

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 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	▶ ☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	▶ ☐

Part II	Basic Plan Information—enter all requested information										
1a Name of plan <u>LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u> 2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u> <u>727 LIME CITY ROAD</u> <u>ROSSFORD, OH 43460-1611</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 50%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>05/01/1967</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>34-6596899</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>419-666-4450</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>238210</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>05/01/1967</u>		2b Employer Identification Number (EIN) <u>34-6596899</u>		2c Plan Sponsor's telephone number <u>419-666-4450</u>		2d Business code (see instructions) <u>238210</u>	
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2d Business code (see instructions) <u>238210</u>											

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	09/07/2022	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/15/2022	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 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	2654
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)	2266
a(2) Total number of active participants at the end of the plan year		6a(2)	2271
b Retired or separated participants receiving benefits.....		6b	223
c Other retired or separated participants entitled to future benefits		6c	167
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	2661
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	4
f Total. Add lines 6d and 6e		6f	2665
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	2665
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) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☐ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 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 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021	
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899

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

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	MR 62327	2665	01/01/2021	12/31/2021

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4																					
5	Current value of plan's interest under this contract in separate accounts at year end.....	5																					
6	Contracts With Allocated Funds:																						
a	State the basis of premium rates ▶																						
b	Premiums paid to carrier	6b																					
c	Premiums due but unpaid at the end of the year	6c																					
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d																					
e	Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶																						
f	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐																						
7	Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)																						
a	Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY CONTRACT																						
b	Balance at the end of the previous year	7b	83646265																				
c	Additions: (1) Contributions deposited during the year (2) Dividends and credits..... (3) Interest credited during the year..... (4) Transferred from separate account..... (5) Other (specify below) ▶ LN INT, LN PRIN, ROLLOVER, TRANS FO <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 10%;">7c(1)</td><td style="width: 80%;"></td><td style="width: 10%; text-align: right;">584415</td></tr> <tr><td>7c(2)</td><td></td><td></td></tr> <tr><td>7c(3)</td><td></td><td style="text-align: right;">1831834</td></tr> <tr><td>7c(4)</td><td></td><td></td></tr> <tr><td>7c(5)</td><td></td><td style="text-align: right;">13216</td></tr> <tr><td colspan="3" style="height: 40px;"></td></tr> <tr><td colspan="2">7c(6)</td><td style="text-align: right;">2429465</td></tr> </table>	7c(1)		584415	7c(2)			7c(3)		1831834	7c(4)			7c(5)		13216				7c(6)		2429465	
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7c(3)		1831834																					
7c(4)																							
7c(5)		13216																					
7c(6)		2429465																					
d	Total of balance and additions (add lines 7b and 7c(6))	7d	86075730																				
e	Deductions: (1) Disbursed from fund to pay benefits or purchase annuities during year (2) Administration charge made by carrier..... (3) Transferred to separate account..... (4) Other (specify below) ▶ LN DISTRIBUTION	<table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 10%;">7e(1)</td><td style="width: 80%;"></td><td style="width: 10%; text-align: right;">6533875</td></tr> <tr><td>7e(2)</td><td></td><td style="text-align: right;">164</td></tr> <tr><td>7e(3)</td><td></td><td style="text-align: right;">5012371</td></tr> <tr><td>7e(4)</td><td></td><td style="text-align: right;">5736</td></tr> <tr><td colspan="3" style="height: 40px;"></td></tr> <tr><td colspan="2">7e(5)</td><td style="text-align: right;">11552146</td></tr> </table>	7e(1)		6533875	7e(2)		164	7e(3)		5012371	7e(4)		5736				7e(5)		11552146			
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7e(2)		164																					
7e(3)		5012371																					
7e(4)		5736																					
7e(5)		11552146																					
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	74523584																				

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. Specify nature of costs.	10b	

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2021
		This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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).....

☒ 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
NEW TOWER	
30-0872552	
(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 17	NONE	326249	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

RIVER ROAD ASSET MANAGEMENT, LLC

43-2076925

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 68 28	NONE	297713	Yes ☒ No ☐	Yes ☐ No ☒	0	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 28 27	NONE	283714	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

WEDGE CAPITAL MANAGEMENT LLP

56-1557450

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 68	NONE	203801	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(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 17	NONE	198704	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

PARAMETRIC PORTFOLIO ASSOCIATES

20-0292745

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	NONE	149464	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

MSPC CPAS & ADVISORS, P.C.

22-2951202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	24623	Yes ☐ No ☒	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 50	NONE	23443	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INNOVATIVE SOFTWARE SOLUTIONS, INC

23-2182079

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50	NONE	9168	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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?
62 68 52 72	CONTRACT ADMINISTRATOR	1437	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

AMERICAN FUNDS

52-0792143

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

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)

BLACKROCK

13-3806694

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

(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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

MFS INVESTMENT MANAGEMENT

04-3158862

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

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

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

WCM INVESTMENT MANAGEMENT

39-1657495

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

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

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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ 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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

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

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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ 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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ 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 ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

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

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

VANGUARD

23-1999755

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

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

NEW YORK LIFE INVESTMENT MGMT LLC

51 MADISON AVENUE
NEW YORK, NY 10010

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

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

(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.	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	
(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.	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	

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.	
MET WEST INTERMEDIATE BOND F 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
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 04-6171663	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
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

(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

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
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	
(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 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
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
NEW YORK LIFE INVESTMENT MGMT LLC	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.	
MEINSKY MACCAY ST DUR HY FD 51 MADISON AVE NEW YORK, NY 10010	BASIS POINTS * PLAN ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

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:	NEW TOWER	b EIN:	30-0872552
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 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>MULTIEMPLOER PROPERTY TRUST</u>		
b Name of sponsor of entity listed in (a): <u>NEW TOWER TRUST COMPANY</u>		
c EIN-PN <u>51-6218800-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>27069557</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>IBEW-NECA EQUITY INDEX FUND</u>		
b Name of sponsor of entity listed in (a): <u>CHEVY CHASE TRUST COMPANY</u>		
c EIN-PN <u>31-1772714-003</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>17555968</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WILMINGTON TRUST CIT INT'L FND. VAL</u>		
b Name of sponsor of entity listed in (a): <u>WILMINGTON TRUST, N.A.</u>		
c EIN-PN <u>26-3783687-920</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>33785827</u>
a Name of MTIA, CCT, PSA, or 103-12 IE: <u>PARAMETRIC DEFENSE EQUITY FUND LLC</u>		
b Name of sponsor of entity listed in (a): <u>PARAMETRIC PORTFOLIO ASSOCIATES LLC</u>		
c EIN-PN <u>45-2531297-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>46468011</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	D Employer Identification Number (EIN) <u>34-6596899</u>	

Part I	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	532134	533577
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1521388	1913090
(2) Participant contributions.....	1b(2)	382650	513713
(3) Other	1b(3)	184038	212939
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	3576111	3390262
(2) U.S. Government securities	1c(2)	41265251	43209936
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	14124830	16913963
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	108219180	126997106
(5) Partnership/joint venture interests	1c(5)	21064966	22127664
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	778801	1022556
(9) Value of interest in common/collective trusts.....	1c(9)	73335629	78411352
(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)	39489746	46468011
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	172407616	183392346
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	90951002	88004435
(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	567833342 613110950
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	454188 476891
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	3557470 2256857
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	4011658 2733748
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	563821684 610377202

Part II Income and Expense Statement

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

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	16569329
	(B) Participants	2a(1)(B)	4277376
	(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)	20846705
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	1832307
	(B) U.S. Government securities	2b(1)(B)	259498
	(C) Corporate debt instruments	2b(1)(C)	468308
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	44624
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	2604737
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	1104633
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	12534397
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	13639030
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	447690963
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	438725804
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	8965159
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	37805970
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	37805970

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		-11264667
(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)		10481948
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		83078882
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	34912124	
(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)		34912124
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)	49314	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	1034115	
(4) Other.....	2i(4)	527811	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		1611240
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		36523364
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		46555518
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

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

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: **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:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	
4n		X	

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

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

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

5c 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

Opinion

We have audited the financial statements of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements 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, 2021 and 2020, 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.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of 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 audits 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 GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

A handwritten signature in black ink, appearing to read "MSpc", with a stylized, cursive script.

MSpc
Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
September 15, 2022

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Interest Bearing Cash Accounts:				
Fidelity Institutional Money Market Funds Government Institutional Class	3,390,262	\$ 3,390,262	\$ 3,390,262	
U.S. Government Securities:				
California St Univ Rev Bds	30,000 2.274% 11/01/34	30,359	28,997	
Federal Home Loan Banks	585,000 1.040% 06/14/24	585,000	585,176	
Federal Home Loan Mtg Corp Pool #G0-3601	12,074 6.000% 07/01/37	12,231	13,988	
Federal Home Loan Mtg Corp Pool #Go-8849	20,577 5.000% 11/01/48	21,531	22,506	
Federal Home Loan Mtg Corp Ser 2174 Cl Pn	6,098 6.000% 07/15/29	6,218	6,733	
Federal National Mtg Assn	634 7.000% 09/01/31	658	708	
Federal National Mtg Assn Pool #582521	6,680 7.000% 05/01/31	7,006	7,311	
Federal National Mtg Assn Pool #735686	7 6.500% 12/01/22	7	7	
Federal National Mtg Assn Pool #764388	2,801 1.758% 03/01/34	2,802	2,823	
Federal National Mtg Assn Pool #A10851	12,942 6.000% 10/01/40	14,037	14,991	
Federal National Mtg Assn Pool #A15866	65,433 2.747% 08/01/22	66,992	65,602	
Federal National Mtg Assn Pool #Ma1527	15,036 3.000% 08/01/33	14,952	15,835	
Federal National Mtg Assn Ser 2001-52 Cl Yz	16,183 6.500% 10/25/31	16,470	18,634	
Federal National Mtg Assn Pool #Ma3811	35,113 3.000% 10/01/49	35,244	35,569	
Federal National Mtg Assn Pool #Ma4152	159,498 2.000% 09/01/40	164,694	161,942	
Federal National Mtg Assn Pool #Ma4176	49,204 2.000% 11/01/40	50,729	49,715	
Federal National Mtg Assn Pool #Ma4333	47,095 2.000% 05/01/41	47,864	47,877	
FHLMC	221,978 3.500% 08/01/49	234,499	237,945	
FHLMC Remic Ser K-088 Ser K-1509 Cl A-3	224,000 3.950% 11/25/33	265,300	263,140	
FHLMC SER K-F73 Cl Al	271,318 0.841% 11/26/29	273,523	272,584	
FNMA MBS Bln Multi Pool #BL6060	75,000 2.455% 04/01/40	74,813	78,278	
FNMA Pass-Thru Int Pass-Thru Int 20 Year Pool #MA1982	12,942 3.500% 08/01/34	13,490	13,757	
FNMA Pass-Thru Lng Pool #BM4299	48,008 3.000% 03/01/30	48,897	50,207	
FNMA Pass-Thru Lng Pool #BM4304	43,980 3.000% 02/01/30	44,771	45,978	
FNMA Pass-Thru Lng Pool #CA2208	28,678 4.500% 08/01/48	29,828	30,796	
FNMA Pool #CA1710	23,613 4.500% 05/01/48	24,546	25,362	
FNMA Pool #FM2318	39,548 3.500% 09/01/49	41,942	42,273	
FNMA Pool #MA3427	21,257 4.000% 06/01/33	21,829	22,383	
FNMA Pool #MA3537	15,416 4.500% 12/01/48	16,009	16,533	
FNMA SER 19-79 CL FA	60,451 1.506% 01/25/50	60,272	60,965	
FNMA UMBS Pool #BN7755	152,295 3.000% 09/01/49	160,927	159,896	
GNMA Pass-Thru M Single Family Pool #MA4454M	25,915 5.000% 05/20/47	27,742	28,225	
GNMA Pass-Thru M Single Family Pool #MA5466M	7,255 4.000% 09/20/48	7,451	7,683	
GNMA Pass-Thru M Single Family Pool #MA5530M	17,692 5.000% 10/20/48	18,477	18,916	
GNMA Pass-Thru M Single Family Pool #MA6209M	34,495 3.000% 10/20/49	34,721	35,089	
GNMA Pass-Thru Pool #080968M	4,373 1.625% 07/20/34	4,396	4,539	
GNMA Pass-Thru Pool #MA4838M	19,177 4.000% 11/20/47	20,107	20,440	

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
GNMA Pass-Thru Pool #MA4901M	5,178 4.000% 12/20/47	5,344	5,519	
GNMA Pass-Thru Pool #MA5399M	37,448 4.500% 08/20/48	38,783	39,661	
GNMA Remic Tr Ser 2019-119 Cl Je	4,412 3.000% 09/20/49	4,451	4,506	
GNMAII Jumbo 30YR	100,000 2.000% 02/15/51	100,825	100,770	
GNMAII Jumbo 30YR	125,000 2.500% 01/15/51	128,185	128,081	
GNMAII Jumbo 30YR	125,000 2.500% 02/15/51	127,921	127,803	
Government National Mtg Assn Remic Trust 2010-4 20400116 Flt	62,489 4.891% 01/16/40	9,807	11,304	
Government Nat'l Mtg Assn Trust 2011-146	63,581 5.000% 11/16/41	15,151	11,438	
Los Angeles Calif Dept Wtr & Pwr Rev Bds	100,000 5.516% 07/01/27	117,976	119,158	
Los Angeles Calif Uni Sch Dist Go Bds	165,000 5.750% 07/01/34	206,540	214,772	
Massachusetts St Sch Bldg Auth	50,000 2.966% 10/15/32	54,051	52,335	
Metropolitan Transn Auth Ny R Rev Bds	55,000 6.548% 11/15/31	71,435	69,877	
Miami-Dade Cnty Fla Aviation	50,000 3.504% 10/01/31	53,342	53,378	
New York N Y Go Bds	25,000 1.923% 08/01/31	25,000	24,489	
New York Ny City Tran Fin Auth Tax Sec	120,000 5.267% 05/01/27	137,740	140,731	
New York Ny Go Bds	50,000 3.620% 04/01/31	55,780	54,651	
New York St Dorm Auth St Pers	90,000 3.027% 02/15/33	92,156	94,875	
New York St Dorm Auth St Pers	45,000 1.952% 03/15/29	45,724	45,200	
Oregon St Go Pension Bds	28,331 5.762% 06/01/23	31,127	29,685	
San Francisco Calif City & Cnt	50,000 2.188% 11/01/32	50,273	49,761	
Umbs Tba	250,000 1.500% 02/15/36	250,271	250,343	
Umbs Tba 15yr	250,000 2.000% 02/15/36	255,495	255,665	
Umbs Tba	175,000 2.000% 02/15/51	174,010	174,200	
Umbs Tba 30yr	1,200,000 2.500% 02/15/50	1,222,285	1,222,128	
United States Treas Bills	1,520,000 1.125% 01/27/22	1,519,679	1,519,970	
United States Treas Bills	430,000 1.125% 01/06/22	429,956	430,000	
United States Treas Bills	205,000 1.125% 02/10/22	204,954	204,994	
United States Treas Bills	310,000 1.125% 01/25/22	309,962	309,997	
United States Treas Bills	235,000 1.125% 05/26/22	234,910	234,913	
United States Treas Note	820,000 0.250% 09/30/23	819,051	814,301	
United States Treas Note	4,805,000 0.875% 09/30/26	4,769,205	4,722,210	
United States Treas Note	11,405,000 0.375% 10/31/23	11,378,478	11,339,079	
United States Treas Note	10,715,000 1.125% 10/31/26	10,702,231	10,650,496	
United States Treas Note	2,265,000 1.375% 11/15/31	2,245,938	2,239,156	
United States Treas Note	2,640,000 0.500% 11/30/23	2,635,871	2,630,206	
United States Treas Note	1,540,000 1.250% 11/30/26	1,540,071	1,540,000	
United States Treas Note	550,000 1.250% 12/31/26	548,883	549,786	
Unitedhealth Group Inc	135,000 3.700% 12/15/25	151,586	146,868	
University Calif Revs Bds	85,000 2.247% 05/15/34	87,115	84,227	
Total U.S. Government Securities		43,351,896	43,209,936	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	102,184	106,371	
Abbvie Inc	115,000 4.550% 03/15/35	136,880	138,664	
Aercap Ireland Capital Limited	40,000 3.300% 01/23/23	41,282	40,844	

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Aercap Ireland Capital Limited	50,000 4.125% 07/03/23	53,150	51,935	
Aercap Ireland Capital Limited	30,000 3.650% 07/21/27	28,300	31,635	
Aercap Ireland Capital Limited	30,000 2.450% 10/29/26	29,993	30,266	
Agl Capital Corp	160,000 3.875% 11/15/25	176,035	171,966	
Air Lease Corp	35,000 3.250% 10/01/29	31,917	35,785	
Air Lease Corp Sr Gbl Nt	100,000 3.500% 01/15/22	99,290	100,088	
Alimentation Couche Tard Sr Gbl 144a 27	50,000 3.550% 07/26/27	50,682	53,601	
American Campus Cmnty Oper	90,000 2.250% 01/15/29	89,935	89,095	
Anheuser-Busch Inbev Wldw Inc	10,000 3.500% 06/01/30	9,979	10,971	
Aon Corp	85,000 2.800% 05/15/30	87,492	87,687	
Apple Inc Sr Gbl Nt	45,000 3.250% 02/23/26	44,902	48,126	
AT&T Inc	70,000 3.800% 02/15/27	69,731	76,063	
AT&T Inc	272,000 2.550% 12/01/33	271,083	266,402	
Banc of America Merrill Lynch Ser 2018 Park Cl A	70,000 4.091% 08/10/28	72,335	78,016	
Bank of America Corp	20,000 3.004% 12/20/23	20,436	20,415	
Bank of America Corp	150,000 2.087% 06/14/29	151,084	149,073	
Bank of America Corp	225,000 1.734% 07/22/27	226,043	223,490	
Bank of America Corp	45,000 3.559% 04/23/27	45,000	48,146	
Bank of America Corp	190,000 3.458% 03/15/25	200,509	198,738	
Barings Clo Ltd Ser 2013-I Cl Ar	63,855 0.988% 01/20/28	63,855	63,798	
Bat Cap Corp	45,000 4.390% 08/15/37	45,671	47,519	
Bat Cap Corp	45,000 3.557% 08/15/27	50,142	47,227	
Bat Cap Corp	50,000 3.462% 09/06/29	50,000	51,859	
Bat Cap Corp	35,000 2.726% 03/25/31	35,000	34,003	
Baylor Scott & White Hldgs Tax	115,000 2.650% 11/15/26	107,465	119,808	
Becton Dickinson & Co	80,000 2.823% 05/20/30	82,654	82,888	
Becton Dickinson & Co	32,000 3.363% 06/06/24	30,771	33,508	
Black Hills Corp Sr Gbl Nt	50,000 3.950% 01/15/26	49,849	53,608	
Boeing Co	50,000 4.875% 05/01/25	56,012	54,726	
Boeing Co	90,000 1.433% 02/04/24	90,302	89,878	
Bon Secours Mercy Health Inc	80,000 2.095% 06/01/31	80,000	78,656	
Boston Ppty Ltd Partnership	35,000 3.250% 01/30/31	35,244	36,631	
Brazos Higher Ed Auth Ser 2010-I Cl A-2	80,000 2.724% 02/25/35	76,832	80,921	
Brazos Higher Ed Auth Ser 2011-2 Cl A-3	80,000 2.184% 10/27/36	77,192	80,413	
Canadian Pac Ry Co	115,000 1.350% 12/02/24	114,848	115,147	
Capital One Financial Corp	145,000 1.343% 12/06/24	145,000	145,893	
Centene Corp	124,000 3.000% 10/15/30	130,510	126,047	
Charter Communications Oper Sr Sec Nt	115,000 4.908% 07/23/25	121,289	126,559	
Cigna Corp Sr Gbl Nt	180,000 4.125% 11/15/25	183,732	196,942	
Cigna Corp Sr Gbl Nt	110,000 2.400% 03/15/30	109,815	111,002	
Citigroup Inc	65,000 4.412% 03/31/31	73,967	74,305	
Citigroup Inc	20,000 3.352% 04/24/25	21,590	20,887	
Citigroup Inc	130,000 0.981% 05/01/25	130,000	128,999	
Citigroup Inc	80,000 2.572% 06/03/31	80,007	80,776	
Citigroup Inc	125,000 3.142% 01/24/23	125,000	125,159	
Comm Mtg Tr Ser 2014-Ccre20 Cl A-3	200,020 3.326% 11/13/47	208,677	205,872	

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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, 2021

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Comm Mtg Tr Ser 2015-Ccre25 Cl A-3	161,185 3.505% 08/12/48	171,152	167,095	
Commonspirit Health Bd	85,000 2.782% 10/01/30	85,118	87,088	
Continental Airlines Pass Thru Cert Series A	15,021 5.983% 04/19/22	13,146	15,192	
Crane Co Sr Nt	60,000 4.450% 12/15/23	62,026	63,240	
Credit Suisse Grp Fdg Guernsey	120,000 4.550% 04/17/26	135,648	132,277	
Credit Suisse Grp Fdg Guernsey	120,000 3.750% 03/26/25	129,583	127,384	
Credit-Based Asset Serv & Sec 2003-Cb3 Cl	48,725 3.379% 12/25/32	43,408	47,888	
Crown Castle Intl Corp	45,000 3.300% 07/01/30	44,631	47,516	
Cubesmart Lp Sr Nt	65,000 2.250% 12/15/28	64,685	65,068	
CVS Health Corporation	6,000 4.300% 03/25/27	5,997	6,738	
CVS Health Corporation Sr Glbl Nt	85,000 2.875% 06/01/26	84,268	88,818	
CVS Health Corporation Sr Nt	90,000 3.250% 08/15/29	89,187	96,044	
Cyrusone Lp/Fin Corp	125,000 2.900% 11/15/24	126,394	129,026	
Cyrusone Lp/Fin Corp	50,000 3.450% 11/15/29	50,599	53,960	
Delta Air Lines Inc	145,649 2.000% 03/12/20	145,649	142,486	
Discover Bk Dtd	110,000 3.450% 07/27/26	120,129	116,417	
Dollar Tree Inc	80,000 4.000% 05/15/25	86,444	85,975	
Dryden 30-R Sr Ln Fd Ser 2013-30r Cl A-R	40,980 3.436% 11/15/28	40,903	40,960	
Duke Energy Corp	75,000 2.650% 06/01/26	74,769	77,690	
Enbridge Energy Partners Lp	40,000 5.875% 10/15/25	39,862	45,536	
Energy Transfer Operating	60,000 5.500% 06/01/27	67,630	68,445	
Energy Transfer Operating	25,000 4.950% 06/15/28	25,002	28,144	
Energy Transfer Partners Lp	50,000 4.900% 02/01/24	50,240	52,900	
Everbank Finl Corp	80,000 5.750% 07/02/25	86,814	87,274	
Fifth Third Bancor	55,000 2.550% 05/05/27	54,892	56,767	
Ford Motor Credit Co LLC	351,000 3.219% 01/09/22	355,388	351,000	
Ford Motor Credit Co LLC	92,000 5.596% 01/07/22	92,439	92,064	
Ford Motor Credit Co LLC Sr Glbl Fl Nt	70,000 1.383% 08/03/22	69,373	70,123	
General Elec Cap Corp	17,000 6.750% 03/15/32	20,358	23,209	
General Mtrs Co Sr Nt	70,000 4.875% 10/02/23	75,664	74,368	
General Mtrs Finl Co Inc Sr Glbl Nt	35,000 3.150% 06/30/22	35,685	35,394	
General Mtrs Finl Co Inc Sr Nt	10,000 3.450% 04/10/22	10,246	10,031	
Global Payments Inc	115,000 1.500% 11/15/24	114,920	115,041	
Glp Cap Lp/Glp Fing Ii Inc	100,000 5.375% 04/15/26	111,157	111,357	
Glp Cap Lp/Glp Fing Ii Inc Sr Nt	75,000 3.350% 06/01/24	74,924	77,660	
Glp Cap Lp/Glp Fing Ii Inc Sr Nt	65,000 5.375% 11/01/23	67,485	68,978	
Goldentree Ln Opp 2014-9r2	115,000 3.619% 10/29/29	115,000	114,978	
Goldman Sachs Group Inc	30,000 3.200% 02/23/23	30,785	30,769	
Goldman Sachs Group Inc	130,000 1.431% 03/09/27	130,000	127,420	
Goldman Sachs Group Inc	140,000 1.542% 09/10/27	139,908	137,245	
Goldman Sachs Group Inc	75,000 3.272% 09/29/25	80,489	78,710	
Goldman Sachs Group Inc	65,000 1.948% 10/21/27	64,684	64,753	
Goldman Sachs Group Inc	145,000 1.217% 12/06/23	145,000	145,332	
Hca Inc	30,000 2.375% 07/15/31	29,918	29,568	
Hca Inc Sr Glbl Nt	75,000 5.250% 06/15/26	85,387	84,383	
Hca Inc Sr Sec Nt	105,000 5.000% 03/15/24	111,311	112,923	
Hca Inc Sr Sec Nt	110,000 4.125% 06/15/29	109,447	121,146	

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Hcp Inc Sr Nt	55,000 4.000% 06/01/25	60,126	59,201	
Higher Education Fdg I 2014-1 20340525 Flt	36,164 2.574% 05/25/34	36,164	36,278	
Hsbc Holdings Plc	10,000 0.000% 09/22/28	10,000	9,796	
Hsbc Holdings Plc	10,000 1.589% 05/24/27	9,900	9,785	
Hsbc Holdings Plc	260,000 4.292% 09/12/26	288,457	280,826	
Hudson Pac Pptys Lp	175,000 3.950% 11/01/27	182,620	187,607	
Hudson Pac Pptys Lp Sr Gbl Nt	10,000 4.650% 04/01/29	11,499	11,302	
Humana Inc Sr Gbl Nt	80,000 3.950% 03/15/27	79,902	87,481	
Humana Inc Sr Gbl Nt	60,000 3.850% 10/01/24	63,242	63,709	
Hyatt Hotels Corp	90,000 1.300% 10/01/23	89,947	90,002	
Ihs Markit Ltd	50,000 3.625% 05/01/24	53,854	52,438	
Ihs Markit Ltd Sr Gbl Nt	95,000 4.125% 08/01/23	94,722	99,275	
Intercontinental Exchange Inc	55,000 1.850% 09/15/32	50,166	52,710	
Jgwpt Xxx LLC Ser 2013-3 Cl A	31,014 4.080% 01/17/73	31,016	34,378	
Jgwpt Xxxii LLC Ser 2014-2 Cl A	40,199 3.610% 01/17/73	40,173	43,406	
JP Morg Chase Cmbs 2016-Nine 20380909 Flt	45,000 2.854% 09/09/38	42,324	46,668	
JP Morgan Chase Bank	125,000 2.005% 03/13/26	128,800	126,525	
JP Morgan Chase Bank	95,000 4.493% 03/24/31	95,000	109,820	
JP Morgan Chase Bank	80,000 1.470% 09/22/27	80,000	78,465	
JP Morgan Chase Bank	190,000 3.960% 01/26/27	190,000	205,394	
Jpmdb Coml Mtg Sec Tr 2014-C19 20470417	61,201 3.669% 04/17/47	63,911	61,304	
Jpmdb Coml Mtg Sec Tr 2014-C2 Ser 2014	295,793 3.231% 01/17/48	307,937	304,470	
Jpmdb Coml Mtg Sec Ser 2017-C5 Cl A-4	162,906 3.414% 03/17/50	174,717	169,041	
Kraft Foods Group Inc	45,000 5.000% 06/04/42	57,150	55,958	
L3 Technologies Inc	80,000 3.850% 06/15/23	79,843	83,101	
Lexington Realty Trust	30,000 2.375% 10/01/31	29,927	28,810	
Life Storage Lp Sr Nt	105,000 2.200% 10/15/30	104,500	103,242	
Lloyds Banking Group Plc	75,000 3.574% 11/07/28	82,389	80,156	
Lloyds Banking Group Plc	30,000 2.907% 11/07/23	30,789	30,485	
Lloyds Bkg Group Plc	75,000 3.870% 07/06/25	75,000	79,244	
Lloyds Bkg Group Plc	130,000 2.858% 03/17/23	132,807	130,506	
Marsh & McLennan Cos Inc	60,000 2.375% 12/15/31	59,926	60,641	
Metropolitan Life Global Fdg Fr	150,000 3.875% 04/11/22	149,840	151,386	
Morgan Stanley	305,000 1.164% 10/21/25	304,002	302,658	
Morgan Stanley Fr	125,000 1.593% 05/04/27	125,445	123,733	
Navient Student Ln Tr 2014-1 20310625 Flt	96,564 1.516% 06/25/31	96,564	94,385	
Navient Student Ln Tr 2014-3 20430325 Flt	83,146 1.626% 03/25/43	83,146	83,241	
Navient Student Ln Tr 2014-4 20430325 Flt	40,496 1.626% 03/25/43	40,496	40,526	
Navient Student Ln Tr 2014-7 20430325 Flt	155,668 1.616% 03/25/43	154,929	153,888	
Navient Student Ln Tr 2016-2 20650625 Flt	230,000 2.506% 06/25/65	237,763	238,012	
Navient Student Ln Tr 2017-3 20660726 Flt	100,000 2.056% 07/26/66	100,000	100,250	
Nelnet St Ln Tr 2014-4 20431125 Flt	80,000 1.618% 11/25/43	80,000	81,734	
New York Life Global Fdg Mtn 144a Nt	115,000 3.000% 01/10/28	107,905	122,552	
Oracle Corp	135,000 2.875% 03/25/31	137,543	136,010	
Oracle Corp	15,000 2.800% 04/01/27	15,609	15,474	
Oracle Corp	10,000 3.250% 11/15/27	9,989	10,536	
Pemex Proj Fdg Master Tr Company Guarnt	125,000 6.625% 06/15/35	115,959	120,100	

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**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
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EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2021**

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

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Perkinelmer Inc	150,000 0.850% 09/15/24	149,907	147,897	
Petroleos Mexicanos Fr Dtd 08/12/2018 5.35% 02/12/2028	25,000 5.350% 02/12/28	21,263	24,850	
Plains All Amer Pipeline Lp Sr Gbl Nt	20,000 4.500% 12/15/26	21,759	21,967	
Queens Ctr Mtg	50,000 3.275% 01/13/37	48,821	51,372	
Rbs Coml Fd Inc Ser 2013-Gsp Cl A	15,000 3.834% 01/15/32	15,787	15,533	
Relx Capital Inc Sr Nt	50,000 4.000% 03/18/29	49,420	55,504	
Residential Accredit Loans, Inc Ser 2005- Qo3 Cl A-1	45,465 1.806% 10/25/45	30,169	39,734	
Residential Asset Mortgage Prod	3,848 7.000% 11/25/31	3,977	3,848	
Residential Asset Secur Tr Flt	5,301 1.806% 11/25/34	5,301	5,165	
Residential Asset Secur Tr Flt	5,158 2.928% 10/25/34	5,217	5,115	
Reynolds American Inc	45,000 5.700% 08/15/35	52,450	53,309	
Royal Bank Of Scotland Group Plc	25,000 4.269% 03/22/25	27,129	26,483	
Royal Bank Of Scotland Group Plc	85,000 3.498% 05/15/23	87,115	85,745	
Royal Bank Of Scotland Group Plc	30,000 4.519% 06/25/24	31,970	31,389	
Ruby Pipeline LLC	57,576 8.000% 04/01/22	61,871	53,802	
Salle Mae Student Loans	25,000 3.034% 07/25/29	24,037	25,126	
Santander Uk Plc	315,000 1.089% 03/15/25	315,315	311,800	
Santander Uk Plc	10,000 1.532% 08/21/26	10,136	9,841	
Slm Student Ln Tr 2012-7 Ser 2012-7 Cl A-3	48,199 1.656% 05/26/26	48,199	47,272	
Slm Student Loan Ser 2011-2 Cl A-2	73,629 2.206% 10/25/34	70,828	74,001	
Slm Student Loan Trust	25,000 3.034% 04/25/29	22,654	24,843	
Slm Student Loan Trust	25,000 3.434% 10/25/75	25,044	25,459	
Slm Student Loan Trust	25,000 2.384% 04/25/29	24,269	23,754	
Slm Student Loan Trust	25,000 3.034% 07/25/73	21,746	24,728	
Slm Student Loan Trust	25,000 3.034% 07/25/29	23,912	25,080	
Slm Student Loan Trust	23,776 2.684% 04/25/23	24,070	23,938	
Slm Student Loan Trust	25,000 3.434% 10/25/29	25,045	25,343	
Slm Student Loan Trust	97,292 0.418% 01/25/41	86,297	94,941	
Slm Student Loan Trust	25,000 1.458% 01/25/29	22,220	22,518	
Spire Inc	120,000 3.543% 02/27/24	120,000	121,600	
Sprint Corp Sr Gbl Nt	114,000 7.875% 09/15/23	130,245	125,543	
Sprint Spectrum Co	80,000 5.152% 09/20/29	78,600	88,196	
Starbucks Corp	80,000 2.000% 03/12/27	79,673	80,971	
T Mobile USA	155,000 2.250% 02/15/26	153,838	155,388	
T Mobile USA	30,000 2.550% 02/15/31	30,117	29,882	
T Mobile USA	105,000 3.750% 04/15/27	115,152	113,775	
T Mobile USA	15,000 3.875% 04/15/30	16,300	16,427	
Texas Estn Transmission	50,000 2.800% 10/15/22	48,210	50,543	
Trinity Acquisition Plc Sr Gbl Nt	55,000 4.400% 03/15/26	61,328	60,197	
Tucson Elec Pwr Co	100,000 3.850% 03/15/23	102,483	101,489	
US Airways Pt Trust	59,211 5.900% 04/01/26	64,852	62,053	
US Airways Pt Trust Ser 2012-2 Cl A	47,379 4.625% 12/03/26	50,442	47,152	
Ventas Rlty Ltd Partnership Sr Gbl Nt	165,000 2.650% 01/15/25	174,050	170,041	
Verizon Communications Inc	80,000 2.550% 03/21/31	79,671	80,802	
Verizon Communications Inc	25,000 2.100% 03/22/28	24,989	25,068	

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, 2021

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Vmware Inc	150,000 1.000% 08/15/24	149,928	148,583	
Vodafone Group Plc	60,000 4.375% 05/30/28	59,221	67,564	
Wec Energy Group Inc	120,000 2.200% 12/15/28	119,713	119,915	
Wells Fargo & Co Sr Nt	275,000 2.188% 04/30/26	285,412	279,975	
Wells Fargo & Co Sr Nt	110,000 2.393% 06/02/28	112,194	111,871	
Wells Fargo Co Mtn Be Fr	235,000 3.300% 09/09/24	235,000	247,154	
Willis North America Inc	50,000 4.500% 09/15/28	58,271	55,931	
Wrkco Inc Sr Glbl	45,000 4.650% 03/15/26	44,934	50,189	
Total Corporate Bonds		<u>16,727,959</u>	<u>16,913,963</u>	
Common Stocks:				
3m Co	979	177,620	173,900	
Abbvie Inc Com	2,694	286,241	364,768	
Abiomed Inc	2,991	608,259	1,074,277	
Accenture Plc Ireland Shs Class A	1,543	439,365	639,651	
Aci Worldwide Inc	17,632	552,676	611,830	
Acuity Brands Inc	858	93,018	181,656	
Adobe Systems Inc	3,836	513,864	2,175,242	
Agco Corp	1,412	86,002	163,820	
Air Transport Services Group Inc	36,253	688,394	1,065,113	
Alight Inc Com Cl A	42,597	411,411	460,474	
Align Technology Inc	2,022	433,964	1,328,818	
Allison Transmission Hldgs Inc	5,111	214,212	185,785	
Ally Fin Inc Com	5,899	164,950	280,851	
Amazon Com Inc Sr Com	724	689,549	2,414,062	
American Eagle Outfitters Inc	14,172	436,785	358,835	
American Equity Investment Life Holding Co	17,103	471,761	665,649	
Ameriprise Financial Inc	1,082	101,758	326,396	
Amerisourcebergen Corp	2,445	226,934	324,916	
Amgen Inc	1,387	323,885	312,033	
Amphenol Corp	7,624	416,652	666,795	
Anthem Inc	719	275,996	333,285	
Apple Inc Com	3,701	246,339	657,187	
Applied Materials Inc Com	4,399	350,096	692,227	
Aptiv Pls Shs	1,094	74,052	180,455	
Archer-Daniels-Midland Co	1,246	50,038	84,217	
Argan Inc	9,744	385,612	376,995	
Arista Networks Inc Com	4,431	573,696	636,956	
Armstrong World Industries Inc.	6,159	334,157	715,183	
Atkore Inc Com	4,377	102,006	486,679	
Autoliv Inc	1,855	123,178	191,826	
Autonation Inc	3,073	289,576	359,080	
Autozone Inc	199	218,653	417,182	
Avaya Hldgs Corp Com	31,702	723,123	627,700	
Axalta Coating Sys Ltd Com	18,950	497,611	627,624	
Axis Capital Holdings Ltd Com	10,257	405,179	558,699	

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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, 2021

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Baker Hughes A Ge Co Cl A	6,892	144,247	165,822
	Barrett Business Services Inc	2,587	128,231	178,658
	Bath & Body Works Inc Com	5,014	255,122	349,927
	Berry Global Group Inc	1,134	54,453	83,667
	Biomarin Pharmaceutical Inc	16,169	1,345,880	1,428,531
	Bjs Whsl Club Hldgs Inc Com	15,876	472,040	1,063,216
	Bloom Energy Corp Com Cl A	9,222	291,712	202,238
	Booking Hldgs Inc	739	1,001,190	1,773,031
	Borgwarner Inc	3,907	150,602	176,088
	Boyd Gaming Corp	6,311	327,548	413,812
	Bp Plc Sponsored Adr	6,271	218,332	166,997
	Bristol-Myers Squibb Co	5,514	362,831	343,798
	Brunswick Corp De	3,661	292,804	368,773
	Cadence Design Systems Inc	3,722	288,521	693,595
	Cannae Hldgs Inc Com	27,142	535,523	954,041
	Capital One Financial Corp	2,162	334,708	313,685
	Carlisle Cos Inc	721	73,417	178,895
	Carmax Inc	2,443	337,068	318,152
	Cdk Global Inc Com	11,593	425,101	483,892
	Cdw Corp Com	3,460	494,651	708,539
	Celanese Corp Series A	493	34,457	82,854
	Centennial Resource Dev Inc Cl A	28,702	209,363	171,638
	Chevron Corp Com	1,483	145,918	174,030
	Chewy Inc	14,865	1,488,405	876,589
	Cigna Corp Sr Gbl Nt	1,438	331,378	330,208
	Citigroup Inc	4,531	249,944	273,627
	Citizens Finl Group Inc Com	6,418	219,539	303,251
	Cognizant Technology Solutions Corp	7,179	574,557	636,921
	Colfax Corporation	5,528	154,772	254,122
	Comfort Systems Usa Inc Com	7,550	303,732	746,997
	Computer Programs & Systems Inc	11,183	293,404	327,662
	Computer Services Inc	6,087	95,012	323,828
	Conocophillips	2,120	110,078	153,022
	Corecivic Inc Com	47,506	383,446	473,635
	Costar Group Inc Com	17,282	1,244,028	1,365,796
	Costco Wholesale Corp	3,141	1,020,848	1,783,146
	Crane Co	1,702	115,182	173,144
	Crocs Inc	2,682	220,238	343,886
	Crowdstrike Hldgs Inc Cl A	3,819	781,426	781,940
	Crown Holdings Inc	724	44,632	80,089
	Cummins Inc	699	86,151	152,480
	Darden Restaurants Inc	2,472	359,637	372,382
	Dentsply Sirona Inc Com	6,272	319,114	349,915
	Dick's Sporting Goods Inc	3,483	296,841	400,510
	Discover Financial Services	2,476	124,505	286,127
	Docusign Inc Com	6,863	1,388,163	1,045,304
	Dollar Tree Inc	2,629	356,201	369,427

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Dominion Energy Inc	1,627	125,563	127,817
	Dover Corp	1,083	69,519	196,673
	Dow Inc Com	1,497	90,203	84,910
	Dr Horton Inc	4,013	239,579	435,210
	Dxc Technology Co Com	12,591	233,556	405,304
	Eastman Chemical Co	722	47,699	87,297
	Edwards Lifesciences Corp	9,536	363,225	1,235,389
	Ehealth Inc Com	1,603	63,672	40,877
	Eli Lilly & Co	3,143	581,124	868,159
	Emcor Group Inc	1,521	85,391	193,760
	Emerson Electric Co	1,801	92,948	167,439
	Enphase Energy Inc	4,943	660,486	904,272
	Eplus Inc. Com	10,082	357,062	543,218
	Equitable Hldgs Inc Com	9,918	220,624	325,211
	Estee Lauder Cos Inc	4,155	935,283	1,538,181
	Evergy Inc	1,923	121,625	131,937
	Evolution Petroleum Corp Com	23,847	151,381	120,427
	Exact Sciences Corp	14,133	1,113,099	1,099,971
	Exelon Corp	2,584	103,546	149,252
	F5 Inc Com	2,724	543,626	666,590
	Fidelity National Financial Inc Com	6,642	284,872	346,580
	Ford Motor Company	19,630	299,735	407,715
	Franklin Resources Inc	8,446	238,716	282,857
	Gartner Inc	2,150	504,440	718,788
	General Mills Inc	4,783	219,538	322,279
	Gentex Corp	4,904	103,676	170,904
	Genworth Financial Inc	102,006	330,331	413,124
	Gilead Sciences Inc	4,788	312,290	347,657
	Gms Inc Com	6,325	156,644	380,196
	Gohealth Inc Com Cl A	15,077	173,857	57,142
	Goldman Sachs Group Inc	731	302,395	279,644
	Graftech International Ltd	41,479	465,639	490,697
	Haemonetics Corp	5,036	276,672	267,109
	Halliburton Co	7,631	124,706	174,521
	Harsco Corp	12,109	321,005	202,341
	Hca Healthcare Inc	1,270	237,526	326,288
	Henry Schein Inc	4,307	292,512	333,922
	Hollyfrontier Corp	9,191	218,932	301,281
	Hostess Brands Inc	40,703	511,822	831,155
	Hp Inc Com	16,458	619,777	619,973
	Humana Inc	656	200,003	304,292
	Huntsman Corp	2,462	66,008	85,875
	Illumina Inc	3,260	525,033	1,240,234
	Ingles Markets Inc	5,941	206,543	512,946
	Ingredion Inc Com	809	66,340	78,182
	International Paper Co	1,750	71,659	82,215
	Intuit Inc	3,652	1,016,379	2,349,039

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Intuit Inc	919	411,318	591,119
	Ituran Location And Control Ltd	9,988	235,799	266,380
	Jacobs Engineering Group Inc	1,178	73,999	164,013
	Jefferies Finl Group Inc Com	7,548	235,225	292,862
	Johnson & Johnson	1,921	241,606	328,625
	Keycorp	13,667	240,971	316,118
	Keysight Technologies Inc Com	3,536	367,277	730,219
	Kla-Tencor Corp	1,480	320,388	636,563
	Kraft Heinz Co Com	9,215	285,244	330,819
	Kroger Co	7,408	276,829	335,286
	Laboratory Corp America Holdings Holdings	1,013	194,173	318,295
	Lam Research Corp	879	383,943	632,133
	Lear Corporation	977	108,081	178,742
	Lennar Corp	3,552	242,180	412,600
	Liberty Latin Amer Ltd	34,527	661,346	393,608
	Lincoln National Corp In	4,416	151,678	301,436
	Lithia Motors Inc Cl A Com	1,269	340,349	376,830
	Lkq Corp	6,284	330,215	377,229
	Lowes Companies Inc	1,602	242,060	414,085
	Lyondellbasell Industries Nv Shs Class A	877	68,856	80,886
	Marathon Oil Corp	10,219	125,009	167,796
	Masco Corp	2,490	85,111	174,848
	Match Group Inc New Com	16,392	2,144,033	2,167,842
	Mcgrath Rentcorp	6,901	505,191	553,874
	Mckesson Corp	1,396	239,260	347,004
	Mednax Inc	8,921	216,025	242,740
	Meta Platforms Inc Cl A	6,823	785,756	2,294,916
	Metlife Inc	5,034	194,870	314,575
	Microsoft Corp	1,848	261,927	621,519
	Molson Coors Brewing Co	6,437	317,301	298,355
	Msc Industrial Direct Co	1,767	127,698	148,534
	Msci Inc	3,776	586,160	2,313,517
	Murphy Usa Inc Com	5,113	558,375	1,018,714
	Ncr Corp	21,686	709,014	871,777
	Netapp Inc	6,963	632,364	640,526
	New York Community Bancorp Inc	25,462	261,445	310,891
	Newmark Group Inc	10,922	156,043	204,241
	Nexstar Media Group Inc Cl A Com	2,212	333,989	333,968
	Nike Inc	14,868	967,234	2,478,050
	Nov Inc Com	13,760	181,078	186,448
	Nrg Energy Inc	3,755	116,021	161,765
	Nucor Corp	775	48,800	88,466
	Nvidia Corp	8,050	445,865	2,367,586
	Nvidia Corp	2,184	208,152	642,336
	Oaktree Specialty Lending Corp	35,395	178,655	264,047
	Oge Energy Corp	3,642	123,073	139,780
	On Semiconductor Corp	9,884	376,788	671,321

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, 2021

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Onemain Hldgs Inc Com	5,982	303,119	299,339
	Oracle Corp	6,495	589,666	566,429
	Oshkosh Corporation	1,549	170,519	174,588
	Owens Corning Inc	818	52,216	74,029
	Packaging Corp Of America	546	51,267	74,338
	Park Aerospace Corp	14,127	181,819	186,476
	Parker Hannifin Corp	567	52,135	180,374
	Patterson Cos Inc	12,508	378,760	367,110
	Paychex Inc	5,404	596,293	737,646
	Paypal Hldgs Inc Com	9,231	1,091,063	1,740,782
	Pfizer Inc	5,541	205,459	327,196
	Philip Morris International Inc	3,369	276,016	320,055
	Pinnacle West Capital Corp	2,103	162,519	148,451
	Portland General Electric Co	2,566	125,947	135,793
	Ppl Corp	4,236	127,259	127,334
	Premier Inc Com Cl A	22,298	713,787	918,009
	Principal Financial Group Inc	4,739	203,267	342,772
	Prudential Financial Inc	2,922	187,797	316,277
	Public Service Enterprise Group Inc	1,959	94,194	130,724
	Quanta Services Inc	7,238	861,346	829,909
	Quest Diagnostics Inc	2,031	238,714	351,383
	Regions Financial Corp	13,895	147,133	302,911
	Reliance Steel & Aluminum Co	497	32,464	80,623
	Ringnetral Inc Cl A	7,513	2,191,895	1,407,561
	Robert Half International Inc	3,095	289,030	345,154
	Royal Dutch Shell Plc Adr	3,881	184,363	168,435
	Salesforce Inc	5,761	439,423	1,464,043
	Sarepta Therapeutics Inc	5,702	677,032	513,465
	Seagate Technology Hldngs Plc Ord Shs	5,565	590,599	628,734
	Servicenow Inc Sr Cv	3,444	258,504	2,235,535
	Skyworks Solutions Inc	3,876	625,482	601,323
	Sm Energy Co Com	6,211	203,522	183,100
	Smucker J M Co	2,394	307,363	325,153
	Snap-On Inc	785	151,179	169,073
	Sonoco Products Co	1,272	70,837	73,636
	Southwest Gas Holdings Inc	5,847	380,108	409,582
	Sp Plus Corp Com	15,930	457,834	449,545
	Square Inc Cl A	5,343	586,039	862,948
	Steel Dynamics Inc	1,220	37,886	75,725
	Synchrony Finl Com	6,108	167,832	283,350
	T Mobile Us Inc Com	1,089	77,769	126,302
	Te Connectivity Ltd	3,993	437,606	644,231
	Tempur-Sealy International, Inc	8,006	224,382	376,522
	Tenet Healthcare Corp Com	4,491	290,772	366,870
	Texas Instruments Inc	3,289	454,535	619,878
	Thor Industries Inc	3,378	437,126	350,535
	Timken Co	2,597	210,334	179,946

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>		<u>Cost</u>	<u>Current Value</u>
Toll Brothers Inc	5,916		298,226	428,259
Total Sa Adr	3,480		171,643	172,121
Tractor Supply Co	1,647		223,546	392,974
Trane Technologies Plc Shs	9,174		1,101,944	1,853,423
Trimas Corp Com	6,560		150,667	242,720
Tyson Foods Inc	3,718		293,035	324,061
Uber Technologies Inc Com	34,250		1,271,426	1,436,103
Ugi Corp New	2,901		104,063	133,185
Ulta Beauty Inc	955		365,505	393,785
Unifirst Corp	3,692		394,653	776,797
Unilever Plc Sponsored Adr New	5,512		274,948	296,490
United Rentals Inc	507		53,310	168,471
United Therapeutics Corp	1,523		175,269	329,090
Univar Inc Com	8,225		180,711	233,179
Valvoline Inc Com	2,228		48,612	83,082
Verizon Communications Inc	2,385		128,704	123,925
Viad Corp	2,626		124,815	112,367
Viatis Inc Com	25,060		356,273	339,062
Visa Inc Class A Shares	10,496		1,349,357	2,274,588
Vistra Energy Corp Com	6,370		110,054	145,045
Voya Finl Inc Com	4,848		286,597	321,471
Westlake Corporation Com	886		55,295	86,057
White Mountains Insurance Group Ltd	860		555,792	871,954
Whole Earth Brands Inc	29,022		231,853	311,694
Williams-Sonoma Inc	1,849		218,213	312,721
World Fuel Services Corp	5,521		199,126	146,141
Zebra Technologies Inc	1,050		510,823	624,960
Total Common Stock			<u>86,943,270</u>	<u>126,997,106</u>
Limited Partnerships:				
Rocket Ventures	60		3,000,000	880,698
Blackstone	163,630		16,362,981	21,246,966
Total Limited Partnerships			<u>19,362,981</u>	<u>22,127,664</u>
Common Collective Trusts:				
Multi-Employer Property Trust	191,759		19,175,949	27,069,557
IBEW-NECA Equity Index Fund	174,427		10,386,992	17,555,968
Wilmington Trust CIT EBP Intl Fundamental Value Fund	455,703		28,202,088	33,785,827
Common Collective Trusts			<u>57,765,029</u>	<u>78,411,352</u>
Value of Interest in Registered Investment Companies:				
AFL-CIO Housing Investment Trust	13,653		15,712,582	15,590,677
American Funds Growth Fund of America R6	80,465		5,254,619	5,983,377

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Baird Core Plus Bond Inst	436,437	5,150,470	5,093,215	
Blackrock Strategic Inc Opp Port K	3,263,246	32,301,940	33,154,583	
Brandes International Equity Fund R6	30,233	537,028	548,725	
FS KKR Capital Corp Com	16,139	344,541	337,951	
Janus Triton	816,186	26,323,678	28,272,698	
Mainstay Short Duration High Yield	183,529	1,804,573	1,798,583	
* MassMutual Select T. Rowe Price Retirement 2015 Fund Class I	165,217	2,751,556	2,752,518	
* MassMutual Select T. Rowe Price Retirement 2020 Fund Class I	249,934	4,087,472	4,171,396	
* MassMutual Select T. Rowe Price Retirement 2025 Fund Class I	275,452	4,593,512	4,856,217	
* MassMutual Select T. Rowe Price Retirement 2030 Fund Class I	349,915	5,767,555	6,473,432	
* MassMutual Select T. Rowe Price Retirement 2035 Fund Class I	337,565	5,657,148	6,525,121	
* MassMutual Select T. Rowe Price Retirement 2040 Fund Class I	294,543	5,035,781	5,876,124	
* MassMutual Select T. Rowe Price Retirement 2045 Fund Class I	226,976	3,889,842	4,607,616	
* MassMutual Select T. Rowe Price Retirement 2050 Fund Class I	107,755	1,879,670	2,206,819	
* MassMutual Select T. Rowe Price Retirement 2055 Fund Class I	80,467	1,413,785	1,640,728	
* MassMutual Select T. Rowe Price Retirement 2060 Fund Class I	34,916	663,325	709,834	
Metropolitan West Intermediate Bond I	412,442	4,434,137	4,380,130	
Metropolitan West Floating Rate Inc I	67,856	675,035	674,485	
MFS New Discovery Value R5	109,206	2,165,119	2,251,821	
MFS Value R4	51,699	2,380,407	2,809,327	
Pimco Inflation Response MultiAsset Instl	79	686	713	
RBC Small Cap Core I	15,888	420,527	332,693	
T. Rowe Price Retirement Income	150,963	2,331,118	2,288,591	
Vanguard Mid-Cap Index Adm	1,482	318,747	467,434	
WCM Focused International Growth Instl	1,607,807	21,376,104	39,587,538	
Total Value of Interest in Registered Investment Companies		<u>157,270,957</u>	<u>183,392,346</u>	
103-12 Investment Entity:				
Parametric Defensive Equity Fund LLC	32,475,282	<u>32,475,282</u>	<u>46,468,011</u>	
Guaranteed Investment Contract:				
* Mass Mutual SAGIC	88,004,435	<u>88,004,435</u>	<u>88,004,435</u>	
*Participant Loans		Various Maturities 4.25% - 6.50%	<u>--</u>	<u>1,022,556</u>
Totals			<u>\$ 505,292,071</u>	<u>\$ 609,937,631</u>

* 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, 2021 AND 2020**



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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INDEPENDENT AUDITORS' REPORT

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

Opinion

We have audited the financial statements of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statement of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements 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, 2021 and 2020, 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.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Local No. 8, International Brotherhood of Electrical Workers Retirement Plan and Trust's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of 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 audits 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 GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

A handwritten signature in black ink, appearing to read "MSpc", with a stylized, cursive script.

MSpc
Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
September 15, 2022

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

Statements of Net Assets Available for Benefits

	<u>December 31,</u> <u>2 0 2 1</u>	<u>2 0 2 0</u>
Assets:		
Investments at Fair Value:		
Interest Bearing Cash Accounts	\$ 3,390,262	\$ 3,576,111
Common Stocks	126,997,106	108,219,180
U.S. Government Securities	43,209,936	41,265,251
Corporate Bonds	16,913,963	14,124,830
Limited Partnerships	22,127,664	21,064,966
Common Collective Trusts	78,411,352	73,335,629
103-12 Investment Entity	46,468,011	39,489,746
Mutual Funds	<u>183,392,346</u>	<u>172,407,616</u>
Total Investments at Fair Value	520,910,640	473,483,329
Investments at Contract Value:		
Guaranteed Investment Contract	<u>88,004,435</u>	<u>90,951,002</u>
Total Investments	<u>608,915,075</u>	<u>564,434,331</u>
Receivables:		
Employers' Contributions	1,913,090	1,521,388
Participants' Contributions	513,713	382,650
Notes Receivable from Participants	1,022,556	778,801
Interest and Dividends	<u>208,222</u>	<u>179,103</u>
Total Receivables	<u>3,657,581</u>	<u>2,861,942</u>
Other Assets:		
Prepaid Expenses	<u>4,717</u>	<u>4,935</u>
Cash	<u>533,577</u>	<u>532,134</u>
Total Assets	<u>613,110,950</u>	<u>567,833,342</u>
Liabilities:		
Accrued Expenses	476,891	454,188
Due to Related Parties	27,800	27,800
Due to Broker	<u>2,229,057</u>	<u>3,529,670</u>
Total Liabilities	<u>2,733,748</u>	<u>4,011,658</u>
Net Assets Available for Benefits	<u>\$ 610,377,202</u>	<u>\$ 563,821,684</u>

See Accompanying Notes to Financial Statements.

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

Statements of Changes in Net Assets Available for Benefits

	<u>Years ended December 31,</u>	
	<u>2 0 2 1</u>	<u>2 0 2 0</u>
Additions to Net Assets Attributed to:		
Investment Income:		
Net Appreciation in Fair Value of Investments	\$ 45,988,410	\$ 54,716,353
Interest and Dividends	<u>16,199,143</u>	<u>6,854,445</u>
Totals	62,187,553	61,570,798
Less: Investment Fees	<u>1,034,115</u>	<u>1,083,952</u>
Net Investment Income	<u>61,153,438</u>	<u>60,486,846</u>
Interest Income on Notes Receivable from Participants	<u>44,624</u>	<u>43,026</u>
Contributions:		
Employers	16,569,329	17,254,418
Participants	<u>4,277,376</u>	<u>4,462,713</u>
Total Contributions	<u>20,846,705</u>	<u>21,717,131</u>
Total Additions	<u>82,044,767</u>	<u>82,247,003</u>
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	<u>34,912,124</u>	<u>32,430,732</u>
Administrative Expenses:		
Consultants	348,360	289,978
Salaries	79,716	90,543
Fringe Benefits	40,529	48,608
Audit Fees	25,871	26,216
Legal Fees	23,443	46,605
Computer Expenses	21,829	17,865
Insurance	9,651	7,503
Payroll Taxes	6,254	7,402
Rent	5,507	5,418
Postage	3,993	3,843
Miscellaneous	3,135	3,629
Travel and Education	2,795	3,024
Telephone	2,621	2,630
Office Supplies	1,887	3,229
Third Party Record Keeper Fees	1,437	1,010
Trustee Meetings	<u>97</u>	<u>91</u>
Total Administrative Expenses - Net	<u>577,125</u>	<u>557,594</u>
Total Deductions	<u>35,489,249</u>	<u>32,988,326</u>
Net Increase in Net Assets Available for Benefits	46,555,518	49,258,677
Net Assets Available for Benefits - Beginning of Years	<u>563,821,684</u>	<u>514,563,007</u>
Net Assets Available for Benefits - End of Years	<u>\$ 610,377,202</u>	<u>\$ 563,821,684</u>

See Accompanying Notes to Financial Statements.

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

Notes to Financial Statements

(1) Description of the Plan

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

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

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.

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

Notes to Financial Statements

(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 to 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.

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

Notes to Financial Statements

(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.

Employer Contributions Receivable - The Plan's policy is to recognize contributions based on the latest executed collective bargaining agreement on an individual employer basis. Contributions from participating employers are based on an agreed upon hourly rate and are payable to the Plan during the subsequent month. Contributions due but not paid prior to year-end are recorded as contributions receivable. The Plan evaluates participating employers' contributions receivable periodically for potential uncollectible amounts based on the likelihood of collection. As of December 31, 2021 and 2020, the Plan did not record any allowance for employers' contributions receivable.

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, 2021 or 2020. 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.

Administrative Expenses - Expenses incurred in connection with the general administration of the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits. The Plan shares certain administrative expenses with related ERISA plans. In computing these allocated costs, various factors were considered, including the time spent, space used, costs incurred, and volume of transactions relating to the Plan in relation to the other plan. Certain investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Subsequent Events - The Plan has evaluated subsequent events through September 15, 2022, the date the financial statements were available to be issued.

(3) Investments

During the years ended December 31, 2021 and 2020, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the years) appreciated in value by \$45,988,410 and \$54,716,353, respectively.

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

Notes to Financial Statements

(4) Fair Value Measurements

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

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

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.

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

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

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

Common Collective Trusts 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, 2021 and 2020.

	<u>Assets at Fair Value as of December 31, 2021</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Interest Bearing Cash Accounts	\$ --	\$ 3,390,262	\$ --	\$ 3,390,262
Common Stock	126,997,106	--	--	126,997,106
Corporate Bonds	--	16,913,963	--	16,913,963
U.S. Government Securities	37,770,282	5,439,654	--	43,209,936
Limited Partnerships	--	--	880,698	880,698
Mutual Funds	<u>167,801,669</u>	<u>15,590,677</u>	<u>--</u>	<u>183,392,346</u>
Total Assets in the Fair Value Hierarchy	<u>\$ 332,569,057</u>	<u>\$ 41,334,556</u>	<u>\$ 880,698</u>	374,784,311
Investments Measured at Net Asset Value*				<u>146,126,329</u>
<u>Total Assets at Fair Value</u>				<u>\$ 520,910,640</u>

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

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

	<u>Assets at Fair Value as of December 31, 2020</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
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	<u>156,652,758</u>	<u>15,754,858</u>	<u>--</u>	<u>172,407,616</u>
Total Assets in the Fair Value Hierarchy	<u>\$ 299,389,521</u>	<u>\$ 40,203,467</u>	<u>\$ 1,065,119</u>	340,658,107
Investments Measured at Net Asset Value*				<u>132,825,222</u>
<u>Total Assets at Fair Value</u>				<u>\$ 473,483,329</u>

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

The following tables set forth a summary of changes in the fair value of the Plan's level 3 assets for the years ended December 31, 2021 and 2020:

	<u>Year ended December 31, 2021</u>
	<u>Limited Partnerships</u>
Balance at Beginning of Year	\$ 1,065,119
Realized Gains/(Losses)	--
Unrealized Gains/(Losses) Relating to Instruments Still Held at the Reporting Date	(184,421)
Purchases	--
Sales	<u>--</u>
<u>Balance - End of Year</u>	<u>\$ 880,698</u>

	<u>Year ended December 31, 2020</u>
	<u>Limited Partnerships</u>
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	<u>--</u>
<u>Balance - End of Year</u>	<u>\$ 1,065,119</u>

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

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

The following table sets forth additional disclosures of Plan's investments whose fair value is estimated using net asset value per share (or its equivalent) as of December 31, 2021 and 2020:

	December 31, 2021			
	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Common Collective Trusts:				
IBEW-NECA Equity Index Fund (a)	\$ 17,555,967	None	Daily	Same Day
Multi-Employer Property Trust (b)	27,069,557	None	Quarterly	One Day
Wilmington Trust CIT International Fundamental Value Fund (e)	33,785,828	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (d)	46,468,011	None	(d)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (c)	<u>21,246,966</u>	None	Semiannual	95 days
<u>Total</u>	<u>\$ 146,126,329</u>			
	December 31, 2020			
	<u>Fair Value</u>	<u>Unfunded Commitment</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Common Collective Trusts:				
IBEW-NECA Equity Index Fund (a)	\$ 13,861,311	None	Daily	Same Day
Multi-Employer Property Trust (b)	22,606,157	None	Quarterly	One Day
Wilmington Trust CIT International Fundamental Value Fund (e)	36,868,161	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (d)	39,489,746	None	(d)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (c)	<u>19,999,847</u>	None	Semiannual	95 days
<u>Total</u>	<u>\$ 132,825,222</u>			

(a) 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.

(b) 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.

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

Notes to Financial Statements

(4) Fair Value Measurements (Continued)

(c) 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.

(d) 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.

(e) 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, 2021 and 2020, 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.

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

Notes to Financial Statements

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

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.

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

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.

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 administrative expenses allocated to the Plan for the years ended December 31, 2021 and 2020 was \$189,093 and \$217,264, respectively.

The Plan had an amount due to N.W.O. Electrical Administrators, Inc. of \$17,508 and \$17,508 as of December 31, 2021 and 2020, 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, 2021 and 2020.

(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.

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

Notes to Financial Statements

(8) Reciprocity Agreements

The Plan has entered into reciprocity agreements with certain pension funds administered by various local unions through the IBEW/NECA Electronic Reciprocal Transfer System ("ERTS"). In accordance with these agreements, the Plan is required to remit funds received and is entitled to receive funds from participating employers on behalf of temporary employees to and from the employees' participating local unions.

For the years ended December 31, 2021 and 2020, the Plan remitted reciprocal payments of \$358,810 and \$3,516,267, respectively, and received reciprocal payments of \$1,668,033 and \$631,215, respectively in accordance with these agreements with the participating local unions. Reciprocal payments received are included in the employer's contributions in the statement of changes in net assets available for benefits. No allowance for credit losses as of December 31, 2021 or 2020, was necessary for reciprocal payments due to the Plan. Payments made to other plans for reciprocal contributions collected on behalf of those plans are recorded as a reduction to the reciprocal contributions payable account and are not included in the consolidated statement of changes in net assets available for benefits as they do not represent an expense of the Plan.

(9) Tax Status

The Plan obtained its latest determination letter on January 22, 2016, in which the Internal Revenue Service (the "IRS") states that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code (the "IRC"). The Plan has been amended since receiving the determination letter. However, the plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC.

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 if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(10) 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.

(11) Significant Participating Employers

Contributions from one participating employers accounted for approximately 15% of total employer contributions collected for the year ended December 31, 2021. Contributions from three participating employers accounted for approximately 16%, 13% and 12%, respectively, of total employers' contributions collected for the year ended December 31, 2020. In the event these participating employers were to suspend contributions, the Plan would retain the risk of meeting current plan obligations until the appropriate adjustments were made.

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

Notes to Financial Statements

(12) 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.

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.

(13) 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, 2021. 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, 2021, 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.

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Interest Bearing Cash Accounts:				
Fidelity Institutional Money Market Funds Government Institutional Class	3,390,262	\$ 3,390,262	\$ 3,390,262	
U.S. Government Securities:				
California St Univ Rev Bds	30,000 2.274% 11/01/34	30,359	28,997	
Federal Home Loan Banks	585,000 1.040% 06/14/24	585,000	585,176	
Federal Home Loan Mtg Corp Pool #G0-3601	12,074 6.000% 07/01/37	12,231	13,988	
Federal Home Loan Mtg Corp Pool #Go-8849	20,577 5.000% 11/01/48	21,531	22,506	
Federal Home Loan Mtg Corp Ser 2174 Cl Pn	6,098 6.000% 07/15/29	6,218	6,733	
Federal National Mtg Assn	634 7.000% 09/01/31	658	708	
Federal National Mtg Assn Pool #582521	6,680 7.000% 05/01/31	7,006	7,311	
Federal National Mtg Assn Pool #735686	7 6.500% 12/01/22	7	7	
Federal National Mtg Assn Pool #764388	2,801 1.758% 03/01/34	2,802	2,823	
Federal National Mtg Assn Pool #A10851	12,942 6.000% 10/01/40	14,037	14,991	
Federal National Mtg Assn Pool #A15866	65,433 2.747% 08/01/22	66,992	65,602	
Federal National Mtg Assn Pool #Ma1527	15,036 3.000% 08/01/33	14,952	15,835	
Federal National Mtg Assn Ser 2001-52 Cl Yz	16,183 6.500% 10/25/31	16,470	18,634	
Federal National Mtg Assn Pool #Ma3811	35,113 3.000% 10/01/49	35,244	35,569	
Federal National Mtg Assn Pool #Ma4152	159,498 2.000% 09/01/40	164,694	161,942	
Federal National Mtg Assn Pool #Ma4176	49,204 2.000% 11/01/40	50,729	49,715	
Federal National Mtg Assn Pool #Ma4333	47,095 2.000% 05/01/41	47,864	47,877	
FHLMC	221,978 3.500% 08/01/49	234,499	237,945	
FHLMC Remic Ser K-088 Ser K-1509 Cl A-3	224,000 3.950% 11/25/33	265,300	263,140	
FHLMC SER K-F73 Cl Al	271,318 0.841% 11/26/29	273,523	272,584	
FNMA MBS Bln Multi Pool #BL6060	75,000 2.455% 04/01/40	74,813	78,278	
FNMA Pass-Thru Int Pass-Thru Int 20 Year Pool #MA1982	12,942 3.500% 08/01/34	13,490	13,757	
FNMA Pass-Thru Lng Pool #BM4299	48,008 3.000% 03/01/30	48,897	50,207	
FNMA Pass-Thru Lng Pool #BM4304	43,980 3.000% 02/01/30	44,771	45,978	
FNMA Pass-Thru Lng Pool #CA2208	28,678 4.500% 08/01/48	29,828	30,796	
FNMA Pool #CA1710	23,613 4.500% 05/01/48	24,546	25,362	
FNMA Pool #FM2318	39,548 3.500% 09/01/49	41,942	42,273	
FNMA Pool #MA3427	21,257 4.000% 06/01/33	21,829	22,383	
FNMA Pool #MA3537	15,416 4.500% 12/01/48	16,009	16,533	
FNMA SER 19-79 CL FA	60,451 1.506% 01/25/50	60,272	60,965	
FNMA UMBS Pool #BN7755	152,295 3.000% 09/01/49	160,927	159,896	
GNMA Pass-Thru M Single Family Pool #MA4454M	25,915 5.000% 05/20/47	27,742	28,225	
GNMA Pass-Thru M Single Family Pool #MA5466M	7,255 4.000% 09/20/48	7,451	7,683	
GNMA Pass-Thru M Single Family Pool #MA5530M	17,692 5.000% 10/20/48	18,477	18,916	
GNMA Pass-Thru M Single Family Pool #MA6209M	34,495 3.000% 10/20/49	34,721	35,089	
GNMA Pass-Thru Pool #080968M	4,373 1.625% 07/20/34	4,396	4,539	
GNMA Pass-Thru Pool #MA4838M	19,177 4.000% 11/20/47	20,107	20,440	

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
GNMA Pass-Thru Pool #MA4901M	5,178 4.000% 12/20/47	5,344	5,519	
GNMA Pass-Thru Pool #MA5399M	37,448 4.500% 08/20/48	38,783	39,661	
GNMA Remic Tr Ser 2019-119 Cl Je	4,412 3.000% 09/20/49	4,451	4,506	
GNMAII Jumbo 30YR	100,000 2.000% 02/15/51	100,825	100,770	
GNMAII Jumbo 30YR	125,000 2.500% 01/15/51	128,185	128,081	
GNMAII Jumbo 30YR	125,000 2.500% 02/15/51	127,921	127,803	
Government National Mtg Assn Remic Trust 2010-4 20400116 Flt	62,489 4.891% 01/16/40	9,807	11,304	
Government Nat'l Mtg Assn Trust 2011-146	63,581 5.000% 11/16/41	15,151	11,438	
Los Angeles Calif Dept Wtr & Pwr Rev Bds	100,000 5.516% 07/01/27	117,976	119,158	
Los Angeles Calif Uni Sch Dist Go Bds	165,000 5.750% 07/01/34	206,540	214,772	
Massachusetts St Sch Bldg Auth	50,000 2.966% 10/15/32	54,051	52,335	
Metropolitan Transn Auth Ny R Rev Bds	55,000 6.548% 11/15/31	71,435	69,877	
Miami-Dade Cnty Fla Aviation	50,000 3.504% 10/01/31	53,342	53,378	
New York N Y Go Bds	25,000 1.923% 08/01/31	25,000	24,489	
New York Ny City Tran Fin Auth Tax Sec	120,000 5.267% 05/01/27	137,740	140,731	
New York Ny Go Bds	50,000 3.620% 04/01/31	55,780	54,651	
New York St Dorm Auth St Pers	90,000 3.027% 02/15/33	92,156	94,875	
New York St Dorm Auth St Pers	45,000 1.952% 03/15/29	45,724	45,200	
Oregon St Go Pension Bds	28,331 5.762% 06/01/23	31,127	29,685	
San Francisco Calif City & Cnt	50,000 2.188% 11/01/32	50,273	49,761	
Umbs Tba	250,000 1.500% 02/15/36	250,271	250,343	
Umbs Tba 15yr	250,000 2.000% 02/15/36	255,495	255,665	
Umbs Tba	175,000 2.000% 02/15/51	174,010	174,200	
Umbs Tba 30yr	1,200,000 2.500% 02/15/50	1,222,285	1,222,128	
United States Treas Bills	1,520,000 1.125% 01/27/22	1,519,679	1,519,970	
United States Treas Bills	430,000 1.125% 01/06/22	429,956	430,000	
United States Treas Bills	205,000 1.125% 02/10/22	204,954	204,994	
United States Treas Bills	310,000 1.125% 01/25/22	309,962	309,997	
United States Treas Bills	235,000 1.125% 05/26/22	234,910	234,913	
United States Treas Note	820,000 0.250% 09/30/23	819,051	814,301	
United States Treas Note	4,805,000 0.875% 09/30/26	4,769,205	4,722,210	
United States Treas Note	11,405,000 0.375% 10/31/23	11,378,478	11,339,079	
United States Treas Note	10,715,000 1.125% 10/31/26	10,702,231	10,650,496	
United States Treas Note	2,265,000 1.375% 11/15/31	2,245,938	2,239,156	
United States Treas Note	2,640,000 0.500% 11/30/23	2,635,871	2,630,206	
United States Treas Note	1,540,000 1.250% 11/30/26	1,540,071	1,540,000	
United States Treas Note	550,000 1.250% 12/31/26	548,883	549,786	
Unitedhealth Group Inc	135,000 3.700% 12/15/25	151,586	146,868	
University Calif Revs Bds	85,000 2.247% 05/15/34	87,115	84,227	
Total U.S. Government Securities		43,351,896	43,209,936	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	102,184	106,371	
Abbvie Inc	115,000 4.550% 03/15/35	136,880	138,664	
Aercap Ireland Capital Limited	40,000 3.300% 01/23/23	41,282	40,844	

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Aercap Ireland Capital Limited	50,000 4.125% 07/03/23	53,150	51,935	
Aercap Ireland Capital Limited	30,000 3.650% 07/21/27	28,300	31,635	
Aercap Ireland Capital Limited	30,000 2.450% 10/29/26	29,993	30,266	
Agl Capital Corp	160,000 3.875% 11/15/25	176,035	171,966	
Air Lease Corp	35,000 3.250% 10/01/29	31,917	35,785	
Air Lease Corp Sr Gbl Nt	100,000 3.500% 01/15/22	99,290	100,088	
Alimentation Couche Tard Sr Gbl 144a 27	50,000 3.550% 07/26/27	50,682	53,601	
American Campus Cmnty Oper	90,000 2.250% 01/15/29	89,935	89,095	
Anheuser-Busch Inbev Wldw Inc	10,000 3.500% 06/01/30	9,979	10,971	
Aon Corp	85,000 2.800% 05/15/30	87,492	87,687	
Apple Inc Sr Gbl Nt	45,000 3.250% 02/23/26	44,902	48,126	
AT&T Inc	70,000 3.800% 02/15/27	69,731	76,063	
AT&T Inc	272,000 2.550% 12/01/33	271,083	266,402	
Banc of America Merrill Lynch Ser 2018 Park Cl A	70,000 4.091% 08/10/28	72,335	78,016	
Bank of America Corp	20,000 3.004% 12/20/23	20,436	20,415	
Bank of America Corp	150,000 2.087% 06/14/29	151,084	149,073	
Bank of America Corp	225,000 1.734% 07/22/27	226,043	223,490	
Bank of America Corp	45,000 3.559% 04/23/27	45,000	48,146	
Bank of America Corp	190,000 3.458% 03/15/25	200,509	198,738	
Barings Clo Ltd Ser 2013-I Cl Ar	63,855 0.988% 01/20/28	63,855	63,798	
Bat Cap Corp	45,000 4.390% 08/15/37	45,671	47,519	
Bat Cap Corp	45,000 3.557% 08/15/27	50,142	47,227	
Bat Cap Corp	50,000 3.462% 09/06/29	50,000	51,859	
Bat Cap Corp	35,000 2.726% 03/25/31	35,000	34,003	
Baylor Scott & White Hldgs Tax	115,000 2.650% 11/15/26	107,465	119,808	
Becton Dickinson & Co	80,000 2.823% 05/20/30	82,654	82,888	
Becton Dickinson & Co	32,000 3.363% 06/06/24	30,771	33,508	
Black Hills Corp Sr Gbl Nt	50,000 3.950% 01/15/26	49,849	53,608	
Boeing Co	50,000 4.875% 05/01/25	56,012	54,726	
Boeing Co	90,000 1.433% 02/04/24	90,302	89,878	
Bon Secours Mercy Health Inc	80,000 2.095% 06/01/31	80,000	78,656	
Boston Ppty Ltd Partnership	35,000 3.250% 01/30/31	35,244	36,631	
Brazos Higher Ed Auth Ser 2010-I Cl A-2	80,000 2.724% 02/25/35	76,832	80,921	
Brazos Higher Ed Auth Ser 2011-2 Cl A-3	80,000 2.184% 10/27/36	77,192	80,413	
Canadian Pac Ry Co	115,000 1.350% 12/02/24	114,848	115,147	
Capital One Financial Corp	145,000 1.343% 12/06/24	145,000	145,893	
Centene Corp	124,000 3.000% 10/15/30	130,510	126,047	
Charter Communications Oper Sr Sec Nt	115,000 4.908% 07/23/25	121,289	126,559	
Cigna Corp Sr Gbl Nt	180,000 4.125% 11/15/25	183,732	196,942	
Cigna Corp Sr Gbl Nt	110,000 2.400% 03/15/30	109,815	111,002	
Citigroup Inc	65,000 4.412% 03/31/31	73,967	74,305	
Citigroup Inc	20,000 3.352% 04/24/25	21,590	20,887	
Citigroup Inc	130,000 0.981% 05/01/25	130,000	128,999	
Citigroup Inc	80,000 2.572% 06/03/31	80,007	80,776	
Citigroup Inc	125,000 3.142% 01/24/23	125,000	125,159	
Comm Mtg Tr Ser 2014-Ccre20 Cl A-3	200,020 3.326% 11/13/47	208,677	205,872	

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, 2021

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue,</u> <u>Borrower,</u> <u>Lessor, or</u> <u>Similar Party</u>	<u>Description of Investment,</u> <u>Including Maturity Date,</u> <u>Rate of Interest, Collateral</u> <u>Par or Maturity Value</u>	<u>Cost</u>	<u>Current</u> <u>Value</u>	
Comm Mtg Tr Ser 2015-Ccre25 Cl A-3	161,185 3.505% 08/12/48	171,152	167,095	
Commonspirit Health Bd	85,000 2.782% 10/01/30	85,118	87,088	
Continental Airlines Pass Thru Cert Series A	15,021 5.983% 04/19/22	13,146	15,192	
Crane Co Sr Nt	60,000 4.450% 12/15/23	62,026	63,240	
Credit Suisse Grp Fdg Guernsey	120,000 4.550% 04/17/26	135,648	132,277	
Credit Suisse Grp Fdg Guernsey	120,000 3.750% 03/26/25	129,583	127,384	
Credit-Based Asset Serv & Sec 2003-Cb3 Cl	48,725 3.379% 12/25/32	43,408	47,888	
Crown Castle Intl Corp	45,000 3.300% 07/01/30	44,631	47,516	
Cubesmart Lp Sr Nt	65,000 2.250% 12/15/28	64,685	65,068	
CVS Health Corporation	6,000 4.300% 03/25/27	5,997	6,738	
CVS Health Corporation Sr Glbl Nt	85,000 2.875% 06/01/26	84,268	88,818	
CVS Health Corporation Sr Nt	90,000 3.250% 08/15/29	89,187	96,044	
Cyrusone Lp/Fin Corp	125,000 2.900% 11/15/24	126,394	129,026	
Cyrusone Lp/Fin Corp	50,000 3.450% 11/15/29	50,599	53,960	
Delta Air Lines Inc	145,649 2.000% 03/12/20	145,649	142,486	
Discover Bk Dtd	110,000 3.450% 07/27/26	120,129	116,417	
Dollar Tree Inc	80,000 4.000% 05/15/25	86,444	85,975	
Dryden 30-R Sr Ln Fd Ser 2013-30r Cl A-R	40,980 3.436% 11/15/28	40,903	40,960	
Duke Energy Corp	75,000 2.650% 06/01/26	74,769	77,690	
Enbridge Energy Partners Lp	40,000 5.875% 10/15/25	39,862	45,536	
Energy Transfer Operating	60,000 5.500% 06/01/27	67,630	68,445	
Energy Transfer Operating	25,000 4.950% 06/15/28	25,002	28,144	
Energy Transfer Partners Lp	50,000 4.900% 02/01/24	50,240	52,900	
Everbank Finl Corp	80,000 5.750% 07/02/25	86,814	87,274	
Fifth Third Bancor	55,000 2.550% 05/05/27	54,892	56,767	
Ford Motor Credit Co LLC	351,000 3.219% 01/09/22	355,388	351,000	
Ford Motor Credit Co LLC	92,000 5.596% 01/07/22	92,439	92,064	
Ford Motor Credit Co LLC Sr Glbl Fl Nt	70,000 1.383% 08/03/22	69,373	70,123	
General Elec Cap Corp	17,000 6.750% 03/15/32	20,358	23,209	
General Mtrs Co Sr Nt	70,000 4.875% 10/02/23	75,664	74,368	
General Mtrs Finl Co Inc Sr Glbl Nt	35,000 3.150% 06/30/22	35,685	35,394	
General Mtrs Finl Co Inc Sr Nt	10,000 3.450% 04/10/22	10,246	10,031	
Global Payments Inc	115,000 1.500% 11/15/24	114,920	115,041	
Glp Cap Lp/Glp Fing Ii Inc	100,000 5.375% 04/15/26	111,157	111,357	
Glp Cap Lp/Glp Fing Ii Inc Sr Nt	75,000 3.350% 06/01/24	74,924	77,660	
Glp Cap Lp/Glp Fing Ii Inc Sr Nt	65,000 5.375% 11/01/23	67,485	68,978	
Goldentree Ln Opp 2014-9r2	115,000 3.619% 10/29/29	115,000	114,978	
Goldman Sachs Group Inc	30,000 3.200% 02/23/23	30,785	30,769	
Goldman Sachs Group Inc	130,000 1.431% 03/09/27	130,000	127,420	
Goldman Sachs Group Inc	140,000 1.542% 09/10/27	139,908	137,245	
Goldman Sachs Group Inc	75,000 3.272% 09/29/25	80,489	78,710	
Goldman Sachs Group Inc	65,000 1.948% 10/21/27	64,684	64,753	
Goldman Sachs Group Inc	145,000 1.217% 12/06/23	145,000	145,332	
Hca Inc	30,000 2.375% 07/15/31	29,918	29,568	
Hca Inc Sr Glbl Nt	75,000 5.250% 06/15/26	85,387	84,383	
Hca Inc Sr Sec Nt	105,000 5.000% 03/15/24	111,311	112,923	
Hca Inc Sr Sec Nt	110,000 4.125% 06/15/29	109,447	121,146	

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Hcp Inc Sr Nt	55,000 4.000% 06/01/25	60,126	59,201	
Higher Education Fdg I 2014-1 20340525 Flt	36,164 2.574% 05/25/34	36,164	36,278	
Hsbc Holdings Plc	10,000 0.000% 09/22/28	10,000	9,796	
Hsbc Holdings Plc	10,000 1.589% 05/24/27	9,900	9,785	
Hsbc Holdings Plc	260,000 4.292% 09/12/26	288,457	280,826	
Hudson Pac Pptys Lp	175,000 3.950% 11/01/27	182,620	187,607	
Hudson Pac Pptys Lp Sr Gbl Nt	10,000 4.650% 04/01/29	11,499	11,302	
Humana Inc Sr Gbl Nt	80,000 3.950% 03/15/27	79,902	87,481	
Humana Inc Sr Gbl Nt	60,000 3.850% 10/01/24	63,242	63,709	
Hyatt Hotels Corp	90,000 1.300% 10/01/23	89,947	90,002	
Ihs Markit Ltd	50,000 3.625% 05/01/24	53,854	52,438	
Ihs Markit Ltd Sr Gbl Nt	95,000 4.125% 08/01/23	94,722	99,275	
Intercontinental Exchange Inc	55,000 1.850% 09/15/32	50,166	52,710	
Jgwpt Xxx LLC Ser 2013-3 Cl A	31,014 4.080% 01/17/73	31,016	34,378	
Jgwpt Xxxii LLC Ser 2014-2 Cl A	40,199 3.610% 01/17/73	40,173	43,406	
JP Morg Chase Cmbs 2016-Nine 20380909 Flt	45,000 2.854% 09/09/38	42,324	46,668	
JP Morgan Chase Bank	125,000 2.005% 03/13/26	128,800	126,525	
JP Morgan Chase Bank	95,000 4.493% 03/24/31	95,000	109,820	
JP Morgan Chase Bank	80,000 1.470% 09/22/27	80,000	78,465	
JP Morgan Chase Bank	190,000 3.960% 01/26/27	190,000	205,394	
Jpmbb Coml Mtg Sec Tr 2014-C19 20470417	61,201 3.669% 04/17/47	63,911	61,304	
Jpmbb Coml Mtg Sec Tr 2014-C2 Ser 2014	295,793 3.231% 01/17/48	307,937	304,470	
Jpmdb Coml Mtg Sec Ser 2017-C5 Cl A-4	162,906 3.414% 03/17/50	174,717	169,041	
Kraft Foods Group Inc	45,000 5.000% 06/04/42	57,150	55,958	
L3 Technologies Inc	80,000 3.850% 06/15/23	79,843	83,101	
Lexington Realty Trust	30,000 2.375% 10/01/31	29,927	28,810	
Life Storage Lp Sr Nt	105,000 2.200% 10/15/30	104,500	103,242	
Lloyds Banking Group Plc	75,000 3.574% 11/07/28	82,389	80,156	
Lloyds Banking Group Plc	30,000 2.907% 11/07/23	30,789	30,485	
Lloyds Bkg Group Plc	75,000 3.870% 07/06/25	75,000	79,244	
Lloyds Bkg Group Plc	130,000 2.858% 03/17/23	132,807	130,506	
Marsh & McLennan Cos Inc	60,000 2.375% 12/15/31	59,926	60,641	
Metropolitan Life Global Fdg Fr	150,000 3.875% 04/11/22	149,840	151,386	
Morgan Stanley	305,000 1.164% 10/21/25	304,002	302,658	
Morgan Stanley Fr	125,000 1.593% 05/04/27	125,445	123,733	
Navient Student Ln Tr 2014-1 20310625 Flt	96,564 1.516% 06/25/31	96,564	94,385	
Navient Student Ln Tr 2014-3 20430325 Flt	83,146 1.626% 03/25/43	83,146	83,241	
Navient Student Ln Tr 2014-4 20430325 Flt	40,496 1.626% 03/25/43	40,496	40,526	
Navient Student Ln Tr 2014-7 20430325 Flt	155,668 1.616% 03/25/43	154,929	153,888	
Navient Student Ln Tr 2016-2 20650625 Flt	230,000 2.506% 06/25/65	237,763	238,012	
Navient Student Ln Tr 2017-3 20660726 Flt	100,000 2.056% 07/26/66	100,000	100,250	
Nelnet St Ln Tr 2014-4 20431125 Flt	80,000 1.618% 11/25/43	80,000	81,734	
New York Life Global Fdg Mtn 144a Nt	115,000 3.000% 01/10/28	107,905	122,552	
Oracle Corp	135,000 2.875% 03/25/31	137,543	136,010	
Oracle Corp	15,000 2.800% 04/01/27	15,609	15,474	
Oracle Corp	10,000 3.250% 11/15/27	9,989	10,536	
Pemex Proj Fdg Master Tr Company Guarnt	125,000 6.625% 06/15/35	115,959	120,100	

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Perkinelmer Inc	150,000 0.850% 09/15/24	149,907	147,897	
Petroleos Mexicanos Fr Dtd 08/12/2018 5.35% 02/12/2028	25,000 5.350% 02/12/28	21,263	24,850	
Plains All Amer Pipeline Lp Sr Gbl Nt	20,000 4.500% 12/15/26	21,759	21,967	
Queens Ctr Mtg	50,000 3.275% 01/13/37	48,821	51,372	
Rbs Coml Fd Inc Ser 2013-Gsp Cl A	15,000 3.834% 01/15/32	15,787	15,533	
Relx Capital Inc Sr Nt	50,000 4.000% 03/18/29	49,420	55,504	
Residential Accredit Loans, Inc Ser 2005- Qo3 Cl A-1	45,465 1.806% 10/25/45	30,169	39,734	
Residential Asset Mortgage Prod	3,848 7.000% 11/25/31	3,977	3,848	
Residential Asset Secur Tr Flt	5,301 1.806% 11/25/34	5,301	5,165	
Residential Asset Secur Tr Flt	5,158 2.928% 10/25/34	5,217	5,115	
Reynolds American Inc	45,000 5.700% 08/15/35	52,450	53,309	
Royal Bank Of Scotland Group Plc	25,000 4.269% 03/22/25	27,129	26,483	
Royal Bank Of Scotland Group Plc	85,000 3.498% 05/15/23	87,115	85,745	
Royal Bank Of Scotland Group Plc	30,000 4.519% 06/25/24	31,970	31,389	
Ruby Pipeline LLC	57,576 8.000% 04/01/22	61,871	53,802	
Salle Mae Student Loans	25,000 3.034% 07/25/29	24,037	25,126	
Santander Uk Plc	315,000 1.089% 03/15/25	315,315	311,800	
Santander Uk Plc	10,000 1.532% 08/21/26	10,136	9,841	
Slm Student Ln Tr 2012-7 Ser 2012-7 Cl A-3	48,199 1.656% 05/26/26	48,199	47,272	
Slm Student Loan Ser 2011-2 Cl A-2	73,629 2.206% 10/25/34	70,828	74,001	
Slm Student Loan Trust	25,000 3.034% 04/25/29	22,654	24,843	
Slm Student Loan Trust	25,000 3.434% 10/25/75	25,044	25,459	
Slm Student Loan Trust	25,000 2.384% 04/25/29	24,269	23,754	
Slm Student Loan Trust	25,000 3.034% 07/25/73	21,746	24,728	
Slm Student Loan Trust	25,000 3.034% 07/25/29	23,912	25,080	
Slm Student Loan Trust	23,776 2.684% 04/25/23	24,070	23,938	
Slm Student Loan Trust	25,000 3.434% 10/25/29	25,045	25,343	
Slm Student Loan Trust	97,292 0.418% 01/25/41	86,297	94,941	
Slm Student Loan Trust	25,000 1.458% 01/25/29	22,220	22,518	
Spire Inc	120,000 3.543% 02/27/24	120,000	121,600	
Sprint Corp Sr Gbl Nt	114,000 7.875% 09/15/23	130,245	125,543	
Sprint Spectrum Co	80,000 5.152% 09/20/29	78,600	88,196	
Starbucks Corp	80,000 2.000% 03/12/27	79,673	80,971	
T Mobile USA	155,000 2.250% 02/15/26	153,838	155,388	
T Mobile USA	30,000 2.550% 02/15/31	30,117	29,882	
T Mobile USA	105,000 3.750% 04/15/27	115,152	113,775	
T Mobile USA	15,000 3.875% 04/15/30	16,300	16,427	
Texas Estn Transmission	50,000 2.800% 10/15/22	48,210	50,543	
Trinity Acquisition Plc Sr Gbl Nt	55,000 4.400% 03/15/26	61,328	60,197	
Tucson Elec Pwr Co	100,000 3.850% 03/15/23	102,483	101,489	
US Airways Pt Trust	59,211 5.900% 04/01/26	64,852	62,053	
US Airways Pt Trust Ser 2012-2 Cl A	47,379 4.625% 12/03/26	50,442	47,152	
Ventas Rlty Ltd Partnership Sr Gbl Nt	165,000 2.650% 01/15/25	174,050	170,041	
Verizon Communications Inc	80,000 2.550% 03/21/31	79,671	80,802	
Verizon Communications Inc	25,000 2.100% 03/22/28	24,989	25,068	

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>	
Vmware Inc	150,000 1.000% 08/15/24	149,928	148,583	
Vodafone Group Plc	60,000 4.375% 05/30/28	59,221	67,564	
Wec Energy Group Inc	120,000 2.200% 12/15/28	119,713	119,915	
Wells Fargo & Co Sr Nt	275,000 2.188% 04/30/26	285,412	279,975	
Wells Fargo & Co Sr Nt	110,000 2.393% 06/02/28	112,194	111,871	
Wells Fargo Co Mtn Be Fr	235,000 3.300% 09/09/24	235,000	247,154	
Willis North America Inc	50,000 4.500% 09/15/28	58,271	55,931	
Wrkco Inc Sr Glbl	45,000 4.650% 03/15/26	44,934	50,189	
Total Corporate Bonds		<u>16,727,959</u>	<u>16,913,963</u>	
Common Stocks:				
3m Co	979	177,620	173,900	
Abbvie Inc Com	2,694	286,241	364,768	
Abiomed Inc	2,991	608,259	1,074,277	
Accenture Plc Ireland Shs Class A	1,543	439,365	639,651	
Aci Worldwide Inc	17,632	552,676	611,830	
Acuity Brands Inc	858	93,018	181,656	
Adobe Systems Inc	3,836	513,864	2,175,242	
Agco Corp	1,412	86,002	163,820	
Air Transport Services Group Inc	36,253	688,394	1,065,113	
Alight Inc Com Cl A	42,597	411,411	460,474	
Align Technology Inc	2,022	433,964	1,328,818	
Allison Transmission Hldgs Inc	5,111	214,212	185,785	
Ally Fin Inc Com	5,899	164,950	280,851	
Amazon Com Inc Sr Com	724	689,549	2,414,062	
American Eagle Outfitters Inc	14,172	436,785	358,835	
American Equity Investment Life Holding Co	17,103	471,761	665,649	
Ameriprise Financial Inc	1,082	101,758	326,396	
Amerisourcebergen Corp	2,445	226,934	324,916	
Amgen Inc	1,387	323,885	312,033	
Amphenol Corp	7,624	416,652	666,795	
Anthem Inc	719	275,996	333,285	
Apple Inc Com	3,701	246,339	657,187	
Applied Materials Inc Com	4,399	350,096	692,227	
Aptiv Pls Shs	1,094	74,052	180,455	
Archer-Daniels-Midland Co	1,246	50,038	84,217	
Argan Inc	9,744	385,612	376,995	
Arista Networks Inc Com	4,431	573,696	636,956	
Armstrong World Industries Inc.	6,159	334,157	715,183	
Atkore Inc Com	4,377	102,006	486,679	
Autoliv Inc	1,855	123,178	191,826	
Autonation Inc	3,073	289,576	359,080	
Autozone Inc	199	218,653	417,182	
Avaya Hldgs Corp Com	31,702	723,123	627,700	
Axalta Coating Sys Ltd Com	18,950	497,611	627,624	
Axis Capital Holdings Ltd Com	10,257	405,179	558,699	

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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, 2021**

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Baker Hughes A Ge Co Cl A	6,892	144,247	165,822
	Barrett Business Services Inc	2,587	128,231	178,658
	Bath & Body Works Inc Com	5,014	255,122	349,927
	Berry Global Group Inc	1,134	54,453	83,667
	Biomarin Pharmaceutical Inc	16,169	1,345,880	1,428,531
	Bjs Whsl Club Hldgs Inc Com	15,876	472,040	1,063,216
	Bloom Energy Corp Com Cl A	9,222	291,712	202,238
	Booking Hldgs Inc	739	1,001,190	1,773,031
	Borgwarner Inc	3,907	150,602	176,088
	Boyd Gaming Corp	6,311	327,548	413,812
	Bp Plc Sponsored Adr	6,271	218,332	166,997
	Bristol-Myers Squibb Co	5,514	362,831	343,798
	Brunswick Corp De	3,661	292,804	368,773
	Cadence Design Systems Inc	3,722	288,521	693,595
	Cannae Hldgs Inc Com	27,142	535,523	954,041
	Capital One Financial Corp	2,162	334,708	313,685
	Carlisle Cos Inc	721	73,417	178,895
	Carmax Inc	2,443	337,068	318,152
	Cdk Global Inc Com	11,593	425,101	483,892
	Cdw Corp Com	3,460	494,651	708,539
	Celanese Corp Series A	493	34,457	82,854
	Centennial Resource Dev Inc Cl A	28,702	209,363	171,638
	Chevron Corp Com	1,483	145,918	174,030
	Chewy Inc	14,865	1,488,405	876,589
	Cigna Corp Sr Gbl Nt	1,438	331,378	330,208
	Citigroup Inc	4,531	249,944	273,627
	Citizens Finl Group Inc Com	6,418	219,539	303,251
	Cognizant Technology Solutions Corp	7,179	574,557	636,921
	Colfax Corporation	5,528	154,772	254,122
	Comfort Systems Usa Inc Com	7,550	303,732	746,997
	Computer Programs & Systems Inc	11,183	293,404	327,662
	Computer Services Inc	6,087	95,012	323,828
	Conocophillips	2,120	110,078	153,022
	Corecivic Inc Com	47,506	383,446	473,635
	Costar Group Inc Com	17,282	1,244,028	1,365,796
	Costco Wholesale Corp	3,141	1,020,848	1,783,146
	Crane Co	1,702	115,182	173,144
	Crocs Inc	2,682	220,238	343,886
	Crowdstrike Hldgs Inc Cl A	3,819	781,426	781,940
	Crown Holdings Inc	724	44,632	80,089
	Cummins Inc	699	86,151	152,480
	Darden Restaurants Inc	2,472	359,637	372,382
	Dentsply Sirona Inc Com	6,272	319,114	349,915
	Dick's Sporting Goods Inc	3,483	296,841	400,510
	Discover Financial Services	2,476	124,505	286,127
	Docusign Inc Com	6,863	1,388,163	1,045,304
	Dollar Tree Inc	2,629	356,201	369,427

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Dominion Energy Inc	1,627	125,563	127,817
	Dover Corp	1,083	69,519	196,673
	Dow Inc Com	1,497	90,203	84,910
	Dr Horton Inc	4,013	239,579	435,210
	Dxc Technology Co Com	12,591	233,556	405,304
	Eastman Chemical Co	722	47,699	87,297
	Edwards Lifesciences Corp	9,536	363,225	1,235,389
	Ehealth Inc Com	1,603	63,672	40,877
	Eli Lilly & Co	3,143	581,124	868,159
	Emcor Group Inc	1,521	85,391	193,760
	Emerson Electric Co	1,801	92,948	167,439
	Enphase Energy Inc	4,943	660,486	904,272
	Eplus Inc. Com	10,082	357,062	543,218
	Equitable Hldgs Inc Com	9,918	220,624	325,211
	Estee Lauder Cos Inc	4,155	935,283	1,538,181
	Evergy Inc	1,923	121,625	131,937
	Evolution Petroleum Corp Com	23,847	151,381	120,427
	Exact Sciences Corp	14,133	1,113,099	1,099,971
	Exelon Corp	2,584	103,546	149,252
	F5 Inc Com	2,724	543,626	666,590
	Fidelity National Financial Inc Com	6,642	284,872	346,580
	Ford Motor Company	19,630	299,735	407,715
	Franklin Resources Inc	8,446	238,716	282,857
	Gartner Inc	2,150	504,440	718,788
	General Mills Inc	4,783	219,538	322,279
	Gentex Corp	4,904	103,676	170,904
	Genworth Financial Inc	102,006	330,331	413,124
	Gilead Sciences Inc	4,788	312,290	347,657
	Gms Inc Com	6,325	156,644	380,196
	Gohealth Inc Com Cl A	15,077	173,857	57,142
	Goldman Sachs Group Inc	731	302,395	279,644
	Graftech International Ltd	41,479	465,639	490,697
	Haemonetics Corp	5,036	276,672	267,109
	Halliburton Co	7,631	124,706	174,521
	Harsco Corp	12,109	321,005	202,341
	Hca Healthcare Inc	1,270	237,526	326,288
	Henry Schein Inc	4,307	292,512	333,922
	Hollyfrontier Corp	9,191	218,932	301,281
	Hostess Brands Inc	40,703	511,822	831,155
	Hp Inc Com	16,458	619,777	619,973
	Humana Inc	656	200,003	304,292
	Huntsman Corp	2,462	66,008	85,875
	Illumina Inc	3,260	525,033	1,240,234
	Ingles Markets Inc	5,941	206,543	512,946
	Ingredion Inc Com	809	66,340	78,182
	International Paper Co	1,750	71,659	82,215
	Intuit Inc	3,652	1,016,379	2,349,039

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, 2021

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Intuit Inc	919	411,318	591,119
	Ituran Location And Control Ltd	9,988	235,799	266,380
	Jacobs Engineering Group Inc	1,178	73,999	164,013
	Jefferies Finl Group Inc Com	7,548	235,225	292,862
	Johnson & Johnson	1,921	241,606	328,625
	Keycorp	13,667	240,971	316,118
	Keysight Technologies Inc Com	3,536	367,277	730,219
	Kla-Tencor Corp	1,480	320,388	636,563
	Kraft Heinz Co Com	9,215	285,244	330,819
	Kroger Co	7,408	276,829	335,286
	Laboratory Corp America Holdings Holdings	1,013	194,173	318,295
	Lam Research Corp	879	383,943	632,133
	Lear Corporation	977	108,081	178,742
	Lennar Corp	3,552	242,180	412,600
	Liberty Latin Amer Ltd	34,527	661,346	393,608
	Lincoln National Corp In	4,416	151,678	301,436
	Lithia Motors Inc Cl A Com	1,269	340,349	376,830
	Lkq Corp	6,284	330,215	377,229
	Lowes Companies Inc	1,602	242,060	414,085
	Lyondellbasell Industries Nv Shs Class A	877	68,856	80,886
	Marathon Oil Corp	10,219	125,009	167,796
	Masco Corp	2,490	85,111	174,848
	Match Group Inc New Com	16,392	2,144,033	2,167,842
	Mcgrath Rentcorp	6,901	505,191	553,874
	Mckesson Corp	1,396	239,260	347,004
	Mednax Inc	8,921	216,025	242,740
	Meta Platforms Inc Cl A	6,823	785,756	2,294,916
	Metlife Inc	5,034	194,870	314,575
	Microsoft Corp	1,848	261,927	621,519
	Molson Coors Brewing Co	6,437	317,301	298,355
	Msc Industrial Direct Co	1,767	127,698	148,534
	Msci Inc	3,776	586,160	2,313,517
	Murphy Usa Inc Com	5,113	558,375	1,018,714
	Ncr Corp	21,686	709,014	871,777
	Netapp Inc	6,963	632,364	640,526
	New York Community Bancorp Inc	25,462	261,445	310,891
	Newmark Group Inc	10,922	156,043	204,241
	Nexstar Media Group Inc Cl A Com	2,212	333,989	333,968
	Nike Inc	14,868	967,234	2,478,050
	Nov Inc Com	13,760	181,078	186,448
	Nrg Energy Inc	3,755	116,021	161,765
	Nucor Corp	775	48,800	88,466
	Nvidia Corp	8,050	445,865	2,367,586
	Nvidia Corp	2,184	208,152	642,336
	Oaktree Specialty Lending Corp	35,395	178,655	264,047
	Oge Energy Corp	3,642	123,073	139,780
	On Semiconductor Corp	9,884	376,788	671,321

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
	<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>	<u>Cost</u>	<u>Current Value</u>
	Onemain Hldgs Inc Com	5,982	303,119	299,339
	Oracle Corp	6,495	589,666	566,429
	Oshkosh Corporation	1,549	170,519	174,588
	Owens Corning Inc	818	52,216	74,029
	Packaging Corp Of America	546	51,267	74,338
	Park Aerospace Corp	14,127	181,819	186,476
	Parker Hannifin Corp	567	52,135	180,374
	Patterson Cos Inc	12,508	378,760	367,110
	Paychex Inc	5,404	596,293	737,646
	Paypal Hldgs Inc Com	9,231	1,091,063	1,740,782
	Pfizer Inc	5,541	205,459	327,196
	Philip Morris International Inc	3,369	276,016	320,055
	Pinnacle West Capital Corp	2,103	162,519	148,451
	Portland General Electric Co	2,566	125,947	135,793
	Ppl Corp	4,236	127,259	127,334
	Premier Inc Com Cl A	22,298	713,787	918,009
	Principal Financial Group Inc	4,739	203,267	342,772
	Prudential Financial Inc	2,922	187,797	316,277
	Public Service Enterprise Group Inc	1,959	94,194	130,724
	Quanta Services Inc	7,238	861,346	829,909
	Quest Diagnostics Inc	2,031	238,714	351,383
	Regions Financial Corp	13,895	147,133	302,911
	Reliance Steel & Aluminum Co	497	32,464	80,623
	Ringnetral Inc Cl A	7,513	2,191,895	1,407,561
	Robert Half International Inc	3,095	289,030	345,154
	Royal Dutch Shell Plc Adr	3,881	184,363	168,435
	Salesforce Inc	5,761	439,423	1,464,043
	Sarepta Therapeutics Inc	5,702	677,032	513,465
	Seagate Technology Hldngs Plc Ord Shs	5,565	590,599	628,734
	Servicenow Inc Sr Cv	3,444	258,504	2,235,535
	Skyworks Solutions Inc	3,876	625,482	601,323
	Sm Energy Co Com	6,211	203,522	183,100
	Smucker J M Co	2,394	307,363	325,153
	Snap-On Inc	785	151,179	169,073
	Sonoco Products Co	1,272	70,837	73,636
	Southwest Gas Holdings Inc	5,847	380,108	409,582
	Sp Plus Corp Com	15,930	457,834	449,545
	Square Inc Cl A	5,343	586,039	862,948
	Steel Dynamics Inc	1,220	37,886	75,725
	Synchrony Finl Com	6,108	167,832	283,350
	T Mobile Us Inc Com	1,089	77,769	126,302
	Te Connectivity Ltd	3,993	437,606	644,231
	Tempur-Sealy International, Inc	8,006	224,382	376,522
	Tenet Healthcare Corp Com	4,491	290,772	366,870
	Texas Instruments Inc	3,289	454,535	619,878
	Thor Industries Inc	3,378	437,126	350,535
	Timken Co	2,597	210,334	179,946

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>		<u>Cost</u>	<u>Current Value</u>
Toll Brothers Inc	5,916		298,226	428,259
Total Sa Adr	3,480		171,643	172,121
Tractor Supply Co	1,647		223,546	392,974
Trane Technologies Plc Shs	9,174		1,101,944	1,853,423
Trimas Corp Com	6,560		150,667	242,720
Tyson Foods Inc	3,718		293,035	324,061
Uber Technologies Inc Com	34,250		1,271,426	1,436,103
Ugi Corp New	2,901		104,063	133,185
Ulta Beauty Inc	955		365,505	393,785
Unifirst Corp	3,692		394,653	776,797
Unilever Plc Sponsored Adr New	5,512		274,948	296,490
United Rentals Inc	507		53,310	168,471
United Therapeutics Corp	1,523		175,269	329,090
Univar Inc Com	8,225		180,711	233,179
Valvoline Inc Com	2,228		48,612	83,082
Verizon Communications Inc	2,385		128,704	123,925
Viad Corp	2,626		124,815	112,367
Viatis Inc Com	25,060		356,273	339,062
Visa Inc Class A Shares	10,496		1,349,357	2,274,588
Vistra Energy Corp Com	6,370		110,054	145,045
Voya Finl Inc Com	4,848		286,597	321,471
Westlake Corporation Com	886		55,295	86,057
White Mountains Insurance Group Ltd	860		555,792	871,954
Whole Earth Brands Inc	29,022		231,853	311,694
Williams-Sonoma Inc	1,849		218,213	312,721
World Fuel Services Corp	5,521		199,126	146,141
Zebra Technologies Inc	1,050		510,823	624,960
Total Common Stock			<u>86,943,270</u>	<u>126,997,106</u>
Limited Partnerships:				
Rocket Ventures	60		3,000,000	880,698
Blackstone	163,630		16,362,981	21,246,966
Total Limited Partnerships			<u>19,362,981</u>	<u>22,127,664</u>
Common Collective Trusts:				
Multi-Employer Property Trust	191,759		19,175,949	27,069,557
IBEW-NECA Equity Index Fund	174,427		10,386,992	17,555,968
Wilmington Trust CIT EBP Intl Fundamental Value Fund	455,703		28,202,088	33,785,827
Common Collective Trusts			<u>57,765,029</u>	<u>78,411,352</u>
Value of Interest in Registered Investment Companies:				
AFL-CIO Housing Investment Trust	13,653		15,712,582	15,590,677
American Funds Growth Fund of America R6	80,465		5,254,619	5,983,377

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, 2021**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>		<u>Cost</u>	<u>Current Value</u>
Baird Core Plus Bond Inst	436,437		5,150,470	5,093,215
Blackrock Strategic Inc Opp Port K	3,263,246		32,301,940	33,154,583
Brandes International Equity Fund R6	30,233		537,028	548,725
FS KKR Capital Corp Com	16,139		344,541	337,951
Janus Triton	816,186		26,323,678	28,272,698
Mainstay Short Duration High Yield	183,529		1,804,573	1,798,583
* MassMutual Select T. Rowe Price Retirement 2015 Fund Class I	165,217		2,751,556	2,752,518
* MassMutual Select T. Rowe Price Retirement 2020 Fund Class I	249,934		4,087,472	4,171,396
* MassMutual Select T. Rowe Price Retirement 2025 Fund Class I	275,452		4,593,512	4,856,217
* MassMutual Select T. Rowe Price Retirement 2030 Fund Class I	349,915		5,767,555	6,473,432
* MassMutual Select T. Rowe Price Retirement 2035 Fund Class I	337,565		5,657,148	6,525,121
* MassMutual Select T. Rowe Price Retirement 2040 Fund Class I	294,543		5,035,781	5,876,124
* MassMutual Select T. Rowe Price Retirement 2045 Fund Class I	226,976		3,889,842	4,607,616
* MassMutual Select T. Rowe Price Retirement 2050 Fund Class I	107,755		1,879,670	2,206,819
* MassMutual Select T. Rowe Price Retirement 2055 Fund Class I	80,467		1,413,785	1,640,728
* MassMutual Select T. Rowe Price Retirement 2060 Fund Class I	34,916		663,325	709,834
Metropolitan West Intermediate Bond I	412,442		4,434,137	4,380,130
Metropolitan West Floating Rate Inc I	67,856		675,035	674,485
MFS New Discovery Value R5	109,206		2,165,119	2,251,821
MFS Value R4	51,699		2,380,407	2,809,327
Pimco Inflation Response MultiAsset Instl	79		686	713
RBC Small Cap Core I	15,888		420,527	332,693
T. Rowe Price Retirement Income	150,963		2,331,118	2,288,591
Vanguard Mid-Cap Index Adm	1,482		318,747	467,434
WCM Focused International Growth Instl	1,607,807		21,376,104	39,587,538
Total Value of Interest in Registered Investment Companies			<u>157,270,957</u>	<u>183,392,346</u>
103-12 Investment Entity:				
Parametric Defensive Equity Fund LLC	32,475,282		<u>32,475,282</u>	<u>46,468,011</u>
Guaranteed Investment Contract:				
* Mass Mutual SAGIC	88,004,435		<u>88,004,435</u>	<u>88,004,435</u>
*Participant Loans			Various Maturities 4.25% - 6.50%	
			--	<u>1,022,556</u>
Totals			<u>\$ 505,292,071</u>	<u>\$ 609,937,631</u>

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

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 2021 This Form is Open to Public Inspection
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Part I Annual Report Identification Information	
For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021	
A This return/report is for:	☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instr.) ☐ a single-employer plan ☐ a DFE (specify) _____ B This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months) C If the plan is a collectively-bargained plan, check here ☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description) _____
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here ☐	

Part II Basic Plan Information - enter all requested information							
1a Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; padding: 2px;">1b Three-digit plan number (PN) ►</td> <td style="width: 40%; padding: 2px; text-align: center;">001</td> </tr> <tr> <td colspan="2" style="padding: 2px;">1c Effective date of plan 05/01/1967</td> </tr> </table>	1b Three-digit plan number (PN) ►	001	1c Effective date of plan 05/01/1967			
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	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%; padding: 2px;">2b Employer Identification Number (EIN) 34-6596899</td> <td style="width: 40%;"></td> </tr> <tr> <td style="padding: 2px;">2c Plan Sponsor's telephone number 419-666-4450</td> <td></td> </tr> <tr> <td style="padding: 2px;">2d Business code (see instructions) 238210</td> <td></td> </tr> </table>	2b Employer Identification Number (EIN) 34-6596899		2c Plan Sponsor's telephone number 419-666-4450		2d Business code (see instructions) 238210	
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		9-12-22	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		9/12/22	TODD T. MICHAELSEN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE		9-12-22	ROY B. GROSSWILER
	Signature of DFE	Date	Enter name of individual signing as DFE