	4,011,658	1,387,514
Net Assets Available for Benefits	$ 563,821,684	$ 514,563,007

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, 2020	2019
Additions to Net Assets Attributed to:		
Investment Income:		
Net Appreciation in Fair Value of Investments	$ 54,716,353	$ 66,353,540
Interest and Dividends	6,854,445	9,503,964
Totals	61,570,798	75,857,504
Less: Investment Fees	1,083,952	1,139,920
Net Investment Income	60,486,846	74,717,584
Interest Income on Notes Receivable from Participants	43,026	36,729
Contributions:		
Employers - Net	17,254,418	19,891,988
Participants	4,462,713	4,420,773
Total Contributions	21,717,131	24,312,761
Total Additions	82,247,003	99,067,074
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	32,430,732	23,115,436
Administrative Expenses:		
Consultants	289,978	284,779
Salaries	90,543	73,482
Fringe Benefits	48,608	36,475
Legal	46,605	52,192
Audit	26,216	34,595
Computer Programming and Maintenance	17,865	17,823
Insurance	7,503	9,663
Payroll Taxes	7,402	6,113
Rent	5,418	4,721
Postage	3,843	2,025
Miscellaneous	3,629	5,815
Office Supplies	3,229	2,349
Travel and Education	3,024	3,708
Telephone	2,630	2,270
Third Party Record Keeper Fees	1,010	905
Trustee Meetings	91	672
Total Administrative Expenses - Net	557,594	537,587
Total Deductions	32,988,326	23,653,023
Net Increase in Net Assets Available for Benefits	49,258,677	75,414,051
Net Assets Available for Benefits - Beginning of Years	514,563,007	439,148,956
Net Assets Available for Benefits - End of Years	$ 563,821,684	$ 514,563,007

See Accompanying 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.

Employer Contributions - Contributions, reflected on the accrual basis net of reciprocals, 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 subject to certain dollar limits as set by law. Rollover contributions are permitted, subject to various conditions.

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.

(1) Description of the Plan (Continued)

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 - Benefits are paid from employer contributions to participants who reach the normal retirement age of 60 or meet the requirements for early retirement. 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 also payable upon death, disability and termination of employment (no contributions for six consecutive months).

Benefit Payments - Participant Contributions - Benefits are paid from participant contributions for participants who reach the normal retirement age of 60 or meet the requirements for early retirement. Benefits are paid in the form of 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.

(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.

(2) Summary of Significant Accounting Policies (Continued)

Investment Valuation and Income Recognition (Continued) - 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 - Employers contributions reported in the financial statements are reflected on the accrual basis net of reciprocal contributions and payments. Employers' contributions receivable are determined based upon subsequent employers' remittance reports and cash receipts.

The Board of Trustees has established a program to review participating employer records in order to determine compliance with contribution provisions of the collective bargaining agreement. As a result of this program, previously unreported contributions are identified related to current and prior fiscal years. However, due to the collection efforts required by the Plan, including litigation, the ultimate realization of any additional contribution receivable cannot be reasonably estimated until the collection process is completed. Accordingly, the Plan primarily recognizes these previously unreported contributions in the fiscal year in which the settlement proceeds are received.

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, 2020 or 2019. 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 1, 2021, the date the financial statements were available to be issued.

(3) Investments

During the years ended December 31, 2020 and 2019, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the years) appreciated in value by $54,716,353 and $66,353,540, respectively.

(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.

(4) Fair Value Measurements (Continued)

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, 2020 and 2019.

Interest Bearing Cash Accounts: Valued using amortized costs, which approximates fair value.

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 (Level 1). Other U.S. Government Securities are valued using pricing models maximizing the use of observable inputs for similar securities (Level 2).

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.

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.

(4) Fair Value Measurements (Continued)

Common Collective Trusts and 103-12 Investment Entity: 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, 2020 and 2019.

	Assets at Fair Value as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Interest Bearing Cash Accounts	$ --	$ 3,576,111	$ --	$ 3,576,111
Common Stock	108,219,180	--	--	108,219,180
Corporate Bonds	--	14,124,830	--	14,124,830
U.S. Government Securities	34,517,583	6,747,668	--	41,265,251
Limited Partnerships	--	--	1,065,119	1,065,119
Mutual Funds	156,652,758	15,754,858	--	172,407,616
Total Assets in the Fair Value Hierarchy	$299,389,521	$ 40,203,467	$ 1,065,119	340,658,107
Investments Measured at Net Asset Value*				132,825,222
Total Assets at Fair Value				$473,483,329

	Assets at Fair Value as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Interest Bearing Cash Accounts	$ --	$ 4,632,775	$ --	$ 4,632,775
Common Stock	100,453,836	--	--	100,453,836
Corporate Bonds	--	15,377,273	--	15,377,273
U.S. Government Securities	29,529,354	6,379,724	--	35,909,078
Limited Partnerships	--	--	1,458,789	1,458,789
Mutual Funds	157,337,178	8,230,297	--	165,567,475
Total Assets in the Fair Value Hierarchy	$287,320,368	$ 34,620,069	$ 1,458,789	323,399,226
Investments Measured at Net Asset Value*				129,164,464
Total Assets at Fair Value				$452,563,690

(4) Fair Value Measurements (Continued)

* 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, 2020 and 2019:

	Year ended December 31, 2020 Limited Partnerships
Balance at Beginning of Year	$ 1,458,789
Realized Gains/(Losses)	--
Unrealized Gains/(Losses) Relating to Instruments Still Held at the Reporting Date	(393,670)
Purchases	--
Sales	--
Balance - End of Year	$ 1,065,119

	Year ended December 31, 2019 Limited Partnerships
Balance at Beginning of Year	$ 2,024,236
Realized Gains/(Losses)	--
Unrealized Gains/(Losses) Relating to Instruments Still Held at the Reporting Date	(116,467)
Purchases	--
Sales	(448,890)
Balance - End of Year	$ 1,458,789

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, 2020 and 2019:

	December 31, 2020			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common Collective Trusts:				
IBEW-NECA Equity Index Fund (b)	$ 13,861,311	None	Daily	Same Day
Multi-Employer Property Trust (c)	22,606,157	None	Quarterly	One Day
Wilmington Trust CIT International Fundamental Value Fund (f)	36,868,161	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (e)	39,489,746	None	(e)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (d)	19,999,847	None	Semiannual	95 days
Total	$132,825,222			

(4) Fair Value Measurements (Continued)

	December 31, 2019			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Common Collective Trusts:				
IBEW-NECA Equity Index Fund (b)	$ 18,355,750	None	Daily	Same Day
Multi-Employer Property Trust (c)	22,495,828	None	Quarterly	One Day
BUILD Fund of America (a)	36,577	None	(a)	N/A
Wilmington Trust CIT International Fundamental Value Fund (f)	31,525,563	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (e)	37,758,178	None	(e)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (d)	18,992,568	None	Semiannual	95 days
Total	$129,164,464			

(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.

(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.

(4) Fair Value Measurements (Continued)

(f) Wilmington Trust CIT International Fundamental Value Fund (the "Fund") is an exempt trust under Section 501(a) of the Internal Revenue Code of 1986, as amended. Brandes Investment Partners, L.P. is sub-advisor to the Fund and provides investment advice and recommendations with respect to investment of the Fund's assets. The investment objective of the Fund is to generate a total return in excess of the MSCI EAFE NR USD Index benchmark over a full market cycle. The Fund requires investors to provide advance written notice of five business days for withdrawals which will exceed $1 million or 10% of the assets invested in the Fund.

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.

The Plan evaluates 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, 2020 and 2019, 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 (the "Contract") with Massachusetts Mutual Life Insurance Company ("Mass Mutual" or the "Issuer"). 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 investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer but may not be less than 0%. The crediting rate is reviewed weekly and reset at least as frequently as quarterly from issue to maturity date.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by Mass Mutual, 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.

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.

(5) Investment Contract with Massachusetts Mutual Life Insurance Company (Continued)

Certain events allow the issuer to terminate the contract with the Plan. Such events include (1) The Plan indicates that the contract will be fully or partially terminated as of a date selected by the Plan, which will be no earlier than thirty (30) days after the Plan communicates such termination to Mass Mutual, (2) The Internal Revenue Service determines that the Plan no longer meets the requirements of Internal Revenue Code (the "Code") section 401(a), 403(a), 414(d), 414(e) or any other applicable Code provision, (3) There is a termination or partial termination of the Plan, (4) The Plan breaches a provision of the Contract, or (5) MassMutual notifies the Plan that the Contract will be terminated as of a date at least ninety (90) days after MassMutual provides such notification to the Plan.

(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, 2020 and 2019 was $217,264 and $244,938, respectively.

The Plan had an amount due to N.W.O. Electrical Administrators, Inc. of $17,508 and $123,818 as of December 31, 2020 and 2019, respectively. The Plan had an amount due to the Welfare Plan for shared common expenses in the amount of $10,292 as of December 31, 2020 and 2019.

(7) Service Provider Agreements

In February 2017, the Plan entered into a contract with Mass Mutual for third-party record keeper services. 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.

(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, 2020, 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 terminate the Plan at any time. Upon termination, the assets then remaining will be subject to the applicable provisions of the Plan then in effect and will be used until exhausted to pay benefits to participants in the order of their entitlement, subject to the provisions of ERISA.

(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.

Concentration of Credit Risk - The Plan maintains cash accounts at high credit-quality financial institutions. Cash accounts at these financial institutions are insured by the Federal Deposit Insurance Corporation ("FDIC"). From time to time, the Plan may have amounts on deposit in excess of FDIC limits. Management believes the Plan is not exposed to any significant credit risk on its cash accounts.

Economic Risk - The operations of the Plan could be materially adversely affected due to the ongoing coronavirus (COVID-19) pandemic which has resulted in significant economic uncertainty and volatility in financial markets. The extent to which the coronavirus may impact the activity of the Plan will depend on future developments, which are uncertain and cannot be predicted, including new information which may emerge concerning the severity of the coronavirus and the actions required to contain the coronavirus or treat its impact, among others.

(11) Plan Amendments and Plan Changes

In response to the coronavirus pandemic, the United States government passed the Coronavirus Aid, Relief, and Economic Security (CARES) Act economic relief package. The CARES Act made available a coronavirus hardship distribution from defined contribution retirement plans including the Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust through December 30, 2020. The maximum distribution available under the act is the lesser of either 100% of a participant's account balance or $100,000. Effective July 15, 2020, the Trustees reduced the total coronavirus hardship distribution to the lesser of either 100% of a participant's account balance or $50,000. In order to qualify for a coronavirus hardship distribution a participant must satisfy one or more of the following conditions:

- The participant is diagnosed with COVID-19.
- The participant's spouse or dependent is diagnosed with COVID-19.
- The participant has experienced adverse financial consequences as a result of being quarantined, furloughed, laid off, having work hours reduced, being unable to work due to lack of childcare or closing or reducing hours of a business that they own or operate, due to COVID-19.

(11) Plan Amendments and Plan Changes (Continued)

The CARES Act allows the following special provisions regarding a coronavirus hardship distribution:

- The normal ten percent (10%) early distribution penalty Federal Income Tax has been waived.
- While the distributions are still taxable as income, the Federal Income Tax can be paid ratably over a three-year period.
- Participants can repay the distributed amount within a three-year period, beginning on the day immediately following the date on which the distribution was received. Repaid amounts will be treated as roll over contributions. Repayment of the hardship distribution is not a requirement.

Effective as of April 27, 2020, participants who are collectively bargained employees working under the Local 8 residential agreement may contribute up to twenty (20%) of pretax compensation as defined in the Plan document for each plan year subject to certain dollar limits as set by law.

In addition, the amount of default elective deferrals made for a collectively bargained employee each pay period shall be equal to five percent (5%) of compensation.

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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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
Interest Bearing Cash Accounts:						
	Fidelity Institutional Money Market Funds Government Institutional Class	3,576,111			$ 3,576,111	$ 3,576,111
U.S. Government Securities:						
	Atlanta Ga Wtr & Wastewtr	55,000	2.257%	11/01/35	55,000	57,755
	Federal Home Ln Mtg Corp Pool #G0-3601	14,944	6.000%	07/01/37	15,138	17,684
	Federal Home Ln Mtg Corp Pool #G1-2393	220	5.500%	10/01/21	220	221
	Federal Home Ln Mtg Corp Pool #Go-8849	37,950	5.000%	11/01/48	39,710	42,026
	Federal Home Ln Mtg Corp Ser 2174 Cl Pn	8,325	6.000%	07/15/29	8,488	9,390
	Federal National Mtg Assn	772	7.000%	09/01/31	801	889
	Federal National Mtg Assn Pool #582521	8,872	7.000%	05/01/31	9,306	10,031
	Federal National Mtg Assn Pool #735686	59	6.500%	12/01/22	60	66
	Federal National Mtg Assn Pool #764388	2,998	1.633%	03/01/34	2,999	3,024
	Federal National Mtg Assn Pool #918445	2,094	3.565%	05/01/37	2,096	2,094
	Federal National Mtg Assn Pool #Al0851	16,875	6.000%	10/01/40	18,303	19,992
	Federal National Mtg Assn Pool #Al5866	102,603	2.747%	08/01/22	105,049	104,713
	Federal National Mtg Assn Pool #Ma1527	20,819	3.000%	08/01/33	20,703	22,103
	Federal National Mtg Assn Ser 2001-52 Cl Yz	19,702	6.500%	10/25/31	20,051	23,257
	Federal National Mtg Assoc Pool #Ma3811	103,993	3.000%	10/01/49	104,383	106,914
	Federal National Mtg Assoc Pool #Ma4152	197,224	2.000%	09/01/40	203,649	205,316
	Federal National Mtg Assoc Pool #Ma4176	59,515	2.000%	10/01/40	61,359	61,829
	FHLMC	362,932	3.500%	08/01/49	383,404	392,830
	FHLMC PC Gold Pool #J0-6246	140	5.500%	10/01/21	140	140
	FHLMC Remic Series Ser K-S08 CL A-2	165,000	3.291%	03/25/27	169,165	184,150
	FNMA MBS BLLN Multi Pool #BL6060	75,000	2.455%	04/01/40	74,813	80,298
	FNMA Pass-Thru Int 20 Year Pool #MA1982	19,867	3.500%	08/01/34	20,707	21,275
	FNMA Pass-Thru Lng Pool #BM4299	73,890	3.000%	03/01/30	75,258	77,527
	FNMA Pass-Thru Lng Pool #BM4304	69,601	3.000%	03/01/30	70,852	73,023
	FNMA Pass-Thru Lng Pool #CA2208	54,367	4.500%	02/01/30	56,545	59,022
	FNMA Pass-Thru Pool #AM8645	221,453	2.690%	08/01/48	208,466	243,055
	FNMA Pool #CA1710	41,463	4.500%	05/01/48	43,101	44,995
	FNMA Pool #FM2318	64,677	3.500%	09/01/49	68,593	70,182
	FNMA Pool #MA3427	41,096	4.000%	06/01/33	42,202	43,646
	FNMA Pool #MA3537	33,029	4.500%	12/01/48	34,298	35,806
	FNMA Ser 19-79 CL FA	93,066	0.592%	01/25/50	92,790	93,851
	GNMA Pass-Thru M Single Family Pool #MA4454M	42,411	5.000%	05/20/47	45,400	47,118
	GNMA Pass-Thru M Single Family Pool #MA5466M	15,172	4.000%	09/20/48	15,581	16,337
	GNMA Pass-Thru M Single Family Pool #MA5530M	40,203	5.000%	10/20/48	41,987	43,964
	GNMA Pass-Thru M Single Family Pool #MA6209M	122,470	3.000%	10/20/49	123,273	126,049
	GNMA Pass-Thru Pool #080968M	5,476	2.250%	07/30/34	5,505	5,718

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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
GNMA Pass-Thru Pool #MA4838M		37,092	4.000%	11/20/47	38,890	40,055
GNMA Pass-Thru Pool #MA4901M		10,152	4.000%	12/20/47	10,477	10,951
GNMA Pass-Thru Pool #MA5399M		79,541	4.500%	08/20/48	82,377	86,200
GNMA Remic Tr Ser 2019-119 CL JE		14,538	3.000%	09/20/49	14,665	15,032
GNMAII Jumbo 30yr TBA		500,000	2.000%	01/15/51	519,658	522,870
GNMAII Jumbo 30yr TBA		250,000	2.500%	01/15/51	262,121	264,648
Government National Mtg Assn Remic Trust 2010-4 20400116 Flt		80,322	6.325%	01/16/40	12,606	16,873
Government National Mtg Assn Tr 2011-146		77,353	5.000%	11/16/41	18,433	15,310
Greater Orlando Aviation Auth		20,000	5.000%	10/01/44	24,088	25,007
Los Angeles Calif Cmnty Colleg		50,000	2.106%	08/01/32	50,000	52,108
Los Angeles Calif Dept Arpts		20,000	5.000%	05/15/36	24,657	25,358
Los Angeles Calif Dept Wtr & Pwr Rev Bds		100,000	5.516%	07/01/17	117,976	127,103
Los Angeles Calif Uni Sch Dist Go Bds		165,000	5.750%	07/01/34	206,540	232,782
Massachusetts St Sch Bldg Auth		50,000	2.966%	10/15/32	54,051	54,154
Metropolitan Transn Auth Ny R Rev Bds		55,000	6.548%	11/15/31	71,435	67,722
Miami-Dade Cnty Fla Aviation		50,000	3.504%	10/01/31	53,342	54,286
New York City Transitional Bds		35,000	4.000%	08/01/38	38,266	40,446
New York N Y Go Bds		25,000	1.923%	08/01/31	25,000	25,538
New York NY City Tran Fin Auth Tax Secured 2010 G		120,000	5.267%	05/01/27	137,740	149,273
New York St Dorm Auth St Pers		90,000	3.027%	02/15/33	92,156	102,029
New York St Dorm Auth St Pers		45,000	5.000%	03/15/47	53,572	56,025
North Tex Twy Auth Rev Dtd		80,000	2.047%	01/01/31	80,000	80,822
Oregon St Go Pension Bds		40,209	5.762%	06/01/23	44,177	43,520
San Francisco Calif City & Cnt		50,000	2.188%	11/01/32	50,273	51,807
UMBS 30 Yr Tba		125,000	2.500%	01/15/50	130,598	131,768
UMBS Tba 15yr		50,000	1.500%	01/15/36	51,176	51,446
UMBS Tba		1,150,000	2.000%	01/15/51	1,189,235	1,194,609
UMBS Tba		475,000	2.000%	02/15/51	491,014	492,594
UMBS Tba 30yr		250,000	2.500%	02/15/50	262,462	263,098
United States Treas Bills		270,000	0.000%	01/28/21	269,937	269,989
United States Treas Bills		1,980,000	0.000%	01/07/21	1,978,702	1,980,000
United States Treas Bills		645,000	0.000%	01/14/21	644,687	644,994
United States Treas Bills		410,000	0.000%	01/21/21	409,750	409,992
United States Treas Bills		395,000	0.000%	01/19/21	394,955	394,992
United States Treas Bills		85,000	0.000%	01/26/21	84,980	84,997
United States Treas Bills		1,235,000	0.000%	02/16/21	1,234,505	1,234,901
United States Treas Bills		1,330,000	0.125%	09/30/22	1,329,610	1,330,053
United States Treas Bills		4,965,000	0.000%	10/31/22	4,962,149	4,965,794
United States Treas Bills		762,000	0.875%	11/15/30	760,038	759,501
United States Treas Bills		9,302,000	0.125%	11/30/22	9,298,627	9,303,116
United States Treas Bills		6,625,000	0.375%	11/30/25	6,620,992	6,634,341
United States Treas Bills		230,000	0.125%	12/31/22	229,944	230,022
United States Treas Bills		6,270,000	0.375%	12/31/25	6,269,308	6,274,891
Washington St Go		85,000	5.040%	08/01/31	97,509	107,944
Total U.S. Government Securities					41,032,073	41,265,251

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
Corporate Bonds:						
	Abbvie Inc	100,000	3.600%	05/14/25	102,184	111,409
	Aercap Ireland Capital Limited	40,000	3.300%	01/23/23	41,282	41,738
	Aercap Ireland Capital Limited	50,000	4.125%	07/03/23	53,150	53,558
	Aercap Ireland Capital Limited	30,000	3.650%	07/21/27	28,300	32,600
	Aercap Ireland Capital Limited Sr Glbl Nt	75,000	3.950%	02/01/22	77,347	77,120
	Air Lease Corp	35,000	3.250%	10/01/29	31,917	36,990
	Air Lease Corp Sr Glbl Nt	100,000	3.500%	01/15/22	99,290	102,911
	Alimentation Couche Tard Inc Sr Glbl 144a 27	50,000	3.550%	07/26/27	50,682	56,300
	Amgen Inc Sr Nt	80,000	3.625%	05/15/22	82,771	82,886
	Anheuser-Busch Inbev Wldw Inc	10,000	3.500%	06/01/30	9,979	11,584
	Anheuser-Busch Inbev Wldw Inc	45,000	4.350%	06/01/40	44,972	55,213
	Anheuser-Busch Inbev Wldw Inc Sr Nt	95,000	4.750%	01/23/29	94,701	117,316
	Aon Corp	65,000	2.800%	05/15/30	64,977	70,913
	Apple Inc Sr Glbl Nt	45,000	3.250%	02/23/26	44,902	50,499
	AT&T Inc Dtd	70,000	3.800%	02/15/27	69,731	80,565
	AT&T Inc	165,000	4.350%	03/01/29	192,020	196,789
	Bacardi Ltd Sr Glbl 144a 28	20,000	4.700%	05/15/28	19,675	23,726
	Banc of America Merrill Lynch 2018 Park Cl A	70,000	4.091%	08/10/28	72,335	82,392
	Bank of America Corp	45,000	3.559%	04/23/27	45,000	50,810
	Bank of America Corp Fr	45,000	2.592%	04/29/31	45,000	48,229
	Bank of America Corp Ser N	50,000	2.496%	02/13/31	50,704	53,104
	Barings Clo Ltd Ser 2013-I Cl Ar	73,988	0.988%	01/20/28	73,988	73,601
	Bat Cap Corp	45,000	4.390%	08/15/37	45,671	50,549
	Bat Cap Corp	50,000	3.462%	09/06/29	50,000	54,539
	Bat Cap Corp	35,000	2.726%	03/25/31	35,000	36,251
	Baylor Scott & White Hldgs Tax	115,000	2.650%	11/15/26	107,465	124,605
	Bb-Ubs Trust Ser 212-Show Cl A	45,000	3.430%	11/07/36	44,198	46,884
	Becton Dickinson & Co Dtd	70,000	3.363%	06/06/24	67,312	76,096
	Berkshire Hathaway Inc Sr Nt Dtd	100,000	3.125%	03/15/26	99,906	111,731
	Black Hills Corp Sr Glbl Nt Dtd	50,000	3.950%	01/15/26	49,849	56,343
	Bon Secours Mercy Health Inc	80,000	0.000%	06/01/31	80,000	82,163
	Boston Pptys Ltd Partnership	50,000	3.250%	01/30/31	50,349	55,126
	Bp Cap Markets America	60,000	3.633%	04/06/30	60,000	69,898
	Brazos Higher Ed Auth Ser 2010-I Cl A-2	80,000	1.347%	02/25/35	76,832	80,728
	Brazos Higher Ed Auth Ser 2011-2 Cl A-3	80,000	1.176%	10/27/36	77,192	80,058
	Broadcom Corp	75,000	3.625%	01/15/24	78,201	81,065
	Brooklyn Union Gas Co Sr Glbl	100,000	3.407%	03/10/26	100,000	111,669
	Canadian Natural Resources Ltd Nt	16,000	3.850%	06/01/27	15,825	17,953
	Centene Corp	200,000	3.000%	10/15/30	210,500	211,980
	Charter Communications Oper Sr Sec Nt	115,000	4.908%	07/23/25	121,289	133,567
	Cigna Corp Sr Glbl Nt	110,000	2.400%	03/15/30	109,815	117,284
	Cigna Corp Sr Glbl Nt	180,000	4.125%	11/15/25	183,732	207,364
	Citigroup Inc	65,000	4.412%	03/31/31	73,967	78,823
	Citigroup Inc	20,000	3.352%	04/24/25	21,590	21,744
	Citigroup Inc	80,000	2.572%	06/03/31	80,007	85,269

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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
	Citigroup Inc Sr Glbl	125,000	3.142%	01/24/23	125,000	128,536
	Commonspirit Health Bd	80,000	2.782%	10/01/30	80,000	84,699
	Continental Airlines Inc Pass Thru Cert Ser A	51,878	5.983%	04/19/22	45,402	52,492
	Crane Co Sr Nt	60,000	4.450%	12/15/23	62,026	65,758
	Credit-Based Asset Serv & Sec Ser 2003-Cb3 Cl Af-1	56,665	3.379%	12/25/32	50,481	57,234
	Crown Castle Intl Corp	45,000	3.300%	07/01/30	44,631	50,368
	CVS Health Corporation	14,000	4.300%	03/25/28	13,993	16,659
	CVS Health Corporation	60,000	5.050%	03/25/48	59,658	81,317
	CVS Health Corporation Sr Glbl Nt	85,000	2.875%	06/01/26	84,268	93,292
	CVS Health Corporation Sr Nt	90,000	3.250%	08/15/29	89,187	101,361
	Cyrusone LP/Fin Corp	125,000	2.900%	11/15/24	126,394	133,451
	Cyrusone LP/Fin Corp	50,000	3.450%	11/15/29	50,599	53,787
	Daimler Finance North Amer LLC Sr Glbl	60,000	3.000%	02/22/21	59,365	60,198
	Delta Air Lines Inc	155,216	2.000%	03/12/22	155,216	154,886
	Delta Air Lines Ser 2002-1 Cl G-1	49,314	6.718%	07/02/24	55,517	50,675
	Disney Walt Co	95,000	2.650%	01/13/31	95,465	104,149
	Dryden 30-R Sr Ln Fd Ser 2013-30r Cl A-R	45,000	3.436%	11/15/28	44,915	44,639
	Duke Energy Corp	75,000	2.650%	09/01/26	74,769	81,720
	Emory University	90,000	2.143%	09/01/30	90,000	94,611
	Enbridge Energy Partners LP	40,000	5.875%	10/15/25	39,862	48,899
	Energy Transfer Operating	60,000	5.500%	06/01/27	67,630	70,620
	Energy Transfer Operating	25,000	4.950%	06/15/28	25,002	28,815
	Energy Transfer Partners LP	50,000	4.900%	02/01/24	50,240	54,726
	Eqt Corporation	10,000	3.900%	10/01/27	8,700	9,935
	Exxon Mobil Corp	145,000	3.482%	03/19/30	145,000	168,634
	Fifth Third Bancorp	55,000	2.550%	05/05/27	54,892	59,858
	Ford Motor Credit Co LLC	92,000	5.596%	01/07/22	92,439	95,099
	Ford Motor Credit Co LLC	235,000	3.336%	03/18/21	235,881	235,588
	Ford Motor Credit Co LLC Sr Glbl Fl Nt	70,000	1.256%	08/03/22	69,373	68,265
	Ge Capital International Fdg	170,000	4.418%	11/15/35	160,772	202,904
	General Elec Cap Corp	30,000	6.750%	03/15/32	35,926	42,062
	General Mtrs Co Sr Nt	70,000	4.875%	10/02/23	75,664	77,657
	General Mtrs Finl Co Inc	40,000	3.550%	04/09/21	39,984	40,310
	General Mtrs Finl Co Inc	15,000	4.375%	09/25/21	15,515	15,405
	General Mtrs Finl Co Inc	20,000	4.200%	11/06/21	20,712	20,614
	General Mtrs Finl Co Inc Sr Glbl Nt	35,000	3.150%	06/30/22	35,685	36,237
	General Mtrs Finl Co Inc Sr Glbl Nt	85,000	3.200%	07/06/21	86,166	85,915
	General Mtrs Finl Co Inc Sr Nt	10,000	3.450%	04/10/22	10,246	10,283
	Gilead Sciences Inc	160,000	0.000%	09/29/23	160,000	160,442
	Glp Cap LP/Glp Fing II Inc	20,000	5.375%	04/15/26	22,640	22,953
	Glp Cap LP/Glp Fing II Inc Sr Glbl	75,000	5.250%	06/01/25	78,004	84,381
	Glp Cap LP/Glp Fing II Inc Sr Nt	65,000	5.375%	11/01/23	67,485	71,011
	Glp Cap LP/Glp Fing II Inc Sr Nt	75,000	3.350%	09/01/24	74,924	78,733
	Goldentree Ln Opp 2014-9r2	115,000	3.619%	10/29/29	115,000	114,890
	HCA Inc Sr Glbl Nt	20,000	5.250%	06/15/26	22,892	23,670

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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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
	HCA Inc Sr Sec Nt	90,000	5.000%	03/15/24	94,516	101,247
	HCA Inc Sr Sec Nt	110,000	4.125%	06/15/29	109,447	127,609
	HCP Inc Note	55,000	4.200%	03/01/24	57,261	60,367
	HCP Inc Note	10,000	4.250%	11/15/23	10,381	10,946
	Healthpeak Pptys Inc Com	35,000	3.000%	01/15/30	36,504	38,308
	Higher Education Fdg I 2014-1 20340525 Flt	53,941	1.197%	05/25/34	53,941	54,110
	HSBC Holdings Plc	200,000	0.000%	09/22/28	200,000	204,746
	Hudson Pac Pptys LP	50,000	3.950%	11/01/27	46,227	55,038
	Humana Inc Sr Glbl Nt 27	80,000	3.950%	03/15/27	79,902	92,070
	Humana Inc Sr Glbl Nt	60,000	3.850%	10/01/24	63,242	66,404
	IHS Markit Ltd Sr Glbl Nt	95,000	4.125%	08/01/23	94,722	103,294
	Intel Corp	115,000	3.900%	03/25/30	114,764	138,003
	JGWPT XXX LLC Ser 2013-3 Cl A	33,675	4.080%	01/17/73	33,678	38,546
	JGWPT XXXII LLC Ser 2014-2 Cl A	43,896	3.610%	01/17/73	43,868	48,995
	JP Morg Chase Cmbs 2016-Nine 20380909 Flt	45,000	2.949%	09/09/38	42,324	48,778
	JP Morgan Chase & Co Sr Nt	45,000	3.200%	06/15/26	48,098	50,326
	JP Morgan Chase Bank	95,000	4.493%	03/24/31	95,000	109,820
	JP Morgan Chase Bank Na	190,000	3.960%	01/29/27	190,000	218,327
	JPMBB Coml Mtg Sec Tr 2014-C19 20470417	185,000	3.669%	04/17/47	193,192	186,324
	Kraft Foods Group Inc	45,000	6.875%	01/26/39	52,026	62,355
	Kraft Heinz Foods Co	157,000	5.000%	07/15/35	172,131	190,322
	Kraft Heinz Foods Co Sr Glbl	90,000	4.625%	01/30/29	92,745	102,982
	L3 Technologies Inc	80,000	3.850%	06/15/23	79,843	86,412
	Life Storage LP Sr Nt	105,000	2.200%	10/15/30	104,500	107,181
	Lloyds Bkg Group Plc	120,000	3.900%	03/12/24	126,942	131,903
	Lloyds Bkg Group Plc	75,000	3.870%	07/09/25	75,000	82,687
	Metropolitan Life Global Fd	150,000	3.875%	04/11/22	149,840	156,773
	Navient Student Ln Tr 2014-1 20310625 Flt	109,038	0.602%	06/25/31	109,038	106,619
	Navient Student Ln Tr 2014-3 20430325 Flt	90,939	0.712%	03/25/43	90,939	89,824
	Navient Student Ln Tr 2014-4 20430325 Flt	44,487	0.712%	03/25/43	44,487	43,466
	Navient Student Ln Tr 2014-7 20430325 Flt	174,212	0.702%	03/25/43	173,384	170,937
	Navient Student Ln Tr 2016-2 20650625 Flt	230,000	1.592%	06/25/65	237,763	237,471
	Navient Student Ln Tr 2017-3 20660726 Flt	100,000	1.142%	07/26/66	100,000	101,128
	Navient Student Ln Tr 2018-3 20670325 Flt	150,000	0.930%	03/25/67	150,836	149,864
	Nelnet St Ln Tr 2014-4 20431125 Flt	80,000	1.076%	11/25/43	80,000	80,588
	New York Life Global Fdg Mtn 144a Nt 3%	115,000	3.000%	01/10/28	107,905	128,353
	Nextera Energy Cap Hldgs Inc Sr Glbl Fl Db	195,000	0.672%	05/04/21	195,000	195,261
	Octagon Inv Ptns 2015-25r 20261020 Flt	35,024	1.018%	10/20/26	34,850	34,898
	Oracle Corp	10,000	3.250%	11/15/27	9,989	11,411
	Oracle Corp Sr Nt	70,000	2.400%	09/15/23	69,988	73,605
	Pemex Proj Fdg Master Tr Company Guarnt	135,000	6.625%	06/15/35	125,236	133,650
	Petroleos Mexicanos	25,000	6.500%	03/13/27	23,500	26,330
	Petroleos Mexicanos	20,000	6.500%	01/23/29	19,017	20,733
	Petroleos Mexicanos Fr	25,000	5.350%	02/12/28	21,263	24,731
	Plains All Amer Pipeline LP Sr Glbl Nt	40,000	4.500%	12/15/26	43,519	44,804
	Queens Ctr Mtg	50,000	3.275%	01/31/37	48,821	51,989
	Rbs Coml Fd Inc Ser 2013-Gsp Cl A	15,000	3.834%	01/15/32	15,787	15,843

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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, 2020

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

(a)	(b)	(c)			(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value			Cost	Current Value
	Relx Capital Inc Sr Nt	50,000	4.000%	03/18/29	49,420	59,355
	Residential Accredit Loans, Inc Ser 2005-QO3	56,808	0.892%	10/25/45	37,695	48,733
	Residential Asset Mortgage Prod	4,940	7.000%	11/25/31	5,106	5,205
	Residential Asset Secur Tr Flt	5,860	2.868%	10/25/34	5,926	5,761
	Residential Asset Secur Tr Flt	6,681	0.892%	11/25/34	6,681	6,304
	Reynolds American Inc	45,000	5.700%	08/15/35	52,450	56,873
	Ruby Pipeline LLC	62,879	8.000%	04/01/22	67,570	62,245
	Sabine Pass Liquefaction LLC Sr Sec Nt	35,000	5.750%	05/15/24	36,526	40,015
	Salle Mae Student Loans	25,000	2.026%	07/25/29	24,037	24,171
	Santander UK Plc Sr Glbl Coco 24	115,000	4.796%	11/15/24	121,440	127,920
	SLM Student Loan Trust	25,000	2.026%	04/25/29	22,654	23,162
	SLM Student Ln Tr 2012-7 Ser 2012-7 Cl A-3	52,095	0.742%	05/26/26	52,095	50,002
	SLM Student Loan Trust	25,000	2.426%	10/25/75	25,044	24,897
	SLM Student Loan	25,000	1.376%	04/25/29	24,269	22,823
	SLM Student Loan	25,000	2.026%	07/25/73	21,746	24,228
	SLM Student Loan	25,000	2.026%	07/25/29	23,912	23,832
	SLM Student Loan	27,040	1.676%	04/25/23	27,374	27,027
	SLM Student Loan	25,000	2.426%	10/25/29	25,045	24,885
	SLM Student Loan	100,000	0.336%	01/25/41	88,699	97,335
	SLM Student Loan Ser 2011-2 Cl A-2	75,000	1.129%	10/25/34	72,147	76,114
	SLM Student Loan Trust	25,000	1.376%	01/25/29	22,220	22,186
	Spire Inc	120,000	3.543%	02/27/24	120,000	126,124
	Sprint Spectrum Co	80,000	5.152%	09/20/29	78,600	92,600
	Starbucks Corp	80,000	2.000%	03/12/27	79,673	84,893
	Texas Estn Transmission	50,000	2.800%	10/15/22	48,210	51,682
	Tucson Elec Pwr Co	100,000	3.850%	03/15/23	102,483	106,384
	UnitedHealth Group Inc	135,000	3.700%	12/15/25	151,586	154,969
	US Airways Pt Trust	67,405	5.900%	04/01/26	73,827	67,373
	US Airways Pt Trust Ser 2012-2 Cl A	52,624	4.625%	12/03/26	56,025	46,903
	Utilicorp Utd Inc	150,000	8.270%	11/15/21	139,500	159,084
	Vodafone Group Plc	35,000	3.750%	01/16/24	34,298	38,247
	Vodafone Group Plc	60,000	4.375%	05/30/28	59,221	71,860
	Walgreens Boots Alliance Inc Sr Nt	45,000	3.800%	11/18/24	45,749	49,737
	Wells Fargo & Co Sr Nt	55,000	2.393%	06/02/28	55,000	58,554
	Wells Fargo & Co Sr Nt	275,000	2.879%	10/30/30	283,144	300,022
	Wells Fargo & Co Sr Nt Fr	55,000	3.584%	05/22/28	59,867	62,347
	Wells Fargo Co Mtn Be Fr	235,000	3.300%	09/09/24	235,000	257,374
	Welltower Inc	125,000	3.950%	09/01/23	124,959	135,623
	Wrkco Inc Sr Glbl	45,000	4.650%	03/15/26	44,934	52,923
	Total Corporate Bonds				13,216,675	14,124,830
	Common Stocks:					
	Abiomed Inc	3,422			695,909	1,109,412
	ACI Worldwide Inc	2,204			52,207	84,700
	Activision Blizzard Inc	13,148			646,196	1,220,792
	Activision Blizzard Inc	3,585			267,856	332,867

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Acuity Brands Inc	1,330	144,189	161,050
	Adobe Systems Inc	4,053	458,560	2,026,986
	Agco Corp	1,674	89,440	172,573
	Air Transport Services Group Inc	28,627	471,667	897,170
	Akamai Technologies Inc	6,414	625,652	673,406
	Align Technology Inc	3,180	682,496	1,699,328
	Allison Transmission Hldgs Inc	3,943	169,405	170,062
	Ally Fin Inc Com	7,060	177,224	251,760
	Amazon Com Inc Sr	730	593,849	2,377,559
	American Equity Investment Life Holding Co	11,752	312,891	325,060
	Ameriprise Financial Inc	1,126	75,970	218,816
	AmerisourceBergen Corp	2,665	247,353	260,530
	Amgen Inc	1,147	271,766	263,718
	Amphenol Corp	4,986	526,335	652,019
	Anthem Inc	804	219,113	258,156
	Apple Inc Com	5,792	385,515	768,540
	Applied Materials Inc Com	12,947	640,656	1,117,326
	Applied Materials Inc Com	7,340	446,432	633,442
	Aptiv Pls Shs	1,322	77,135	172,243
	Archer-Daniels-Midland Co	1,342	51,495	67,650
	Argan Inc	9,744	385,612	433,511
	Armstrong World Industries Inc.	7,429	403,061	552,643
	Atkore Intl Group Inc Com	9,750	227,224	400,823
	Autoliv Inc	1,855	123,178	170,846
	AutoZone Inc	245	243,044	290,433
	Avaya Hldgs Corp Com	25,700	563,946	492,155
	Axalta Coating Sys Ltd Com	6,282	105,213	179,351
	Axis Capital Holdings Ltd Com	10,257	405,179	516,850
	Bank Of America Corp	7,511	135,060	227,658
	Bank Of New York Mellon Corp	5,282	202,769	224,168
	Barrett Business Services Inc	2,587	128,231	176,459
	Berry Global Group Inc	1,312	63,000	73,721
	Best Buy Co Inc	2,651	221,796	264,543
	BioMarin Pharmaceutical Inc	5,530	488,885	484,926
	BJS Whsl Club Hldgs Inc Com	18,927	524,588	705,599
	BJS Whsl Club Hldgs Inc Com	7,295	212,559	271,958
	Booking Hldgs Inc	770	983,545	1,714,998
	Booz Allen Hamilton Hldg Corp	7,769	633,327	677,301
	BorgWarner Inc	4,038	153,346	156,028
	Bp Plc Sponsored Adr	4,118	165,307	84,501
	Bristol-Myers Squibb Co	20,543	1,071,030	1,274,282
	Brunswick Corp De	3,869	272,782	294,973
	Cadence Design Systems Inc	5,355	327,525	730,583
	Campbell Soup Company	5,669	260,138	274,096
	Cannae Hldgs Inc Com	19,585	244,484	867,028
	Cardinal Health Inc	4,892	236,074	262,016

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Carlisle Cos Inc	1,084	110,380	169,299
	Cdk Global Inc Com	11,593	425,101	600,865
	Cdw Corp Com	5,110	712,955	673,447
	Celanese Corp Series A	527	36,833	68,478
	CenterPoint Energy Inc	6,920	155,819	149,749
	Chevron Corp Com	1,023	96,950	86,392
	Citigroup Inc	3,942	206,959	243,064
	Citizens Finl Group Inc Com	6,395	208,571	228,685
	Colfax Corporation	5,528	154,772	211,391
	Comfort Systems USA Inc Com	8,800	354,019	463,408
	Computer Programs & Systems Inc	10,076	257,276	270,440
	Computer Services Inc	6,087	95,012	361,568
	ConocoPhillips	2,165	108,065	86,578
	Core Laboratories Nv	1,327	34,153	35,179
	Corning Inc	17,648	609,496	635,328
	Costar Group Inc Com	676	371,997	624,813
	Costco Wholesale Corp	4,228	1,374,131	1,593,026
	Crane Co	2,123	143,673	164,872
	Crocs Inc	4,238	246,063	265,553
	Crown Holdings Inc	660	31,980	66,132
	Cubic Corp	7,559	383,280	468,960
	Cummins Inc	699	86,151	158,743
	Cushman Wakefield Plc	9,128	97,651	135,368
	DaVita Inc	2,359	135,105	276,947
	Deckers Outdoor Corp	1,009	145,466	289,361
	Dentsply Sirona Inc Com	4,913	247,100	257,245
	Dick's Sporting Goods Inc	4,956	277,089	278,577
	Discover Financial Services	2,794	114,253	252,941
	Dollar General Corp	1,317	219,463	276,965
	Dominion Energy Inc	1,878	144,933	141,226
	Dover Corp	1,302	83,577	164,378
	Dr Horton Inc	3,905	185,272	269,133
	DXC Technology Co Com	12,450	211,165	320,588
	Eastman Chemical Co	729	45,068	73,104
	Edwards Lifesciences Corp	10,558	318,302	963,206
	Emcor Group Inc	1,806	92,442	165,177
	Emerson Electric Co	2,146	110,753	172,474
	Eplus Inc. Com	5,841	413,728	513,716
	Equitable Hldgs Inc Com	8,527	174,200	218,206
	Estee Lauder Cos Inc	3,920	853,553	1,043,465
	Evergy Inc	2,653	167,796	147,268
	Evolution Petroleum Corp Com	26,099	165,677	74,382
	Exact Sciences Corp	10,707	738,600	1,418,570
	Exelon Corp	3,587	143,738	151,443
	Extended Stay Amer Inc Com Class B	34,203	564,149	506,546
	Exxon Mobil Corp	2,218	169,446	91,426

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Facebook Inc Class A	8,353	961,955	2,281,705
	Fair Isaac Corp	1,255	456,290	641,355
	Franklin Resources Inc	9,857	273,934	246,326
	Garmin Ltd Shs	2,369	226,159	283,475
	General Mills Inc	4,220	183,835	248,136
	General Mtrs Co	6,856	295,972	285,484
	Gentex Corp	4,830	94,208	163,882
	GMS Inc Com	6,325	156,644	192,786
	Goldman Sachs Group Inc	930	153,566	245,250
	Graftech International Ltd	44,393	498,351	473,229
	Halliburton Co	5,024	61,856	94,954
	Harsco Corp	12,953	343,379	232,895
	Helmerich & Payne Inc	3,701	153,614	85,715
	Henry Schein Inc	3,915	262,033	261,757
	HollyFrontier Corp	9,191	218,932	237,587
	Hologic Inc	3,575	155,820	260,367
	Hostess Brands Inc	45,100	567,112	660,264
	Humana Inc	644	171,000	264,214
	Idexx Laboratories Inc	3,041	581,662	1,520,105
	Illumina Inc	3,399	547,419	1,257,630
	Ingles Markets Inc	7,263	252,504	309,840
	Ingredion Inc Com	819	67,671	64,431
	Insperity Inc	1,639	103,173	133,447
	International Paper Co	1,398	54,532	69,509
	Intuit Inc	3,808	1,059,795	1,446,469
	Ituran Location And Control Ltd	9,988	235,799	190,271
	J Alexanders Hldgs Inc Com	15,045	142,399	109,678
	Jacobs Engineering Group Inc	1,480	92,970	161,261
	Jazz Pharmaceuticals Plc	1,676	189,323	276,624
	Johnson & Johnson	1,836	221,214	288,950
	Keycorp	15,011	264,668	246,331
	Keysight Technologies Inc Com	5,599	545,365	739,572
	Kimberly Clark Corp	1,951	259,512	263,053
	KLA-Tencor Corp	2,668	541,511	690,772
	Kraft Heinz Co Com	7,779	227,533	269,620
	Laboratory Corp America Holdings	1,245	238,643	253,420
	Lam Research Corp	1,418	524,751	669,679
	Lear Corporation	1,075	118,923	170,957
	Lennar Corp	3,745	216,700	285,481
	Liberty Latin Amer Ltd	34,527	661,346	382,904
	Liberty TripAdvisor Hldgs Inc Ser A	15,471	140,573	67,144
	Lincoln National Corp In	4,272	134,665	214,924
	Lithia Motors Inc Cl A Com	1,059	250,023	309,938
	Lowes Companies Inc	1,859	252,874	298,388
	Lumen Technologies Inc Com	14,012	155,231	136,617
	Lyondellbasell Industries Nv Shs Class A	778	59,605	71,311

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Marathon Oil Corp	13,610	163,596	90,779
	Masco Corp	3,078	105,209	169,075
	Match Group Inc New Com	5,902	659,821	892,323
	McKesson Corp	1,561	267,539	271,489
	Mednax Inc	6,716	157,545	164,811
	MetLife Inc	5,034	194,870	236,346
	Micron Technology Inc	9,536	700,303	716,916
	Microsoft Corp	3,033	429,883	674,600
	Molson Coors Brewing Co	5,927	224,432	267,841
	Morgan Stanley	3,670	139,747	251,505
	MSC Industrial Direct Co	1,767	127,698	149,117
	MSCI Inc	3,937	611,152	1,757,989
	Murphy USA Inc Com	1,485	89,378	194,342
	Murphy USA Inc Com	2,067	288,463	270,508
	National Oilwell Varco Inc	6,642	79,286	91,195
	NCR Corp	16,024	503,087	602,022
	New Oriental Education & Technology Group	7,150	725,173	1,328,542
	New York Community Bancorp Inc	21,951	209,186	231,583
	Newmark Group Inc Cl A	10,922	156,043	79,621
	Nike Inc	14,758	899,170	2,087,814
	NRG Energy Inc	4,330	119,334	162,592
	Nucor Corp	1,235	71,926	65,690
	Nvent Electric Plc	7,078	148,656	164,847
	Nvidia Corp	3,530	558,573	1,843,366
	Nvidia Corp	1,293	407,143	675,205
	NVR Inc	71	296,169	289,670
	Oaktree Specialty Lending Corp	55,941	282,361	311,591
	Oge Energy Corp	4,515	152,574	143,848
	Oracle Corp	10,692	642,907	691,665
	Orbcomm Inc Com	46,473	155,256	344,830
	Owens Corning Inc	921	58,791	69,775
	Packaging Corp Of America	536	46,809	73,920
	Park Aerospace Corp	14,127	181,819	189,443
	Parker Hannifin Corp	609	55,997	165,898
	PayPal Hldgs Inc Com	9,189	746,719	2,152,064
	PBF Energy Inc Cl A	7,546	214,303	53,577
	Perspecta Inc	14,068	275,328	338,757
	Pfizer Inc	6,490	235,180	238,897
	Philip Morris International Inc	3,211	258,175	265,839
	Portland General Electric Co	3,545	173,999	151,620
	Premier Inc Com Cl A	20,845	664,341	731,660
	Principal Financial Group Inc	4,513	178,140	223,890
	Prudential Financial Inc	3,011	178,109	235,069
	Public Service Enterprise Group Inc	2,555	122,852	148,957
	Pulte Group Inc	6,543	299,943	282,134
	Regions Financial Corp	13,913	129,551	224,278

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	Cost	Current Value
	Reliance Steel & Aluminum Co	556	36,318	66,581
	RH Com	630	166,931	281,938
	Roku Inc	1,470	250,499	488,069
	Royal Dutch Shell Plc Adr	2,374	124,810	83,422
	Salesforce Com Inc	7,129	543,768	1,586,416
	Sarepta Therapeutics Inc	4,860	603,200	828,581
	Scotts Miracle-Gro Co	1,484	172,094	295,524
	Seagate Technology Plc	10,050	662,409	624,708
	ServiceNow Inc Sr Cv	3,591	269,537	1,976,594
	Sherwin-Williams Co	1,419	700,580	1,042,837
	Smucker J M Co	2,214	248,684	255,938
	Sonoco Products Co	1,133	60,405	67,130
	SP Plus Corp Com	8,532	228,633	245,978
	Splunk Inc	7,337	628,181	1,246,483
	Square Inc Cl A	5,436	390,959	1,183,091
	State Street Corp	3,120	193,718	227,074
	Steel Dynamics Inc	1,877	58,288	69,205
	Synchrony Finl Com	7,174	186,618	249,010
	T Mobile Us Inc Com	1,123	64,630	151,437
	Target Corp	1,669	169,791	294,629
	Te Connectivity Ltd	5,820	620,638	704,627
	Tempur-Sealy International, Inc	10,420	252,126	281,340
	Texas Instruments Inc	4,057	541,718	665,875
	Toll Brothers Inc	5,971	283,482	259,559
	Total Sa Adr	1,927	100,033	80,761
	Tractor Supply Co	2,096	260,531	294,656
	Trane Technologies Plc Shs	6,459	562,153	937,588
	Trimas Corp Com	10,930	251,035	346,153
	Uber Technologies Inc Com	16,669	467,755	850,119
	UGI Corp New	4,039	144,885	141,203
	Unifirst Corp	3,707	374,156	784,735
	Unilever Plc Sponsored Adr New	4,660	226,078	281,278
	United Rentals Inc	676	71,079	156,771
	United Therapeutics Corp	1,890	201,536	286,883
	UnitedHealth Group Inc	4,102	799,619	1,438,489
	Universal Health Services Inc	2,007	223,480	275,963
	Unum Group	9,527	249,643	218,549
	US Ecology Inc	7,174	261,297	260,631
	US Foods Hldg Corp Com	8,589	206,177	286,100
	Valvoline Inc Com	2,928	62,455	67,754
	Verizon Communications Inc	2,385	128,704	140,119
	Viad Corp	8,086	384,332	292,471
	Visa Inc Class A Shares	9,265	942,916	2,026,533
	Vonage Holdings Corp	20,894	206,643	269,010
	Voya Finl Inc Com	4,003	233,383	235,416
	Western Union Co	11,865	247,017	260,318

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value**	**Cost**	**Current Value**
	Westlake Chemical Corp	866	50,282	70,666
	Westrock Co Com	1,639	63,931	71,346
	Whirlpool Corp	1,511	298,160	272,720
	White Mountains Insurance Group Ltd	860	555,792	860,568
	Whole Earth Brands Inc	35,762	276,026	389,806
	Williams-Sonoma Inc	2,667	234,486	271,607
	World Fuel Services Corp	5,521	199,126	172,034
	Yelp Inc Cl A	10,558	352,202	344,930
	Zimmer Biomet Hldgs Inc	1,872	257,366	288,453
	Total Common Stock		72,244,251	108,219,180
	Limited Partnerships:			
	Rocket Ventures	61	3,000,000	1,065,119
	Blackstone	163,630	16,362,981	19,999,847
	Total Limited Partnerships		19,362,981	21,064,966
	Value of Interest in Common Collective Trusts:			
	Multi-Employer Property Trust	191,759	19,175,949	22,606,157
	IBEW-NECA Equity Index Fund	177,181	9,848,222	13,861,311
	Wilmington Trust CIT EBP Intl Fundamental Value Fund	564,856	34,930,102	36,868,161
	Total Value of Interest in Common Collective Trusts		63,954,273	73,335,629
	Value of Interest in Registered Investment Companies:			
	AFL-CIO Housing Investment Trust	7,413	8,281,077	15,754,858
	American Funds Growth Fd of America R6	103,708	5,668,834	6,989,348
	Baird Core Plus Bond Inst	406,918	4,798,172	4,939,986
	Blackrock Strategic Inc Opp Port K	3,183,822	31,470,125	33,048,076
	Brandes International Equity Fund R6	28,345	462,985	472,794
	Janus Triton	692,765	21,946,630	27,073,251
*	MassMutual Select T. Rowe Price Retirement 2015 Fund Class I	112,147	1,784,182	1,888,548
*	MassMutual Select T. Rowe Price Retirement 2020 Fund Class I	266,790	4,229,212	4,554,105
*	MassMutual Select T. Rowe Price Retirement 2025 Fund Class I	266,870	4,227,383	4,696,918
*	MassMutual Select T. Rowe Price Retirement 2030 Fund Class I	314,016	4,928,006	5,652,296
*	MassMutual Select T. Rowe Price Retirement 2035 Fund Class I	291,153	4,657,697	5,342,656
*	MassMutual Select T. Rowe Price Retirement 2040 Fund Class I	239,563	3,876,426	4,470,252

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, 2020

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

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	**Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value**	**Cost**	**Current Value**
*	MassMutual Select T. Rowe Price Retirement 2045 Fund Class I	188,978	3,060,792	3,558,465
*	MassMutual Select T. Rowe Price Retirement 2050 Fund Class I	89,550	1,445,343	1,686,223
*	MassMutual Select T. Rowe Price Retirement 2055 Fund Class I	57,819	938,760	1,085,837
*	MassMutual Select T. Rowe Price Retirement 2060 Fund Class I	12,791	205,611	239,953
	Metropolitan West Intermediate Bond I	375,615	4,037,158	4,097,959
	MFS New Discovery Value R5	44,097	654,848	744,805
	MFS Value R4	54,812	2,170,170	2,457,213
	Pimco Inflation Response MultiAsset Instl	97	841	861
	RBC Small Cap Core I	10,471	324,315	304,695
	T. Rowe Price Retirement 2015	1	2	2
	T. Rowe Price Retirement 2020	1	11	12
	T. Rowe Price Retirement 2025	1	17	19
	T. Rowe Price Retirement 2030	1	12	14
	T. Rowe Price Retirement 2035	1	11	14
	T. Rowe Price Retirement 2040	1	13	15
	T. Rowe Price Retirement 2045	1	10	12
	T. Rowe Price Retirement 2050	1	4	5
	T. Rowe Price Retirement 2055	1	2	3
	T. Rowe Price Retirement Income	144,377	2,216,304	2,278,271
	Vanguard Mid-Cap Index Adm	1,805	337,211	462,724
	WCM Focused International Growth Instl	1,574,528	22,493,370	38,969,568
	Wells Fargo Advantage S/T Hi-Yld Bd	199,011	1,588,446	1,637,858
	Total Value of Interest in Registered Investment Companies		135,803,980	172,407,616
	Value of Interest in 103-12 Investment Entities:			
	Parametric Defensive Equity Fund LLC	32,478,392	32,478,392	39,489,746
	Guaranteed Investment Contract:			
*	Mass Mutual SAGIC	90,951,002	90,951,002	90,951,002
	***Participant Loans**	Various Maturities 4.25% - 6.50%	--	778,801
	Totals		$ 472,619,838	$ 565,213,132

* 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
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2020

Schedule H, Line 4j - Schedule of Reportable Transactions

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Mass Mutual	SAGIC	$125,090,739	$ --	$ --	$ --	$125,090,739	$125,090,739	$ --

See Independent Auditors' Report.

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210 - 0110
1210 - 0089

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

A This return/report is for: [X] 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 ▶ [X]

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

Part II Basic Plan Information - enter all requested information

1a Name of plan
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	Roy B Grosswiler	10/1/2021	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		9/30/2021	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 (2020)
v. 200204

018401 12-03-20

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	2,550
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)**	2,181
a (2) Total number of active participants at the end of the plan year	**6a(2)**	2,266
b Retired or separated participants receiving benefits	**6b**	209
c Other retired or separated participants entitled to future benefits	**6c**	174
d Subtotal. Add lines **6a(2), 6b,** and **6c**	**6d**	2,649
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	5
f Total. Add lines **6d** and **6e**	**6f**	2,654
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	2,654
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**	111

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

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

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

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

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

LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2020

Schedule H, Line 4j - Schedule of Reportable Transactions

(a) Identity of Party Involved	(b) Description of Asset	(c) Purchase Price	(d) Selling Price	(e) Lease Rental	(f) Expense Incurred with Transaction	(g) Cost of Asset	(h) Current Value of Asset on Transaction Date	(i) Net Gain or (Loss)
Mass Mutual	SAGIC	$125,090,739	$ --	$ --	$ --	$125,090,739	$125,090,739	$ --

See Independent Auditors' Report.