

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 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</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>	1b Three-digit plan number (PN) ▶	<u>001</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>		
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>		

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.	09/26/2023	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	09/26/2023	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 (2022)
v. 220413

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 2665
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) 2271
a(2) Total number of active participants at the end of the plan year		6a(2)
b Retired or separated participants receiving benefits		6b 2240
c Other retired or separated participants entitled to future benefits.....		6c 548
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 2788
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 38
f Total. Add lines 6d and 6e		6f 2826
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....		6g 2826
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7 108
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) ☒ 2 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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
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
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(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	62327-1	0	01/01/2022	10/28/2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end.....	4	
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	74523584
c	Additions: (1) Contributions deposited during the year	7c(1)	534482
	(2) Dividends and credits.....	7c(2)	
	(3) Interest credited during the year.....	7c(3)	1948650
	(4) Transferred from separate account.....	7c(4)	18148124
	(5) Other (specify below)	7c(5)	12204
	▶ LN INT, LN PRIN, TRANS FORFS		
	(6) Total additions.....	7c(6)	20643460
d	Total of balance and additions (add lines 7b and 7c(6))	7d	95167044
e	Deductions:		
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	9644153
	(2) Administration charge made by carrier.....	7e(2)	16
	(3) Transferred to separate account.....	7e(3)	
	(4) Other (specify below)	7e(4)	23568
	▶ LN DISTRIBUTION		
	(5) Total deductions.....	7e(5)	9667737
f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	85499307

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE 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 2022 This Form is Open to Public Inspection
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
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
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(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	781000-01	2826	10/29/2022	12/31/2022

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end.....	4	86305676
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	85499309
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c	Additions: (1) Contributions deposited during the year	7c(1)	105321	
	(2) Dividends and credits	7c(2)		
	(3) Interest credited during the year	7c(3)	467298	
	(4) Transferred from separate account	7c(4)	2330685	
	(5) Other (specify below)	7c(5)	4413	
▶ LOAN REPAYMENT				

(6) Total additions	7c(6)	2907717
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d	Total of balance and additions (add lines 7b and 7c(6))	7d	88407026
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e Deductions:

	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1431558	
	(2) Administration charge made by carrier	7e(2)	5	
	(3) Transferred to separate account	7e(3)	669789	
	(4) Other (specify below)	7e(4)		

(5) Total deductions	7e(5)	2101352
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f	Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	86305674
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

NWO ELECTRICAL ADMIN. INC.

34-1956758

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 16	TPA	320465	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	INVESTMENT PROVIDER	291408	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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	INVESTMENT CONSULTANT	235450	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 28 68	INVESTMENT PROVIDER	207117	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	INVESTMENT PROVIDER	187618	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☐ No ☒

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

RIVER ROAD ASSET MANAGEMENT, LLC

43-2076925

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28	INVESTMENT PROVIDER	162940	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

95-3703295

(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	INVESTMENT PROVIDER	124977	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

MSPC CPAS & ADVISORS, P.C.

22-2951202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	AUDITORS	28375	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	ATTORNEY	22641	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)

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	IT CONSULTANT	11429	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SEGAL MARCO ADVISORS

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 51 64 72	ADVISOR	9375	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MASSACHUSETTS MUTUAL LIFE INS. CO.

04-1590850

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
62 68 52 72	CONTRACT ADMINISTRATOR	925	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

JANUS 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 ☐

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

BLACKROCK

13-3806694

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

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

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

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 ☐

(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 ☐

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)

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 ☐

(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 ☐

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)

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 ☐

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

VANGUARD

23-1999755

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

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

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

EMPOWER ANNUITY INS CO. OF AMERICA

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
64	RECORDKEEPER	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 ☐

(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
RIVER ROAD ASSET MANAGEMENT, 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.	
RIVE ROAD ASSET MGMT LLC 43-2076925	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
METROPOLITAN WEST ASSET MANAGEMENT	28	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 FLOATING RATE BOND 46-2832074	55 BPS PER ANNUM X NAV OF INVESTMENT	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
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For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ►	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: MULTIEMPLOER PROPERTY TRUST		
b Name of sponsor of entity listed in (a): NEW TOWER TRUST COMPANY		
c EIN-PN 51-6218800-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 28724008
a Name of MTIA, CCT, PSA, or 103-12 IE: IBEW-NECA EQUITY INDEX FUND		
b Name of sponsor of entity listed in (a): CHEVY CHASE TRUST COMPANY		
c EIN-PN 31-1772714-003	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8938843
a Name of MTIA, CCT, PSA, or 103-12 IE: WILMINGTON TRUST CIT INT'L FND. VAL		
b Name of sponsor of entity listed in (a): WILMINGTON TRUST, N.A.		
c EIN-PN 26-3783687-920	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30374947
a Name of MTIA, CCT, PSA, or 103-12 IE: PARAMETRIC DEFENSE EQUITY FUND LLC		
b Name of sponsor of entity listed in (a): PARAMETRIC PORTFOLIO ASSOCIATES LLC		
c EIN-PN 45-2531297-001	d Entity code E	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 42928341
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 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</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	533577	539074
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	1913090	1489729
(2) Participant contributions.....	1b(2)	513713	355652
(3) Other.....	1b(3)	212939	409351
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	3390262	9519102
(2) U.S. Government securities	1c(2)	43209936	38523605
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	16913963	19590571
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)	126997106	103122937
(5) Partnership/joint venture interests	1c(5)	22127664	22282637
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants).....	1c(7)		
(8) Participant loans.....	1c(8)	1022556	1183863
(9) Value of interest in common/collective trusts.....	1c(9)	78411352	68037798
(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)	46468011	42928341
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	183392346	147209594
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	88004435	90548214
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	613110950	545740468

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h	476891	749326
i Acquisition indebtedness	1i		
j Other liabilities	1j	2256857	10717242
k Total liabilities (add all amounts in lines 1g through 1j)	1k	2733748	11466568

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	610377202	534273900
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	19017646	
(B) Participants	2a(1)(B)	5550316	
(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)		24567962
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	531152	
(B) U.S. Government securities	2b(1)(B)	1062384	
(C) Corporate debt instruments	2b(1)(C)	399711	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	49426	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2042673
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	1181059	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1169314	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2350373
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	441237961	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	443121260	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-1883299
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-16811700	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-16811700

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-10373455
(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)		-3539670
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-37352066
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		-40999182
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	33360792	
(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)		33360792
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)	51481	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	1119484	
(4) Other	2i(4)	572363	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		1743328
j Total expenses. Add all expense amounts in column (b) and enter total	2j		35104120
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-76103302
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		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

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

INDEPENDENT AUDITORS' REPORT

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

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, 2022 and 2021, 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, 2022 and 2021, 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 dark ink, appearing to read "MSPC", is positioned above the printed name of the firm.

MSPC
Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
September 26, 2023

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2022**

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:				
Empower Holding Account	1,019,375		\$ 1,019,375	\$ 1,019,375
Fidelity Colchester Str Tr Govt Pt Inst	7,266,369		7,266,369	7,266,369
Fidelity Inv Trsry Only-I	1,233,358		<u>1,233,358</u>	<u>1,233,358</u>
Total Interest Bearing Cash Accounts			<u>9,519,102</u>	<u>9,519,102</u>
U.S. Government Securities:				
FHLMC ABS ADJ Ser.K159 CL.A3	224,000 ADJ 11/25/33		265,300	209,419
FHLMC ABS Ser.KJ40 CL.A1	134,461 3.400% 06/25/28		134,460	128,929
FHLMC CMO Ser.2174 CL.PN	4,918 6.000% 07/15/29		5,015	4,967
FHLMC Pool #G03601	9,644 6.000% 07/01/37		9,769	10,079
FHLMC Pool #G08849	13,147 5.000% 11/01/48		13,757	13,167
FHLMC Pool #SD7503	177,737 3.500% 08/01/49		187,762	165,030
FHLMC Pool #SD8199	143,820 2.000% 03/01/52		126,089	117,104
FNMA ABS ADJ Ser.2022-M1G CL.A1	112,740 ADJ 09/25/31		109,930	99,831
FNMA CMO Float Ser.2019-79 CL.FA	48,133 Float 01/25/50		47,990	46,755
FNMA CMO Ser.2001-52 CL.YZ	12,961 6.500% 10/25/31		13,190	13,480
FNMA Pool #545191	485 7.000% 09/01/31		503	497
FNMA Pool #582521	4,332 7.000% 05/01/31		4,544	4,376
FNMA Pool #764388	2,604 HARM 03/01/34		2,604	2,539
FNMA Pool #AL0851	10,172 6.000% 10/01/40		11,033	10,595
FNMA Pool #BL6060	75,000 2.455% 04/01/40		74,813	51,891
FNMA Pool #BM4299	32,009 3.000% 03/01/30		32,601	30,965
FNMA Pool #BM4304	28,217 3.000% 02/01/30		28,724	27,323
FNMA Pool #BN7755	126,012 3.000% 09/01/49		133,155	112,221
FNMA Pool #CA1710	16,746 4.500% 05/01/48		17,407	16,386
FNMA Pool #CA2208	19,510 4.500% 08/01/48		20,292	19,117
FNMA Pool #FM2318	32,109 3.500% 09/01/49		34,053	29,705
FNMA Pool #FS1598	144,892 2.000% 04/01/52		127,624	118,039
FNMA Pool #FS2646	172,214 3.000% 06/01/52		153,755	151,199
FNMA Pool #MA1527	12,326 3.000% 08/01/33		12,257	11,557
FNMA Pool #MA1982	10,241 3.500% 08/01/34		10,674	9,794
FNMA Pool #MA3427	15,140 4.000% 07/01/33		15,548	14,824
FNMA Pool #MA3537	10,282 4.500% 12/01/48		10,677	10,074
FNMA Pool #MA3811	27,623 3.000% 10/01/49		27,726	24,048
FNMA Pool #MA4152	142,008 2.000% 10/01/40		146,634	120,941
FNMA Pool #MA4176	43,517 2.000% 11/01/40		44,865	37,062
FNMA Pool #MA4333	42,590 2.000% 05/01/41		43,286	36,271
FNMA TBA FN30	25,000 2.000% TBA		19,654	20,337
FNMA TBA FN30	300,000 2.500% TBA		254,059	253,954
FNMA TBA FN30	700,000 3.000% TBA		623,230	614,158
FNMA TBA FN30	75,000 3.500% TBA		69,182	68,123
FNMA TBA FN30	275,000 4.000% TBA		260,972	257,856
FNMA TBA FN30	2,000,000 4.500% TBA		1,958,501	1,924,513
FNMA TBA FN30	2,225,000 5.000% TBA		2,221,961	2,192,118

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, 2022**

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 CMO Float Ser.2010-4 CL.SL	50,728 Float 01/16/40	9,815	4,684	
GNMA CMO Ser.2011-146 CL.EI	52,671 5.000% 11/16/41	13,196	8,944	
GNMA CMO Ser.2019-119 CL.JE	3,005 3.000% 09/20/49	3,031	2,687	
GNMA Pool #80968 HARM	3,463 HARM 07/20/34	3,482	3,364	
GNMA Pool #MA4454	19,423 5.000% 05/20/47	20,792	19,556	
GNMA Pool #MA4838	13,847 4.000% 11/20/47	14,518	13,294	
GNMA Pool #MA4901	3,789 4.000% 12/20/47	3,910	3,638	
GNMA Pool #MA5399	26,291 4.500% 08/20/48	27,228	25,829	
GNMA Pool #MA5466	5,316 4.000% 09/20/48	5,449	5,074	
GNMA Pool #MA5530	11,605 5.000% 10/20/48	12,120	11,645	
GNMA Pool #MA6209	25,623 3.000% 10/20/49	25,792	22,677	
GNMAII TBA GNII30	250,000 2.500% TBA	219,587	216,590	
United States of America Treasury Notes	2,570,000 4.125% 11/15/32	2,650,439	2,622,605	
United States of America Treasury Notes	70,000 0.625% 07/15/32	65,069	65,752	
United States of America Treasury Notes	1,570,000 3.875% 11/30/27	1,565,905	1,561,414	
United States of America Treasury Notes	5,480,000 3.875% 12/31/27	5,454,718	5,448,319	
United States of America Treasury Notes	755,000 4.000% 12/15/25	756,888	750,163	
United States of America Treasury Notes	10,270,000 4.125% 10/31/27	10,380,519	10,307,710	
United States of America Treasury Notes	2,495,000 4.250% 12/31/24	2,491,881	2,486,326	
United States of America Treasury Notes	5,795,000 4.500% 11/30/24	5,795,111	5,795,226	
United States of America Treasury Bills	1,500,000 Adj 01/03/23	1,499,358	1,499,614	
United States of America Treasury Bills	185,000 Adj 04/06/23	181,464	182,862	
United States of America Treasury Bills	330,000 Adj 05/18/23	323,752	324,354	
United States of America Treasury Bills	165,000 Adj 05/25/23	161,974	162,034	
Total U.S. Government Securities		38,959,594	38,523,605	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	102,184	96,915	
Abbvie Inc	60,000 4.550% 03/15/35	71,416	56,105	
AerCap Ireland Cap/Global	94,000 2.450% 10/29/26	91,405	82,198	
AerCap Ireland Cap/Global	20,000 3.300% 01/30/32	18,213	15,635	
AerCap Ireland Cap/Global	50,000 4.125% 07/03/23	53,150	49,651	
Air Lease Corp	95,000 2.200% 01/15/27	93,860	82,789	
Air Lease Corp	35,000 3.250% 10/01/29	31,917	29,802	
Air Lease Corp	20,000 5.850% 12/15/27	19,793	19,977	
Alimentation Couche Tard	50,000 3.550% 07/26/27	50,682	46,214	
Amazon.Com Inc	85,000 3.600% 04/13/32	84,844	77,786	
Amcor Finance USA Inc	80,000 3.625% 04/28/26	85,173	75,692	
American Assets Trust LP	60,000 3.375% 02/01/31	53,267	47,591	
American Electric Power Co Inc	105,000 5.950% 11/01/32	104,283	109,632	
American Express Co	60,000 2.550% 03/04/27	59,944	54,582	
Anheuser Busch Inbev Worldwide	10,000 3.500% 06/01/30	9,979	9,103	
Aon Corp	85,000 2.800% 05/15/30	87,492	72,490	
Aon Corp	70,000 4.500% 12/15/28	69,639	67,516	
Apple Inc	45,000 3.250% 02/23/26	44,902	43,230	

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2022**

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>	
Arizona Public Service Co	105,000 6.350% 12/15/32	108,466	110,423	
AT&T Inc	70,000 3.800% 02/15/27	69,731	66,803	
AT&T Inc	272,000 2.550% 12/01/33	271,083	209,035	
Babson Clo Ltd 2013-IA	52,671 Float 01/20/28	52,671	52,281	
Baml Com Mtge Tr 2018-Park	70,000 Adj 08/10/38	72,335	62,937	
Bank of America Corp	55,000 3.593% 07/21/28	50,794	50,632	
Bank of America Corp	150,000 Adj 10/22/25	143,754	141,729	
Bank of America Corp	20,000 Adj 04/22/32	19,700	16,008	
Bank of America Corp	150,000 Adj 06/14/29	151,084	126,224	
Bank of America Corp	105,000 Adj 07/21/32	93,411	80,861	
Bank of America Corp	270,000 Adj 07/22/27	266,548	236,551	
Bank of America Corp	40,000 Adj 09/25/25	36,654	36,815	
Bank of America Corp	10,000 Adj 10/20/32	9,690	7,832	
Bank of America Corp	65,000 Adj 10/24/31	53,491	49,653	
Bank of New York Mellon Corp	135,000 Adj 02/07/28	122,787	126,331	
Bat Capital Corp	35,000 2.726% 03/25/31	35,000	27,308	
Bat Capital Corp	50,000 3.462% 09/06/29	50,000	42,969	
Bat Capital Corp	110,000 3.557% 08/15/27	115,589	100,492	
Bat Capital Corp	45,000 4.390% 08/15/37	45,671	34,988	
Baylor Scott & White Holdings	115,000 2.650% 11/15/26	107,465	106,124	
Becton Dickinson & Co	80,000 2.823% 05/20/30	82,654	68,661	
Becton Dickinson & Co	32,000 3.363% 06/06/24	30,771	31,270	
Berkshire Hathaway Finance	145,000 2.875% 03/15/32	144,949	125,612	
Black Hills Corp	50,000 3.950% 01/15/26	49,849	47,937	
Boeing Co	90,000 1.433% 02/04/24	90,302	86,248	
Boeing Co	50,000 4.875% 05/01/25	56,012	49,617	
Bon Secours Mercy Health	80,000 2.095% 06/01/31	80,000	62,404	
Brazos Higher Ed Auth 2010-1	71,413 Float 02/25/35	68,585	70,948	
Brazos Higher Ed Auth 2011-2	73,175 Float 10/25/36	70,606	72,470	
Broadcom Inc	55,000 4.300% 11/15/32	60,248	48,474	
Brown & Brown Inc	170,000 2.375% 03/15/31	128,794	129,342	
California St Univ Revenue	30,000 2.274% 11/01/34	30,359	22,426	
Canadian Pacific Railway	115,000 1.350% 12/02/24	114,848	107,192	
Capital One Financial Corp	145,000 Adj 12/06/24	145,000	138,816	
Cboe Holdings Inc	60,000 3.000% 03/16/32	59,728	49,914	
Cd Comm Mortgage Tr 2016-Cd2	115,000 Adj 11/10/49	108,388	103,563	
Centene Corp	236,000 3.000% 10/15/30	240,270	193,461	
Charter Comm Opt LLC/Cap 1st Lien	115,000 4.400% 04/01/33	114,579	98,401	
Charter Comm Opt LLC/Cap 1st Lien	115,000 4.908% 07/23/25	121,289	112,712	
Charter Comm Opt LLC/Cap	65,000 2.300% 02/01/32	56,365	47,876	
Charter Comm Opt LLC/Cap	70,000 2.800% 04/01/31	55,448	54,496	
Cigna Corp	110,000 2.400% 03/15/30	109,815	92,150	
Cigna Corp	180,000 4.125% 11/15/25	183,732	175,866	
Citigroup Inc	60,000 3.520% 10/27/28	58,042	54,744	
Citigroup Inc	65,000 Adj 03/31/31	73,967	59,689	
Citigroup Inc	80,000 Adj 06/03/31	80,007	64,703	

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, 2022**

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>	
Citigroup Inc	30,000 Adj 02/24/28	30,000	27,046	
Citigroup Inc	20,000 Adj 03/17/26	19,451	19,011	
Citigroup Inc	25,000 Adj 05/01/32	22,884	19,737	
Citigroup Inc	130,000 Adj 10/30/24	123,939	124,561	
Citigroup Inc	85,000 Adj 11/03/32	74,696	66,102	
Clorox Co	70,000 1.800% 05/15/30	57,727	55,732	
Comm Mtge Tr 2014-Cr20	182,607 3.326% 11/10/47	190,511	174,057	
Comm Mtge Tr 2015-Cr25	148,087 3.505% 08/10/48	157,244	140,815	
Commonspirit Health	145,000 2.782% 10/01/30	141,589	119,599	
Commonwealth Edison Co 1st Lien	115,000 3.150% 03/15/32	114,853	100,461	
Constellation Brands Inc	85,000 4.350% 05/09/27	84,951	82,772	
Crane Co	60,000 4.450% 12/15/23	62,026	59,480	
Credit Suisse Group Fndng Ltd	120,000 Adj 12/25/32	129,583	108,005	
Credit Suisse Group Fndng Ltd	120,000 3.750% 03/26/25	135,648	105,837	
Credit Suisse New York Branch	285,000 4.550% 04/17/26	259,761	259,763	
Credit-Based Asset 2003-Cb3	42,647 5.000% 07/09/27	37,993	39,168	
Crown Castle Intl Corp	45,000 3.300% 07/01/30	44,631	39,366	
Cubesmart LP	65,000 2.250% 12/15/28	64,685	53,570	
CVS Health Corp	85,000 2.875% 06/01/26	84,268	79,346	
CVS Health Corp	90,000 3.250% 08/15/29	89,187	80,515	
CVS Health Corp	6,000 4.300% 03/25/28	5,997	5,803	
Delta Airlines Inc 1st Lien Notes	136,082 2.000% 06/10/28	136,082	115,881	
Dentsply Sirona Inc	100,000 3.250% 06/01/30	84,225	83,016	
Discover Bank	110,000 3.450% 07/27/26	120,129	101,286	
Dollar Tree Inc	80,000 4.000% 05/15/25	86,444	78,101	
Dryden Loan Fund 2013-30a	37,834 Float 11/15/28	37,763	37,382	
Duke Energy Corp	75,000 2.650% 09/01/26	74,769	69,271	
Duke Energy Corp	65,000 4.300% 03/15/28	64,901	62,545	
Enable Midstream Partners LP	68,000 4.950% 05/15/28	73,076	65,222	
Enbridge Energy Partners LP	40,000 5.875% 10/15/25	39,862	40,620	
Energy Transfer Operating LP	80,000 5.250% 04/15/29	77,069	77,356	
Energy Transfer Operating LP	15,000 4.950% 06/15/28	15,001	14,505	
Energy Transfer Operating LP	60,000 5.500% 06/01/27	67,630	59,574	
EverBank Financial Corp	80,000 5.750% 07/02/25	86,814	78,528	
Eversource Energy	115,000 3.375% 03/01/32	112,933	100,109	
Extra Space Storage Inc	115,000 3.900% 04/01/29	114,868	103,010	
Fifth Third Bancorp	55,000 2.550% 05/05/27	54,892	49,378	
General Motors Company	70,000 4.875% 10/02/23	75,664	69,782	
Global Payments Inc	45,000 5.300% 08/15/29	44,977	43,505	
Glp Capital LP/Fin II	55,000 5.375% 11/01/23	57,103	54,809	
Glp Capital LP/Fin II	73,000 4.000% 01/15/30	61,347	63,934	
Glp Capital LP/Fin II	100,000 5.375% 04/15/26	111,157	98,107	
Golden Tree Loan Opp 2014-9a	110,382 Float 10/29/29	110,382	109,530	
Goldman Sachs Group Inc	145,000 1.217% 12/06/23	145,000	139,971	
Goldman Sachs Group Inc	30,000 3.200% 02/23/23	30,785	29,925	
Goldman Sachs Group Inc	130,000 Adj 07/21/32	113,152	115,750	

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, 2022**

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>	
Goldman Sachs Group Inc	140,000 Adj 02/24/28	139,908	120,768	
Goldman Sachs Group Inc	110,000 Adj 09/10/27	105,498	96,182	
Goldman Sachs Group Inc	110,000 Adj 10/21/27	100,217	86,853	
Goldman Sachs Group Inc	35,000 Adj 10/21/32	31,071	27,157	
Graphic Packaging Intl Inc	80,000 4.125% 08/15/24	78,800	78,598	
HCA Inc 1st Lien Notes	45,000 5.250% 04/15/25	43,807	44,738	
HCA Inc Secured Global Notes	30,000 2.375% 07/15/31	29,918	23,353	
HCA Inc Notes	110,000 4.125% 06/15/29	109,447	100,418	
HCA Inc Notes	180,000 5.375% 09/01/26	182,492	177,998	
Healthcare Trust of Amer Hldgs	15,000 2.000% 03/15/31	12,336	11,356	
Healthcare Trust of Amer Hldgs	5,000 2.050% 03/15/31	3,741	3,655	
Healthcare Trust of Amer Hldgs	65,000 2.400% 03/15/30	53,069	50,723	
Healthcare Trust of Amer Hldgs	50,000 3.100% 02/15/30	44,144	41,748	
Higher Education Fndg 2004-1	10,243 2.512% 05/25/34	10,243	10,236	
HSBC Holdings Plc	260,000 ADJ 04/18/26	231,509	234,679	
HSBC Holdings Plc	10,000 ADJ 05/24/27	9,900	8,622	
HSBC Holdings Plc	60,000 ADJ 05/24/32	54,434	46,421	
HSBC Holdings Plc	200,000 ADJ 06/09/28	180,878	189,042	
HSBC Holdings Plc	10,000 ADJ 09/22/28	10,000	8,358	
HSBC Holdings Plc	30,000 ADJ 11/22/32	27,153	22,927	
Hudson Pacific Properties	10,000 4.650% 04/01/29	11,499	8,544	
Hudson Pacific Properties	175,000 3.950% 11/01/27	182,620	148,902	
Humana Inc	60,000 3.850% 10/01/24	63,242	58,791	
Humana Inc	80,000 3.950% 03/15/27	79,902	76,687	
Humana Inc	10,000 5.875% 03/01/33	9,951	10,323	
Illumina Inc	135,000 5.750% 12/13/27	134,815	136,681	
IndyMac Indx Mortgage Loan	4,641 Float 11/25/34	4,641	3,970	
IndyMac Indx Mtge Ln 2004-Ar6	3,917 Adj 10/25/34	3,908	3,510	
Invitation Home Operating LP	70,000 2.000% 08/15/31	51,614	51,730	
JG Wentworth XXX LLC 2013-3A	28,307 3.610% 01/17/73	28,310	25,293	
JG Wentworth XXXII LLC 2014-2A	36,602 4.080% 01/17/73	36,578	31,634	
JPMBB Comm Mtg Sec Tr 2014-C19	29,175 3.669% 04/15/47	30,467	29,107	
JPMBB Comm Mtg Sec Tr 2014-C26	233,631 3.231% 01/15/48	243,223	223,466	
JPMorgan Chase & Co	55,000 ADJ 05/01/28	51,753	50,612	
JPMorgan Chase & Co	170,000 ADJ 02/04/32	136,678	130,037	
JPMorgan Chase & Co	40,000 ADJ 02/16/25	37,262	37,723	
JPMorgan Chase & Co	40,000 ADJ 02/24/26	38,628	37,606	
JPMorgan Chase & Co	210,000 ADJ 02/24/28	210,080	189,965	
JPMorgan Chase & Co	85,000 ADJ 04/22/32	70,150	68,088	
JPMorgan Chase & Co	35,000 ADJ 11/19/31	25,369	26,532	
JPMorgan Chase & Co	170,000 ADJ 12/10/25	161,401	157,391	
Kilroy Realty LP	13,000 2.650% 11/15/33	10,060	9,020	
Kraft Heinz Foods Co	90,000 4.625% 01/30/29	97,313	88,962	
Kraft Heinz Foods Co	45,000 5.000% 06/04/42	57,150	40,704	
Kraft Heinz Foods Co	52,000 5.200% 07/15/45	59,150	47,976	
L3 Technologies Inc	80,000 3.850% 06/15/23	79,843	79,530	

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, 2022**

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>	
Lexington Realty Trust	30,000 2.375% 10/01/31	29,927	22,743	
Life Storage LP	105,000 2.200% 10/15/30	104,500	81,571	
Lloyds Banking Group Plc	250,000 Adj 08/11/26	249,031	244,608	
Lloyds Banking Group Plc	75,000 Adj 11/07/28	82,389	67,447	
Los Angeles Calif Uni Sch Dist General	30,000 5.750% 07/01/34	37,553	31,337	
Los Angeles Dept Wtr & Pwr Revenue	100,000 5.516% 07/01/27	117,976	102,287	
Marsh & McLennan Companies Inc	65,000 2.250% 11/15/30	58,627	53,214	
Massachusetts St Sch Bldg Auth	50,000 2.966% 10/15/32	54,051	41,212	
Massachusetts St Spl Oblg Rev	110,000 4.110% 07/15/31	110,000	106,202	
Met Transprt Auth Ny Revenue	55,000 6.548% 11/15/31	71,435	55,903	
Miami-Dade Cnty Fl Aviation	50,000 3.504% 10/01/31	53,342	43,785	
Morg Stan Capl I Tr 2016-UB12	272,429 3.337% 12/15/49	262,320	251,795	
Morgan Stanley	305,000 Adj 10/21/25	304,002	280,756	
Morgan Stanley	100,000 Adj 01/21/33	76,891	80,898	
Morgan Stanley	55,000 Adj 02/18/26	52,597	51,644	
Morgan Stanley	145,000 Adj 04/28/32	125,424	109,406	
Morgan Stanley	50,000 Adj 09/16/36	37,769	36,257	
Navient Student Ln Tr 2014-1	78,220 Float 06/25/31	78,220	75,377	
Navient Student Ln Tr 2014-3	70,765 Float 03/25/83	70,765	68,456	
Navient Student Ln Tr 2014-4	33,983 Float 03/25/83	33,983	33,063	
Navient Student Ln Tr 2014-7	136,067 Float 03/25/83	135,421	131,561	
Navient Student Ln Tr 2016-2A	204,696 Float 06/25/65	211,605	202,836	
Navient Student Ln Tr 2017-3A	99,359 Float 07/26/66	99,359	96,196	
Nelnet Student Loan Tr 2014-4A Abs	80,000 Float 11/25/48	80,000	77,843	
Netflix Inc	105,000 5.875% 02/15/25	116,288	106,323	
New York City Ny Transitional Revenue	120,000 5.267% 05/01/27	137,740	121,065	
New York Life Global Funding Secured	115,000 3.000% 01/10/28	107,905	105,752	
New York Ny General Obligation Bonds	25,000 1.923% 08/01/31	25,000	19,335	
New York Ny General Obligation Bonds	50,000 3.620% 04/01/31	55,780	44,654	
New York St Dorm Auth St Perso	45,000 1.952% 03/15/29	45,724	37,514	
New York St Dorm Auth St Perso	90,000 3.027% 02/15/33	92,156	73,219	
New York St Urban Dev Corp Sal	60,000 2.540% 03/15/34	57,058	46,447	
Nextera Energy Capital	65,000 1.900% 06/15/28	57,439	55,494	
Nextera Energy Capital	80,000 4.625% 07/15/27	79,969	78,660	
Oracle Corp	15,000 2.800% 04/01/27	15,609	13,650	
Oracle Corp	135,000 2.875% 03/25/31	137,543	111,932	
Oracle Corp	10,000 3.250% 11/15/27	9,989	9,185	
Oracle Corp	140,000 6.150% 11/09/29	139,867	145,315	
Oregon State General Obligation	14,968 5.762% 06/01/23	16,445	15,043	
Orix Corporation	190,000 5.000% 09/13/27	189,660	187,658	
Perkinelmer Inc	150,000 0.850% 09/15/24	149,907	139,003	
Petroleos Mexicanos Global Bonds	115,000 6.625% 06/15/35	106,683	83,422	
Petroleos Mexicanos	25,000 5.350% 02/12/28	21,263	21,037	
Petroleos Mexicanos	10,000 6.350% 02/12/48	6,215	6,113	
Physicians Realty LP	31,000 3.950% 01/15/28	28,648	28,314	
Piedmont Operating Partn	80,000 3.400% 06/01/23	79,919	79,233	

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, 2022**

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>	
Plains All Amern Pipeline LP	20,000 3.550% 12/15/29	20,195	17,341	
Premier Health Partners	90,000 2.911% 11/15/26	81,640	79,069	
Progressive Corp	100,000 3.200% 03/26/30	94,046	89,728	
Queens Center Mtge Tr 2013-Qca	50,000 3.275% 01/11/37	48,821	46,153	
RBS Comm Funding Tr 2013-Gsp	15,000 Adj 01/15/32	15,787	14,437	
Relx Capital Inc	50,000 4.000% 03/18/29	49,420	46,305	
Resident Accredited Ln 2005-Qo3 Cmo	40,337 Float 10/25/45	26,766	32,675	
Residential Asst Mtg 2004-Sl	3,283 7.000% 11/25/31	3,394	2,800	
Rexford Industrial Realty	35,000 2.125% 12/01/30	26,304	27,319	
Reynolds American Inc	45,000 5.700% 08/15/35	52,450	40,620	
Royal Bank of Scotland Group	30,000 Adj 06/25/24	31,970	29,721	
Royal Bank of Scotland Group	25,000 Adj 03/22/25	27,129	24,447	
San Francisco Ca City & Cnty P Revenue	50,000 2.188% 11/01/32	50,273	39,394	
Santander UK Group Holdings	315,000 Adj 03/15/25	315,315	294,309	
Santander UK Group Holdings	10,000 Adj 08/21/26	10,136	8,809	
SLM Corp Abs Ser.2011-2 CL.A2	54,505 ADJ 10/25/34	52,431	54,190	
SLM Student Loan Tr 2006-8	82,632 Float 01/25/41	73,294	77,400	
SLM Student Loan Tr 2008-2	25,000 Float 01/25/83	22,220	19,185	
SLM Student Loan Tr 2008-3	25,000 Float 04/26/83	24,269	22,621	
SLM Student Loan Tr 2008-4	25,000 Float 04/25/73	22,654	23,967	
SLM Student Loan Tr 2008-5	25,000 Float 07/25/73	21,746	23,610	
SLM Student Loan Tr 2008-6	25,000 Float 07/26/83	23,912	22,669	
SLM Student Loan Tr 2008-7	25,000 Float 07/26/83	24,037	24,672	
SLM Student Loan Tr 2008-8	25,000 Float 10/25/75	25,044	24,015	
SLM Student Loan Tr 2008-9	25,000 Float 04/25/23	25,045	23,238	
SLM Student Loan Tr 2008-9	20,079 Float 10/25/83	20,327	19,885	
SLM Student Loan Tr 2012-7	41,963 Float 05/26/26	41,963	40,371	
Southern Co Gas Capital	160,000 3.875% 11/15/25	176,035	154,335	
Southern Co Gas Capital	5,000 5.150% 09/15/32	4,986	4,907	
Spire Inc	120,000 3.543% 02/27/24	120,000	117,218	
Sprint Corp	114,000 7.875% 09/15/23	130,245	115,594	
Sprint Spectrum 1st Lien Notes	80,000 5.150% 03/30/28	78,600	78,842	
Starbucks Corp	80,000 2.000% 03/12/27	79,673	71,473	
Take Two Interactive Software	55,000 4.000% 04/14/32	54,233	48,682	
T-Mobile USA Inc 1st Lien Global Notes	120,000 3.875% 04/15/30	116,069	108,698	
T-Mobile USA Inc Global 1st Lien Notes	30,000 2.550% 02/15/31	30,117	24,508	
T-Mobile USA Inc	155,000 2.250% 02/15/26	153,838	140,994	
T-Mobile USA Inc	68,000 3.500% 04/15/31	67,320	58,738	
Trinity Acquisition Plc	55,000 4.400% 03/15/26	61,328	53,350	
Tucson Electric Power Co	100,000 3.850% 03/15/23	102,483	99,800	
Ubs Commercial Mtg Tr 2018-C12	104,224 4.152% 08/15/51	106,308	103,214	
UnitedHealth Group Inc	135,000 3.700% 12/15/25	151,586	131,516	
Univ of Michigan Mi Revenue Bonds	85,000 2.247% 05/15/34	85,000	75,929	
University of California Revenue Bonds	85,000 3.456% 04/01/32	87,115	63,663	
US Airways 2012-1 Ptt 1st Lien Pt Certs	51,470 5.900% 04/01/26	56,374	49,781	
US Airways 2012-2a Ptt	42,936 4.625% 12/03/26	45,711	39,109	

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, 2022**

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>	
Ventas Realty LP	165,000 2.650% 01/15/25	174,050	156,114	
Verizon Communications Inc	80,000 2.550% 03/21/31	79,671	65,789	
Vici Properties LP	110,000 4.750% 02/15/28	109,456	104,353	
VMware Inc	150,000 1.000% 08/15/24	149,928	139,574	
Wells Fargo & Co	155,000 Adj 02/11/26	145,150	144,496	
Wells Fargo & Co	110,000 Adj 06/02/28	112,194	97,085	
Wells Fargo & Co	175,000 Adj 03/24/28	166,026	162,050	
Wells Fargo & Co	235,000 3.300% 09/09/24	235,000	228,059	
Weyerhaeuser Co	55,000 3.375% 03/09/33	54,705	45,965	
Willis North America Inc	45,000 2.950% 09/15/29	41,196	37,827	
Willis North America Inc	80,000 4.650% 06/15/27	79,964	77,274	
Wrkco Inc	45,000 4.650% 03/15/26	44,934	44,142	
Xcel Energy Inc	35,000 4.600% 06/01/32	34,987	33,422	
Total Corporate Bonds		21,303,359	19,590,571	
Common Stocks:				
3M Company	1,284	209,499	153,977	
Abbvie Inc	2,597	299,174	419,701	
Aci Worldwide Inc	18,246	565,540	419,658	
Acuity Brands Inc	864	97,204	143,087	
Adobe Inc	4,079	581,480	1,372,706	
Agco Corp	1,173	84,117	162,683	
Air Transport Services Grp Inc	38,857	761,384	1,009,505	
Alight Inc 01626w101	47,314	446,244	395,545	
Allison Transmission Holdings	3,517	145,789	146,307	
Ally Financial Inc	13,623	398,827	333,082	
Amazon.Com Inc	13,275	695,181	1,115,100	
Amcor Plc	5,328	67,171	63,456	
Amdocs Ltd	7,875	652,721	715,838	
American Eqty Invt Life Hld Co	10,988	303,101	501,273	
Ameriprise Financial Inc	1,067	136,847	332,232	
AmerisourceBergen Corp	2,405	234,180	398,533	
Amgen Inc	1,465	344,526	384,768	
Amn Healthcare Services Inc	3,223	365,285	331,389	
Amphenol Corp Cl.A	8,316	484,611	633,180	
Apple Inc	4,705	455,268	611,321	
Applied Materials Inc	1,776	188,283	172,947	
Aptiv Plc	1,862	186,007	173,408	
Archer Daniels Midland Co	737	29,597	68,430	
Argan Inc. 04010e109	9,744	385,612	359,359	
Arista Networks Inc	5,502	665,197	667,668	
Armstrong World Industries	6,875	443,541	471,556	
Asbury Automotive Group	2,469	411,992	442,568	
Atkore International Group Inc	1,270	155,427	144,043	
Atkore International Group Inc	5,981	242,937	678,365	

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, 2022

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>
	Autoliv Inc	2,020	137,415	154,692
	AutoZone Inc	151	222,232	372,393
	Avis Budget Group Inc	1,787	286,876	292,943
	Axalta Coating Systems Ltd	14,328	376,241	364,934
	Axis Capital Holdings Ltd	10,257	405,179	555,622
	Baker Hughes A Ge Co LLC	10,673	249,959	315,174
	Bank Ozk	8,029	356,381	321,642
	Barrett Business Svcs Inc	1,356	67,214	126,488
	Berry Plastics Group Inc	1,159	56,860	70,038
	Biogen Inc	1,419	400,478	392,949
	Biomarin Pharmaceutical Inc	13,637	1,136,927	1,411,293
	Bjs Wholesale Club Hldgs Inc	5,198	408,174	343,900
	Bjs Wholesale Club Hldgs Inc	13,224	393,189	874,900
	Bloom Energy Corp	9,222	291,712	176,325
	Booking Holdings Inc	798	1,122,022	1,608,193
	Booz Allen Hamilton Hldg Corp	6,159	662,066	643,739
	BorgWarner Inc	3,690	140,681	148,523
	Boyd Gaming Corp	6,390	345,387	348,447
	BP Plc - Sponsored Adr	8,336	276,338	291,176
	Bristol Myers Squibb Co	5,266	350,289	378,889
	Cable One Inc	287	199,288	204,304
	Cadence Design Systems Inc	4,261	451,260	684,487
	Cannae Hldg	28,477	562,675	588,050
	Capital One Financial Corp	3,285	436,057	305,374
	Cardinal Health Inc	5,258	404,853	404,182
	Carlisle Food Srv Products Inc	605	87,160	142,568
	Caseys General Stores Inc	1,595	327,111	357,838
	CDW Corp	3,580	535,819	639,316
	Celanese Corp	649	55,681	66,354
	Centene Corp	4,897	406,058	401,603
	Chemours Co	2,304	86,400	70,548
	Chewy Inc	15,906	1,521,904	589,794
	Chipotle Mexican Grill Inc	751	1,191,644	1,042,005
	Cigna Corp	1,284	295,890	425,441
	Citigroup Inc	7,492	387,029	338,863
	Citizens Financial Group Inc	8,125	287,672	319,881
	Cognizant Tech Solutions Corp	11,412	822,491	652,652
	Comerica Inc	5,261	395,995	351,698
	Comfort Systems USA Inc	3,582	144,102	412,217
	Commercial Metals Co	1,433	60,336	69,214
	Computer Programs & Systems	13,768	368,222	374,765
	ConocoPhillips	2,445	162,260	288,510
	Corecivic Inc	49,429	402,674	571,399
	Costar Group Inc	19,325	1,381,402	1,493,436
	Costco Wholesale Corp	2,601	856,293	1,187,357
	Crane Holdings Co	1,602	115,542	160,921

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, 2022**

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>
	Crowdstrike Holdings Inc	7,900	1,316,857	831,791
	Cummins Inc	630	77,647	152,643
	CVS Health Corp	3,820	392,751	355,986
	Dick's Sporting Goods Inc	3,519	401,463	423,301
	Dillards Inc	1,185	312,811	382,992
	Discover Financial Services	3,304	221,843	323,230
	Dover Corp	1,097	90,562	148,545
	Dow Inc	1,339	76,623	67,472
	Dxc Technology Co	9,881	183,287	261,847
	Eastman Chemical Co	841	57,698	68,491
	Edison International	2,944	199,318	187,297
	Edwards Lifesciences Corp	13,976	790,035	1,042,749
	Elevance Health Inc	805	315,962	412,941
	Eli Lilly & Co	4,172	899,220	1,526,284
	Emcor Group Inc	1,044	63,539	154,627
	Emerson Electric Co	1,582	89,370	151,967
	Enovis Corp	2,268	107,880	121,383
	Eplus Inc	10,462	372,650	463,257
	Equitable Holdings Inc	11,445	272,551	328,472
	Esab Corp	3,892	155,151	182,613
	Evercore Partners Inc	830	75,602	90,536
	Evergy Inc	3,404	215,866	214,214
	Evertec Inc	13,364	443,194	432,726
	Evolution Petroleum Corp	24,623	156,817	185,904
	Exact Sciences Corp	17,638	1,275,705	873,257
	F&G Annuities & Life Inc	505	11,718	10,105
	Fleetcor Technologies Inc	3,607	813,987	662,534
	FNF Group	7,438	304,375	279,818
	Fortinet Inc	13,351	772,809	652,730
	Franklin Resources Inc	12,986	358,693	342,571
	FS KKR Capital Corp	16,139	344,541	282,433
	Gartner Inc	2,020	495,437	679,003
	General Mills Inc	4,955	240,577	415,477
	Gentex Corp	5,525	121,690	150,667
	Genuine Parts Co	836	100,910	145,054
	Genworth Finl Inc Cl. A	108,686	354,145	574,949
	GMS Inc	7,147	189,319	355,921
	Goldman Sachs Group Inc	939	357,139	322,434
	H&R Block Inc	8,928	314,646	325,961
	Harley Davidson Inc	8,161	370,389	339,498
	Hartford Finl Svcs Group Inc	4,506	290,570	341,690
	HCA Holdings Inc	1,733	374,056	415,851
	Hologic Inc	5,466	401,311	408,911
	Hostess Brands Inc	4,398	55,303	98,691
	Humana Inc	744	252,369	381,069
	Huntsman Corp	2,411	64,874	66,254

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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, 2022**

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>
	Icu Medical Inc	1,605	258,788	252,755
	Illumina Inc	4,477	762,495	905,249
	Ingles Markets Inc	5,603	194,793	540,465
	Ingredion Inc	758	62,198	74,231
	Insulet Corporation	4,693	1,115,936	1,381,572
	International Paper Co	1,891	76,828	65,485
	Intuit	3,903	1,115,084	1,519,126
	Intuit	1,670	721,196	649,997
	Intuitive Surgical Inc	6,346	1,290,617	1,683,911
	Ituran Location & Control Ltd	9,988	235,799	211,046
	J M Smucker Co	2,641	335,094	418,493
	Jacobs Solutions Inc	1,325	103,437	159,093
	Jazz Pharmaceuticals Plc	2,670	394,748	425,358
	Jefferies Financial Group Inc	9,038	287,290	309,823
	Kelly Services Inc	16,362	339,005	276,518
	Keycorp	19,596	345,542	341,362
	Keysight Technologies Inc	3,642	409,396	623,037
	Kraft Heinz Company/The	10,136	320,365	412,637
	Kroger Co	9,260	390,489	412,811
	Laboratory Corp America Hldgs	1,761	380,411	414,680
	Latham Group Inc	23,920	127,151	77,022
	Lauder Estee Cos Inc	5,751	1,369,240	1,426,881
	Lear Corp	1,208	138,941	149,816
	Leslies Inc	29,101	400,232	355,323
	Liberty Latin America Ltd	16,735	320,550	127,186
	Lincoln National Corp	10,575	404,994	324,864
	Louisiana Pacific Corp	1,204	79,440	71,277
	Lowe's Cos Inc	1,882	317,011	374,970
	Lululemon Athletica Inc	2,276	751,677	729,185
	LyondellBasell Industries Nv	788	62,472	65,428
	Marathon Oil Corp	10,454	160,566	282,990
	Marriott International Inc	2,374	373,266	353,465
	Masco Corp	3,008	115,974	140,383
	Match Group Inc	24,505	2,487,186	1,016,712
	McGrath Rentcorp	8,419	628,648	831,292
	McKesson Corporation	1,085	197,962	407,005
	Mednax Inc	13,032	310,752	193,656
	Molina Healthcare Inc	1,264	396,736	417,398
	MSC Indl Direct Inc Cl.A	2,623	195,383	214,299
	MSCI Inc	3,263	506,525	1,517,850
	Murphy USA Inc	1,310	319,891	366,197
	Murphy USA Inc	1,956	213,609	546,780
	NCR Corp	17,405	569,049	407,451
	Newmark Group Inc Cl.A	12,608	169,405	100,486
	Nexstar Broadcasting Group Inc	2,085	332,759	364,938
	Nike Inc	14,868	967,234	1,739,705
	Nmi Holdings Inc	11,557	238,155	241,541

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, 2022**

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>
	Nucor Corp	467	36,946	61,555
	Nvidia Corp	10,047	738,293	1,468,269
	O Reilly Automotive Inc	465	385,545	392,474
	Oshkosh Corp	1,759	182,616	155,126
	Ovintiv Inc	5,675	283,757	287,779
	Owens Corning	734	50,689	62,610
	Packaging Corp of America	532	54,318	68,048
	Palo Alto Networks Inc	4,824	893,439	673,141
	Park Aerospace Corp	21,822	282,035	292,633
	Parker Hannifin Corp	559	59,056	162,669
	Patterson Companies Inc	12,508	378,760	350,599
	Paychex Inc	5,161	587,649	596,405
	PayPal Holdings Inc	9,829	1,141,890	700,021
	PDC Energy Inc	4,338	300,428	275,376
	Permian Resources Corp	49,617	359,624	466,400
	Pinnacle West Cap Corp	2,657	197,003	202,038
	Portland General Electric Co	3,876	190,272	189,924
	Ppl Corp	6,791	193,143	198,433
	Premier Inc Cl.A	22,298	713,787	779,984
	Public Svc Enterprise Group	3,502	195,577	214,568
	Quanta Services Inc	8,560	999,582	1,219,800
	Quest Diagnostics Inc	2,846	347,946	445,228
	Radian Group Inc	12,843	256,260	244,916
	Reliance Steel & Aluminum Co	339	22,144	68,627
	Ross Stores Inc	3,250	381,734	377,228
	Royal Dutch Shell Plc	4,975	248,913	283,326
	Ryder System Inc	1,766	157,634	147,585
	Sarepta Therapeutics Inc	5,909	686,221	765,688
	Schein Henry Inc	5,473	376,733	437,129
	SeaWorld Entertainment Inc	7,264	435,610	388,697
	Sempra Energy	1,256	210,125	194,102
	ServiceNow Inc	3,414	335,909	1,325,554
	Sleep Number Corp	4,144	260,307	107,661
	SLM Corp	20,439	383,216	339,287
	SM Energy Co	8,123	303,104	282,924
	SM Energy Co	9,835	328,620	342,553
	Snap On Inc	666	128,262	152,174
	Sonoco Products Co	1,052	59,002	63,867
	Southwest Gas Corp	6,182	414,398	382,542
	Sp Plus Corp	19,019	561,032	660,340
	Steel Dynamics Inc	701	21,769	68,488
	Summit Materials Inc	12,712	323,232	360,894
	Synchrony Financial	9,080	280,679	298,369
	T Mobile Us Inc	1,458	129,997	204,120
	Te Connectivity Ltd	5,566	641,540	638,977
	Texas Instruments Inc	3,606	649,088	595,783
	Timken Company	2,345	189,924	165,721

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, 2022**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>		<u>Cost</u>	<u>Current Value</u>
Total Fina Elf Sa - Adr	4,824		243,022	299,474
Tractor Supply Co	1,878		288,388	422,494
Trane Technologies Plc	9,410		1,158,927	1,581,727
Trimas Corp	13,366		336,705	370,773
Ufp Industries Inc	853		69,131	67,600
Ultra Salon Cosmetics & Fragan	807		311,247	378,539
Unifirst Corp Mass	4,331		508,815	835,840
United Rentals Inc	447		70,789	158,873
United States Steel Corp	2,684		61,782	67,234
United Therapeutics Corp	1,505		206,971	418,525
Univar Inc	4,591		146,439	145,994
Univar Inc	12,243		295,516	389,327
Unum Group	8,280		302,013	339,728
Valvoline Inc	2,268		53,285	74,050
Verizon Communications Inc	5,343		245,813	210,514
Verra Mobility Corporation	1,952		26,343	26,996
Viad Corp	11,200		378,746	273,168
Visa Inc	8,151		1,047,886	1,693,452
Vistra Energy Corp	8,768		171,121	203,418
Vontier Corp	19,797		466,686	382,676
Westlake Chemical Corp	652		44,687	66,856
White Mountains Insurance Grp	730		502,296	1,032,460
World Fuel Services Corp	5,521		199,126	150,889
Wyndham Hotels & Resorts Inc	5,184		380,316	369,671
Yelp Inc	10,549		349,263	288,410
Total Common Stock			<u>90,338,880</u>	<u>103,122,937</u>
Limited Partnerships:				
Rocket Ventures	60		3,000,000	373,856
Blackstone	163,630		16,362,981	21,908,781
Total Limited Partnerships			<u>19,362,981</u>	<u>22,282,637</u>
Common Collective Trusts:				
Multi-Employer Property Trust	31,132		19,175,949	28,724,008
IBEW-NECA Equity Index Fund	174,427		10,386,992	8,938,843
Wilmington Trust CIT EBP Intl Fundamental Value Fund	453,357		28,056,913	30,374,947
Common Collective Trusts			<u>57,619,854</u>	<u>68,037,798</u>
Value of Interest in Registered Investment Companies:				
AF Growth Fund of America	165,443		32,092	2,840,022
AFL-CIO Housing Investment	14,062		15,987,487	13,478,180
American Funds Growth Fund of America R6	7,132		405,798	353,095
Baird Core Plus Bond Fd	84,957		5,221	760,700

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, 2022**

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	251,871		2,955,633	2,485,971
Blackrock Strategic Income Opps K	265,755		2,659,179	2,447,605
Blackrock Strategic Income Opps K	2,892,610		28,589,629	26,640,934
Br Strategic Income Opp	84,834		89,768	961,416
Brandes Intl Eq Fund	51,208		6,189	541,305
Janus Henderson Triton N	773,262		24,304,046	19,277,416
Janus Triton	127,425		8,377	1,980,912
Mainstay Mackay Short Duration High Yield Fund I	130,162		1,276,611	1,188,379
Metropolitan West Intermediate Bond I	277,022		2,971,790	2,598,463
* Metropolitan West Mutual Fund	137,674		1,326,927	1,262,473
MFS New Discovery Value Fund	101,424		14,284	1,437,276
MFS Value	141,554		565,205	2,348,630
MFS Value R4	11,957		507,031	567,575
* MM Select Trp Ret 2015	293,836		76,297	3,177,344
* MM Select Trp Ret 2020	244,645		31,734	2,674,813
* MM Select Trp Ret 2025	379,375		117,446	4,210,236
* MM Select Trp Ret 2030	491,270		111,172	5,513,082
* MM Select Trp Ret 2035	485,307		117,835	5,520,478
* MM Select Trp Ret 2040	512,888		715,666	5,899,550
* MM Select Trp Ret 2045	371,923		199,660	4,320,450
* MM Select Trp Ret 2050	184,902		81,866	2,147,442
* MM Select Trp Ret 2055	154,804		81,067	1,795,556
* MM Select Trp Ret 2060	80,023		84,195	917,615
Pimco Inflation Response Multiasset Inst	93		806	704
RBC Small Cap Core I	14,113		327,954	185,443
T. Rowe Price Balanced	156,502		10,848	1,992,439
Vanguard Mid Cap Index Admiral	1,038		224,766	262,123
WCM Focused International Growth Inst	12,423		243,799	244,235
WCM Focused International Growth Inst	1,337,224		19,442,201	26,289,831
WCM Focused Intl Gr Fund	64,755		6,562	887,901
Total Value of Interest in Registered Investment Companies			<u>103,579,041</u>	<u>147,209,594</u>
103-12 Investment Entity:				
Parametric Defensive Equity Fund LLC	32,475,282		<u>32,475,282</u>	<u>42,928,341</u>
Guaranteed Investment Contract:				
* Mass Mutual SAGIC	90,548,214	3.150%	<u>90,548,214</u>	<u>90,548,214</u>
*Participant Loans			<u>--</u>	<u>1,183,863</u>
Totals			<u>\$ 463,706,307</u>	<u>\$ 542,946,662</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, 2022 AND 2021**



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, 2022 and 2021, 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, 2022 and 2021, 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 dark ink, appearing to read "MSPC", is positioned above the printed name of the firm.

MSPC
Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
September 26, 2023

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

Statements of Net Assets Available for Benefits

	December 31,	
	<u>2022</u>	<u>2021</u>
Assets:		
Investments at Fair Value:		
Interest Bearing Cash Accounts	\$ 9,519,102	\$ 3,390,262
Common Stocks	103,122,937	126,997,106
U.S. Government Securities	38,523,605	43,209,936
Corporate Bonds	19,590,571	16,913,963
Limited Partnerships	22,282,637	22,127,664
Common Collective Trusts	68,037,798	78,411,352
103-12 Investment Entity	42,928,341	46,468,011
Mutual Funds	<u>147,209,594</u>	<u>183,392,346</u>
Total Investments at Fair Value	451,214,585	520,910,640
Investments at Contract Value:		
Guaranteed Investment Contract	<u>90,548,214</u>	<u>88,004,435</u>
Total Investments	<u>541,762,799</u>	<u>608,915,075</u>
Receivables:		
Employers' Contributions	1,489,729	1,913,090
Participants' Contributions	355,652	513,713
Notes Receivable from Participants	1,183,863	1,022,556
Interest and Dividends	<u>401,935</u>	<u>208,222</u>
Total Receivables	<u>3,431,179</u>	<u>3,657,581</u>
Other Assets:		
Prepaid Expenses	<u>7,416</u>	<u>4,717</u>
Cash	<u>539,074</u>	<u>533,577</u>
Total Assets	<u>545,740,468</u>	<u>613,110,950</u>
Liabilities:		
Accrued Expenses	719,125	383,982
Reciprocal Contributions Payable	30,201	92,909
Due to Related Parties	3,063	27,800
Due to Broker	<u>10,714,179</u>	<u>2,229,057</u>
Total Liabilities	<u>11,466,568</u>	<u>2,733,748</u>
Net Assets Available for Benefits	<u>\$ 534,273,900</u>	<u>\$ 610,377,202</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</u> <u>December 31,</u>	
	<u>2022</u>	<u>2021</u>
Additions to Net Assets Attributed to:		
Investment Income (Loss):		
Net (Depreciation) Appreciation in Fair Value of Investments	\$ (69,960,190)	\$ 45,988,410
Interest and Dividends	<u>4,343,620</u>	<u>16,199,143</u>
Totals	(65,616,570)	62,187,553
Less: Investment Fees	<u>1,119,484</u>	<u>1,034,115</u>
Net Investment (Loss) Income	<u>(66,736,054)</u>	<u>61,153,438</u>
Interest Income on Notes Receivable from Participants	<u>49,426</u>	<u>44,624</u>
Contributions:		
Employers	19,017,646	16,569,329
Participants	<u>5,550,316</u>	<u>4,277,376</u>
Total Contributions	<u>24,567,962</u>	<u>20,846,705</u>
Total (Deductions) Additions	<u>(42,118,666)</u>	<u>82,044,767</u>
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	<u>33,360,792</u>	<u>34,912,124</u>
Administrative Expenses:		
Consultants	308,949	348,360
Salaries	121,304	79,716
Fringe Benefits	55,540	40,529
Computer Expenses	29,851	21,829
Audit and Accounting Fees	28,840	25,871
Legal Fees	22,641	23,443
Miscellaneous	11,656	3,135
Payroll Taxes	9,310	6,254
Insurance	8,478	9,651
Rent	7,501	5,507
Postage	5,658	3,993
Office Supplies	4,891	1,887
Travel and Education	4,114	2,795
Telephone	3,688	2,621
Third-Party Record Keeper Fees	1,075	1,437
Trustee Meetings	<u>348</u>	<u>97</u>
Total Administrative Expenses - Net	<u>623,844</u>	<u>577,125</u>
Total Deductions	<u>33,984,636</u>	<u>35,489,249</u>
Net (Decrease) Increase in Net Assets Available for Benefits	(76,103,302)	46,555,518
Net Assets Available for Benefits - Beginning of Years	<u>610,377,202</u>	<u>563,821,684</u>
Net Assets Available for Benefits - End of Years	<u>\$ 534,273,900</u>	<u>\$ 610,377,202</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. 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 - 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).

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.

Plan Amendments - 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.

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

Notes to Financial Statements

(1) Description of the Plan (Continued)

Plan Amendments (Continued) - 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.

(2) Summary of Significant Accounting Policies

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

Adoption of New Accounting Standard - Effective January 1, 2022, the Plan adopted ASC 842, Leases. The new standard establishes a right of use (ROU) model that requires a lessee to record an ROU asset and a lease liability on the statements of net assets available for benefits for all leases with terms longer than 12 months. Leases are classified as either finance or operating, with classification affecting the pattern of expense recognition in the statements of changes in net assets available for benefits. Leases with a term of less than 12 months will not record a right of use asset and lease liability and the payments will be recognized into profit or loss on a straight-line basis over the lease term. The adoption of ASC 842 did not result in a cumulative effect adjustment upon adoption or the recognition of right-of-use-asset or lease liability as of December 31, 2022 as the Plan does not have any direct contractual lease commitments in excess of 12 months.

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

Investment Valuation and Income Recognition - Certain investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Plan management determines the Plan's valuation policies utilizing information principally provided by the Plan's custodian. Fully benefit-responsive contracts held by the Plan are recorded at contract value. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation includes the Plan'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.

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, 2022 or 2021. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

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

Notes to Financial Statements

(2) Summary of Significant Accounting Policies (Continued)

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, 2022 and 2021, 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.

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 26, 2023, the date the financial statements were available to be issued.

(3) 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.

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

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, 2022 and 2021.

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.

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.

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.

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.

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2022 and 2021.

	<u>Assets at Fair Value as of December 31, 2022</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Interest Bearing Cash Accounts	\$ --	\$ 9,519,102	\$ --	\$ 9,519,102
Common Stock	103,122,937	--	--	103,122,937
Corporate Bonds	--	19,590,571	--	19,590,571
U.S. Government Securities	2,168,865	36,354,740	--	38,523,605
Limited Partnerships	--	--	373,856	373,856
Mutual Funds	<u>133,731,414</u>	<u>13,478,180</u>	<u>--</u>	<u>147,209,594</u>
Total Assets in the Fair Value Hierarchy	<u>\$ 239,023,216</u>	<u>\$ 78,942,593</u>	<u>\$ 373,856</u>	318,339,665
Investments Measured at Net Asset Value*				<u>132,874,920</u>
<u>Total Assets at Fair Value</u>				<u>\$ 451,214,585</u>

	<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>

* 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.

Transfers Between 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.

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.

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

Changes in Fair Value of Level 3 Assets and Related Gains and Losses - The following table sets forth a summary of changes in the fair value of the Plan's level 3 assets for the year ended December 31, 2022 and 2021.

	<u>Limited Partnerships</u> <u>Years ended December 31,</u>	
	<u>2022</u>	<u>2021</u>
Purchases	\$ --	\$ --
Issuances	--	--
Transfers In	--	--
Transfers Out	--	--

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements - The following table represents the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments, and the significant unobservable inputs and the ranges of values for those inputs.

<i>Instrument</i>	<i>Fair Value</i>	<i>Principal Valuation Technique</i>	<i>Unobservable Inputs</i>	<i>Range of Significant Input Values</i>	<i>Weighted Average</i>
Rocket Venture Fund, LLC	\$373,856- December 31, 2022 \$880,698 - December 31, 2021	Valued by discounting expected future investment cash flow from both investment income and repayment of principal for each underlying investment purchased directly for the General Account.	Valuation of underlying investments in privately-held technology related businesses, primarily in Northwestern Ohio	Ownership Percentages	21.86%

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, 2022 and 2021:

	<u>December 31, 2022</u>			
	<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)	\$ 8,938,843	None	Daily	Same Day
Multi-Employer Property Trust (b)	28,724,008	None	Quarterly	One Day
Wilmington Trust CIT International Fundamental Value Fund (e)	30,374,947	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (d)	42,928,341	None	(d)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (c)	<u>21,908,781</u>	None	Semiannual	95 days
<u>Total</u>	<u>\$ 132,874,920</u>			

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

	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>			

(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.

(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.

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

Notes to Financial Statements

(4) Investment Contract with Massachusetts Mutual Life Insurance Company

The Plan has a guaranteed investment contract (the "Contract") with Massachusetts Mutual Life Insurance Company ("Mass Mutual" or the "Issuer"). The guaranteed investment contract is fully benefit-responsive and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate transactions under the terms of the Plan. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting rate is based on a formula established by the contract issuer but may not be less than 0%. The crediting rate is reviewed weekly and reset at least as frequently as quarterly from issue to maturity date.

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

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.

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

Notes to Financial Statements

(5) 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, 2022 and 2021 was \$276,123 and \$189,093, respectively.

The Plan had an amount due to N.W.O. Electrical Administrators, Inc. of \$3,063 and \$17,508 as of December 31, 2022 and 2021, respectively. The Plan had an amount due to the Welfare Plan for shared common expenses in the amount of \$-0- and \$10,292 as of December 31, 2022 and 2021, respectively.

(6) 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, 2022 and 2021, the Plan remitted reciprocal payments of \$1,798,126 and \$358,810, respectively, and received reciprocal payments of \$2,964,464 and \$1,668,033, 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. 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. As of December 31, 2022 and 2021, the Plan had reciprocal contributions payable of \$30,201 and \$92,909, respectively.

(7) 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.

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

Notes to Financial Statements

(8) 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.

(9) Significant Participating Employers

Contributions from two participating employers accounted for approximately 16% and 16%, respectively of total employer contributions collected for the year ended December 31, 2022. Contributions from one participating employers accounted for approximately 15% of total employer contributions collected for the year ended December 31, 2021. 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.

(10) Risks and Uncertainties

Investment Risk - The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

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SUPPLEMENTARY INFORMATION

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2022**

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:				
Empower Holding Account	1,019,375		\$ 1,019,375	\$ 1,019,375
Fidelity Colchester Str Tr Govt Pt Inst	7,266,369		7,266,369	7,266,369
Fidelity Inv Trsry Only-I	1,233,358		<u>1,233,358</u>	<u>1,233,358</u>
Total Interest Bearing Cash Accounts			<u>9,519,102</u>	<u>9,519,102</u>
U.S. Government Securities:				
FHLMC ABS ADJ Ser.K159 CL.A3	224,000 ADJ 11/25/33		265,300	209,419
FHLMC ABS Ser.KJ40 CL.A1	134,461 3.400% 06/25/28		134,460	128,929
FHLMC CMO Ser.2174 CL.PN	4,918 6.000% 07/15/29		5,015	4,967
FHLMC Pool #G03601	9,644 6.000% 07/01/37		9,769	10,079
FHLMC Pool #G08849	13,147 5.000% 11/01/48		13,757	13,167
FHLMC Pool #SD7503	177,737 3.500% 08/01/49		187,762	165,030
FHLMC Pool #SD8199	143,820 2.000% 03/01/52		126,089	117,104
FNMA ABS ADJ Ser.2022-M1G CL.A1	112,740 ADJ 09/25/31		109,930	99,831
FNMA CMO Float Ser.2019-79 CL.FA	48,133 Float 01/25/50		47,990	46,755
FNMA CMO Ser.2001-52 CL.YZ	12,961 6.500% 10/25/31		13,190	13,480
FNMA Pool #545191	485 7.000% 09/01/31		503	497
FNMA Pool #582521	4,332 7.000% 05/01/31		4,544	4,376
FNMA Pool #764388	2,604 HARM 03/01/34		2,604	2,539
FNMA Pool #AL0851	10,172 6.000% 10/01/40		11,033	10,595
FNMA Pool #BL6060	75,000 2.455% 04/01/40		74,813	51,891
FNMA Pool #BM4299	32,009 3.000% 03/01/30		32,601	30,965
FNMA Pool #BM4304	28,217 3.000% 02/01/30		28,724	27,323
FNMA Pool #BN7755	126,012 3.000% 09/01/49		133,155	112,221
FNMA Pool #CA1710	16,746 4.500% 05/01/48		17,407	16,386
FNMA Pool #CA2208	19,510 4.500% 08/01/48		20,292	19,117
FNMA Pool #FM2318	32,109 3.500% 09/01/49		34,053	29,705
FNMA Pool #FS1598	144,892 2.000% 04/01/52		127,624	118,039
FNMA Pool #FS2646	172,214 3.000% 06/01/52		153,755	151,199
FNMA Pool #MA1527	12,326 3.000% 08/01/33		12,257	11,557
FNMA Pool #MA1982	10,241 3.500% 08/01/34		10,674	9,794
FNMA Pool #MA3427	15,140 4.000% 07/01/33		15,548	14,824
FNMA Pool #MA3537	10,282 4.500% 12/01/48		10,677	10,074
FNMA Pool #MA3811	27,623 3.000% 10/01/49		27,726	24,048
FNMA Pool #MA4152	142,008 2.000% 10/01/40		146,634	120,941
FNMA Pool #MA4176	43,517 2.000% 11/01/40		44,865	37,062
FNMA Pool #MA4333	42,590 2.000% 05/01/41		43,286	36,271
FNMA TBA FN30	25,000 2.000% TBA		19,654	20,337
FNMA TBA FN30	300,000 2.500% TBA		254,059	253,954
FNMA TBA FN30	700,000 3.000% TBA		623,230	614,158
FNMA TBA FN30	75,000 3.500% TBA		69,182	68,123
FNMA TBA FN30	275,000 4.000% TBA		260,972	257,856
FNMA TBA FN30	2,000,000 4.500% TBA		1,958,501	1,924,513
FNMA TBA FN30	2,225,000 5.000% TBA		2,221,961	2,192,118

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, 2022**

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 CMO Float Ser.2010-4 CL.SL	50,728 Float 01/16/40	9,815	4,684	
GNMA CMO Ser.2011-146 CL.EI	52,671 5.000% 11/16/41	13,196	8,944	
GNMA CMO Ser.2019-119 CL.JE	3,005 3.000% 09/20/49	3,031	2,687	
GNMA Pool #80968 HARM	3,463 HARM 07/20/34	3,482	3,364	
GNMA Pool #MA4454	19,423 5.000% 05/20/47	20,792	19,556	
GNMA Pool #MA4838	13,847 4.000% 11/20/47	14,518	13,294	
GNMA Pool #MA4901	3,789 4.000% 12/20/47	3,910	3,638	
GNMA Pool #MA5399	26,291 4.500% 08/20/48	27,228	25,829	
GNMA Pool #MA5466	5,316 4.000% 09/20/48	5,449	5,074	
GNMA Pool #MA5530	11,605 5.000% 10/20/48	12,120	11,645	
GNMA Pool #MA6209	25,623 3.000% 10/20/49	25,792	22,677	
GNMAII TBA GNII30	250,000 2.500% TBA	219,587	216,590	
United States of America Treasury Notes	2,570,000 4.125% 11/15/32	2,650,439	2,622,605	
United States of America Treasury Notes	70,000 0.625% 07/15/32	65,069	65,752	
United States of America Treasury Notes	1,570,000 3.875% 11/30/27	1,565,905	1,561,414	
United States of America Treasury Notes	5,480,000 3.875% 12/31/27	5,454,718	5,448,319	
United States of America Treasury Notes	755,000 4.000% 12/15/25	756,888	750,163	
United States of America Treasury Notes	10,270,000 4.125% 10/31/27	10,380,519	10,307,710	
United States of America Treasury Notes	2,495,000 4.250% 12/31/24	2,491,881	2,486,326	
United States of America Treasury Notes	5,795,000 4.500% 11/30/24	5,795,111	5,795,226	
United States of America Treasury Bills	1,500,000 Adj 01/03/23	1,499,358	1,499,614	
United States of America Treasury Bills	185,000 Adj 04/06/23	181,464	182,862	
United States of America Treasury Bills	330,000 Adj 05/18/23	323,752	324,354	
United States of America Treasury Bills	165,000 Adj 05/25/23	161,974	162,034	
Total U.S. Government Securities		38,959,594	38,523,605	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	102,184	96,915	
Abbvie Inc	60,000 4.550% 03/15/35	71,416	56,105	
AerCap Ireland Cap/Global	94,000 2.450% 10/29/26	91,405	82,198	
AerCap Ireland Cap/Global	20,000 3.300% 01/30/32	18,213	15,635	
AerCap Ireland Cap/Global	50,000 4.125% 07/03/23	53,150	49,651	
Air Lease Corp	95,000 2.200% 01/15/27	93,860	82,789	
Air Lease Corp	35,000 3.250% 10/01/29	31,917	29,802	
Air Lease Corp	20,000 5.850% 12/15/27	19,793	19,977	
Alimentation Couche Tard	50,000 3.550% 07/26/27	50,682	46,214	
Amazon.Com Inc	85,000 3.600% 04/13/32	84,844	77,786	
Amcor Finance USA Inc	80,000 3.625% 04/28/26	85,173	75,692	
American Assets Trust LP	60,000 3.375% 02/01/31	53,267	47,591	
American Electric Power Co Inc	105,000 5.950% 11/01/32	104,283	109,632	
American Express Co	60,000 2.550% 03/04/27	59,944	54,582	
Anheuser Busch Inbev Worldwide	10,000 3.500% 06/01/30	9,979	9,103	
Aon Corp	85,000 2.800% 05/15/30	87,492	72,490	
Aon Corp	70,000 4.500% 12/15/28	69,639	67,516	
Apple Inc	45,000 3.250% 02/23/26	44,902	43,230	

See Independent Auditors' Report.

**LOCAL NO. 8, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
RETIREMENT PLAN AND TRUST
EIN #34-6596899
PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2022**

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>	
Arizona Public Service Co	105,000 6.350% 12/15/32	108,466	110,423	
AT&T Inc	70,000 3.800% 02/15/27	69,731	66,803	
AT&T Inc	272,000 2.550% 12/01/33	271,083	209,035	
Babson Clo Ltd 2013-IA	52,671 Float 01/20/28	52,671	52,281	
Baml Com Mtge Tr 2018-Park	70,000 Adj 08/10/38	72,335	62,937	
Bank of America Corp	55,000 3.593% 07/21/28	50,794	50,632	
Bank of America Corp	150,000 Adj 10/22/25	143,754	141,729	
Bank of America Corp	20,000 Adj 04/22/32	19,700	16,008	
Bank of America Corp	150,000 Adj 06/14/29	151,084	126,224	
Bank of America Corp	105,000 Adj 07/21/32	93,411	80,861	
Bank of America Corp	270,000 Adj 07/22/27	266,548	236,551	
Bank of America Corp	40,000 Adj 09/25/25	36,654	36,815	
Bank of America Corp	10,000 Adj 10/20/32	9,690	7,832	
Bank of America Corp	65,000 Adj 10/24/31	53,491	49,653	
Bank of New York Mellon Corp	135,000 Adj 02/07/28	122,787	126,331	
Bat Capital Corp	35,000 2.726% 03/25/31	35,000	27,308	
Bat Capital Corp	50,000 3.462% 09/06/29	50,000	42,969	
Bat Capital Corp	110,000 3.557% 08/15/27	115,589	100,492	
Bat Capital Corp	45,000 4.390% 08/15/37	45,671	34,988	
Baylor Scott & White Holdings	115,000 2.650% 11/15/26	107,465	106,124	
Becton Dickinson & Co	80,000 2.823% 05/20/30	82,654	68,661	
Becton Dickinson & Co	32,000 3.363% 06/06/24	30,771	31,270	
Berkshire Hathaway Finance	145,000 2.875% 03/15/32	144,949	125,612	
Black Hills Corp	50,000 3.950% 01/15/26	49,849	47,937	
Boeing Co	90,000 1.433% 02/04/24	90,302	86,248	
Boeing Co	50,000 4.875% 05/01/25	56,012	49,617	
Bon Secours Mercy Health	80,000 2.095% 06/01/31	80,000	62,404	
Brazos Higher Ed Auth 2010-1	71,413 Float 02/25/35	68,585	70,948	
Brazos Higher Ed Auth 2011-2	73,175 Float 10/25/36	70,606	72,470	
Broadcom Inc	55,000 4.300% 11/15/32	60,248	48,474	
Brown & Brown Inc	170,000 2.375% 03/15/31	128,794	129,342	
California St Univ Revenue	30,000 2.274% 11/01/34	30,359	22,426	
Canadian Pacific Railway	115,000 1.350% 12/02/24	114,848	107,192	
Capital One Financial Corp	145,000 Adj 12/06/24	145,000	138,816	
Cboe Holdings Inc	60,000 3.000% 03/16/32	59,728	49,914	
Cd Comm Mortgage Tr 2016-Cd2	115,000 Adj 11/10/49	108,388	103,563	
Centene Corp	236,000 3.000% 10/15/30	240,270	193,461	
Charter Comm Opt LLC/Cap 1st Lien	115,000 4.400% 04/01/33	114,579	98,401	
Charter Comm Opt LLC/Cap 1st Lien	115,000 4.908% 07/23/25	121,289	112,712	
Charter Comm Opt LLC/Cap	65,000 2.300% 02/01/32	56,365	47,876	
Charter Comm Opt LLC/Cap	70,000 2.800% 04/01/31	55,448	54,496	
Cigna Corp	110,000 2.400% 03/15/30	109,815	92,150	
Cigna Corp	180,000 4.125% 11/15/25	183,732	175,866	
Citigroup Inc	60,000 3.520% 10/27/28	58,042	54,744	
Citigroup Inc	65,000 Adj 03/31/31	73,967	59,689	
Citigroup Inc	80,000 Adj 06/03/31	80,007	64,703	

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, 2022**

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>	
Citigroup Inc	30,000 Adj 02/24/28	30,000	27,046	
Citigroup Inc	20,000 Adj 03/17/26	19,451	19,011	
Citigroup Inc	25,000 Adj 05/01/32	22,884	19,737	
Citigroup Inc	130,000 Adj 10/30/24	123,939	124,561	
Citigroup Inc	85,000 Adj 11/03/32	74,696	66,102	
Clorox Co	70,000 1.800% 05/15/30	57,727	55,732	
Comm Mtge Tr 2014-Cr20	182,607 3.326% 11/10/47	190,511	174,057	
Comm Mtge Tr 2015-Cr25	148,087 3.505% 08/10/48	157,244	140,815	
Commonspirit Health	145,000 2.782% 10/01/30	141,589	119,599	
Commonwealth Edison Co 1st Lien	115,000 3.150% 03/15/32	114,853	100,461	
Constellation Brands Inc	85,000 4.350% 05/09/27	84,951	82,772	
Crane Co	60,000 4.450% 12/15/23	62,026	59,480	
Credit Suisse Group Fndng Ltd	120,000 Adj 12/25/32	129,583	108,005	
Credit Suisse Group Fndng Ltd	120,000 3.750% 03/26/25	135,648	105,837	
Credit Suisse New York Branch	285,000 4.550% 04/17/26	259,761	259,763	
Credit-Based Asset 2003-Cb3	42,647 5.000% 07/09/27	37,993	39,168	
Crown Castle Intl Corp	45,000 3.300% 07/01/30	44,631	39,366	
Cubesmart LP	65,000 2.250% 12/15/28	64,685	53,570	
CVS Health Corp	85,000 2.875% 06/01/26	84,268	79,346	
CVS Health Corp	90,000 3.250% 08/15/29	89,187	80,515	
CVS Health Corp	6,000 4.300% 03/25/28	5,997	5,803	
Delta Airlines Inc 1st Lien Notes	136,082 2.000% 06/10/28	136,082	115,881	
Dentsply Sirona Inc	100,000 3.250% 06/01/30	84,225	83,016	
Discover Bank	110,000 3.450% 07/27/26	120,129	101,286	
Dollar Tree Inc	80,000 4.000% 05/15/25	86,444	78,101	
Dryden Loan Fund 2013-30a	37,834 Float 11/15/28	37,763	37,382	
Duke Energy Corp	75,000 2.650% 09/01/26	74,769	69,271	
Duke Energy Corp	65,000 4.300% 03/15/28	64,901	62,545	
Enable Midstream Partners LP	68,000 4.950% 05/15/28	73,076	65,222	
Enbridge Energy Partners LP	40,000 5.875% 10/15/25	39,862	40,620	
Energy Transfer Operating LP	80,000 5.250% 04/15/29	77,069	77,356	
Energy Transfer Operating LP	15,000 4.950% 06/15/28	15,001	14,505	
Energy Transfer Operating LP	60,000 5.500% 06/01/27	67,630	59,574	
EverBank Financial Corp	80,000 5.750% 07/02/25	86,814	78,528	
Eversource Energy	115,000 3.375% 03/01/32	112,933	100,109	
Extra Space Storage Inc	115,000 3.900% 04/01/29	114,868	103,010	
Fifth Third Bancorp	55,000 2.550% 05/05/27	54,892	49,378	
General Motors Company	70,000 4.875% 10/02/23	75,664	69,782	
Global Payments Inc	45,000 5.300% 08/15/29	44,977	43,505	
Glp Capital LP/Fin II	55,000 5.375% 11/01/23	57,103	54,809	
Glp Capital LP/Fin II	73,000 4.000% 01/15/30	61,347	63,934	
Glp Capital LP/Fin II	100,000 5.375% 04/15/26	111,157	98,107	
Golden Tree Loan Opp 2014-9a	110,382 Float 10/29/29	110,382	109,530	
Goldman Sachs Group Inc	145,000 1.217% 12/06/23	145,000	139,971	
Goldman Sachs Group Inc	30,000 3.200% 02/23/23	30,785	29,925	
Goldman Sachs Group Inc	130,000 Adj 07/21/32	113,152	115,750	

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, 2022**

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>	
Goldman Sachs Group Inc	140,000 Adj 02/24/28	139,908	120,768	
Goldman Sachs Group Inc	110,000 Adj 09/10/27	105,498	96,182	
Goldman Sachs Group Inc	110,000 Adj 10/21/27	100,217	86,853	
Goldman Sachs Group Inc	35,000 Adj 10/21/32	31,071	27,157	
Graphic Packaging Intl Inc	80,000 4.125% 08/15/24	78,800	78,598	
HCA Inc 1st Lien Notes	45,000 5.250% 04/15/25	43,807	44,738	
HCA Inc Secured Global Notes	30,000 2.375% 07/15/31	29,918	23,353	
HCA Inc Notes	110,000 4.125% 06/15/29	109,447	100,418	
HCA Inc Notes	180,000 5.375% 09/01/26	182,492	177,998	
Healthcare Trust of Amer Hldgs	15,000 2.000% 03/15/31	12,336	11,356	
Healthcare Trust of Amer Hldgs	5,000 2.050% 03/15/31	3,741	3,655	
Healthcare Trust of Amer Hldgs	65,000 2.400% 03/15/30	53,069	50,723	
Healthcare Trust of Amer Hldgs	50,000 3.100% 02/15/30	44,144	41,748	
Higher Education Fndg 2004-1	10,243 2.512% 05/25/34	10,243	10,236	
HSBC Holdings Plc	260,000 ADJ 04/18/26	231,509	234,679	
HSBC Holdings Plc	10,000 ADJ 05/24/27	9,900	8,622	
HSBC Holdings Plc	60,000 ADJ 05/24/32	54,434	46,421	
HSBC Holdings Plc	200,000 ADJ 06/09/28	180,878	189,042	
HSBC Holdings Plc	10,000 ADJ 09/22/28	10,000	8,358	
HSBC Holdings Plc	30,000 ADJ 11/22/32	27,153	22,927	
Hudson Pacific Properties	10,000 4.650% 04/01/29	11,499	8,544	
Hudson Pacific Properties	175,000 3.950% 11/01/27	182,620	148,902	
Humana Inc	60,000 3.850% 10/01/24	63,242	58,791	
Humana Inc	80,000 3.950% 03/15/27	79,902	76,687	
Humana Inc	10,000 5.875% 03/01/33	9,951	10,323	
Illumina Inc	135,000 5.750% 12/13/27	134,815	136,681	
IndyMac Indx Mortgage Loan	4,641 Float 11/25/34	4,641	3,970	
IndyMac Indx Mtge Ln 2004-Ar6	3,917 Adj 10/25/34	3,908	3,510	
Invitation Home Operating LP	70,000 2.000% 08/15/31	51,614	51,730	
JG Wentworth XXX LLC 2013-3A	28,307 3.610% 01/17/73	28,310	25,293	
JG Wentworth XXXII LLC 2014-2A	36,602 4.080% 01/17/73	36,578	31,634	
JPMBB Comm Mtg Sec Tr 2014-C19	29,175 3.669% 04/15/47	30,467	29,107	
JPMBB Comm Mtg Sec Tr 2014-C26	233,631 3.231% 01/15/48	243,223	223,466	
JPMorgan Chase & Co	55,000 ADJ 05/01/28	51,753	50,612	
JPMorgan Chase & Co	170,000 ADJ 02/04/32	136,678	130,037	
JPMorgan Chase & Co	40,000 ADJ 02/16/25	37,262	37,723	
JPMorgan Chase & Co	40,000 ADJ 02/24/26	38,628	37,606	
JPMorgan Chase & Co	210,000 ADJ 02/24/28	210,080	189,965	
JPMorgan Chase & Co	85,000 ADJ 04/22/32	70,150	68,088	
JPMorgan Chase & Co	35,000 ADJ 11/19/31	25,369	26,532	
JPMorgan Chase & Co	170,000 ADJ 12/10/25	161,401	157,391	
Kilroy Realty LP	13,000 2.650% 11/15/33	10,060	9,020	
Kraft Heinz Foods Co	90,000 4.625% 01/30/29	97,313	88,962	
Kraft Heinz Foods Co	45,000 5.000% 06/04/42	57,150	40,704	
Kraft Heinz Foods Co	52,000 5.200% 07/15/45	59,150	47,976	
L3 Technologies Inc	80,000 3.850% 06/15/23	79,843	79,530	

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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, 2022**

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>	
Lexington Realty Trust	30,000 2.375% 10/01/31	29,927	22,743	
Life Storage LP	105,000 2.200% 10/15/30	104,500	81,571	
Lloyds Banking Group Plc	250,000 Adj 08/11/26	249,031	244,608	
Lloyds Banking Group Plc	75,000 Adj 11/07/28	82,389	67,447	
Los Angeles Calif Uni Sch Dist General	30,000 5.750% 07/01/34	37,553	31,337	
Los Angeles Dept Wtr & Pwr Revenue	100,000 5.516% 07/01/27	117,976	102,287	
Marsh & McLennan Companies Inc	65,000 2.250% 11/15/30	58,627	53,214	
Massachusetts St Sch Bldg Auth	50,000 2.966% 10/15/32	54,051	41,212	
Massachusetts St Spl Oblg Rev	110,000 4.110% 07/15/31	110,000	106,202	
Met Transprt Auth Ny Revenue	55,000 6.548% 11/15/31	71,435	55,903	
Miami-Dade Cnty Fl Aviation	50,000 3.504% 10/01/31	53,342	43,785	
Morg Stan Capl I Tr 2016-UB12	272,429 3.337% 12/15/49	262,320	251,795	
Morgan Stanley	305,000 Adj 10/21/25	304,002	280,756	
Morgan Stanley	100,000 Adj 01/21/33	76,891	80,898	
Morgan Stanley	55,000 Adj 02/18/26	52,597	51,644	
Morgan Stanley	145,000 Adj 04/28/32	125,424	109,406	
Morgan Stanley	50,000 Adj 09/16/36	37,769	36,257	
Navient Student Ln Tr 2014-1	78,220 Float 06/25/31	78,220	75,377	
Navient Student Ln Tr 2014-3	70,765 Float 03/25/83	70,765	68,456	
Navient Student Ln Tr 2014-4	33,983 Float 03/25/83	33,983	33,063	
Navient Student Ln Tr 2014-7	136,067 Float 03/25/83	135,421	131,561	
Navient Student Ln Tr 2016-2A	204,696 Float 06/25/65	211,605	202,836	
Navient Student Ln Tr 2017-3A	99,359 Float 07/26/66	99,359	96,196	
Nelnet Student Loan Tr 2014-4A Abs	80,000 Float 11/25/48	80,000	77,843	
Netflix Inc	105,000 5.875% 02/15/25	116,288	106,323	
New York City Ny Transitional Revenue	120,000 5.267% 05/01/27	137,740	121,065	
New York Life Global Funding Secured	115,000 3.000% 01/10/28	107,905	105,752	
New York Ny General Obligation Bonds	25,000 1.923% 08/01/31	25,000	19,335	
New York Ny General Obligation Bonds	50,000 3.620% 04/01/31	55,780	44,654	
New York St Dorm Auth St Perso	45,000 1.952% 03/15/29	45,724	37,514	
New York St Dorm Auth St Perso	90,000 3.027% 02/15/33	92,156	73,219	
New York St Urban Dev Corp Sal	60,000 2.540% 03/15/34	57,058	46,447	
Nextera Energy Capital	65,000 1.900% 06/15/28	57,439	55,494	
Nextera Energy Capital	80,000 4.625% 07/15/27	79,969	78,660	
Oracle Corp	15,000 2.800% 04/01/27	15,609	13,650	
Oracle Corp	135,000 2.875% 03/25/31	137,543	111,932	
Oracle Corp	10,000 3.250% 11/15/27	9,989	9,185	
Oracle Corp	140,000 6.150% 11/09/29	139,867	145,315	
Oregon State General Obligation	14,968 5.762% 06/01/23	16,445	15,043	
Orix Corporation	190,000 5.000% 09/13/27	189,660	187,658	
Perkinelmer Inc	150,000 0.850% 09/15/24	149,907	139,003	
Petroleos Mexicanos Global Bonds	115,000 6.625% 06/15/35	106,683	83,422	
Petroleos Mexicanos	25,000 5.350% 02/12/28	21,263	21,037	
Petroleos Mexicanos	10,000 6.350% 02/12/48	6,215	6,113	
Physicians Realty LP	31,000 3.950% 01/15/28	28,648	28,314	
Piedmont Operating Partn	80,000 3.400% 06/01/23	79,919	79,233	

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, 2022**

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>	
Plains All Amern Pipeline LP	20,000 3.550% 12/15/29	20,195	17,341	
Premier Health Partners	90,000 2.911% 11/15/26	81,640	79,069	
Progressive Corp	100,000 3.200% 03/26/30	94,046	89,728	
Queens Center Mtge Tr 2013-Qca	50,000 3.275% 01/11/37	48,821	46,153	
RBS Comm Funding Tr 2013-Gsp	15,000 Adj 01/15/32	15,787	14,437	
Relx Capital Inc	50,000 4.000% 03/18/29	49,420	46,305	
Resident Accredited Ln 2005-Qo3 Cmo	40,337 Float 10/25/45	26,766	32,675	
Residential Asst Mtg 2004-Sl	3,283 7.000% 11/25/31	3,394	2,800	
Rexford Industrial Realty	35,000 2.125% 12/01/30	26,304	27,319	
Reynolds American Inc	45,000 5.700% 08/15/35	52,450	40,620	
Royal Bank of Scotland Group	30,000 Adj 06/25/24	31,970	29,721	
Royal Bank of Scotland Group	25,000 Adj 03/22/25	27,129	24,447	
San Francisco Ca City & Cnty P Revenue	50,000 2.188% 11/01/32	50,273	39,394	
Santander UK Group Holdings	315,000 Adj 03/15/25	315,315	294,309	
Santander UK Group Holdings	10,000 Adj 08/21/26	10,136	8,809	
SLM Corp Abs Ser.2011-2 CL.A2	54,505 ADJ 10/25/34	52,431	54,190	
SLM Student Loan Tr 2006-8	82,632 Float 01/25/41	73,294	77,400	
SLM Student Loan Tr 2008-2	25,000 Float 01/25/83	22,220	19,185	
SLM Student Loan Tr 2008-3	25,000 Float 04/26/83	24,269	22,621	
SLM Student Loan Tr 2008-4	25,000 Float 04/25/73	22,654	23,967	
SLM Student Loan Tr 2008-5	25,000 Float 07/25/73	21,746	23,610	
SLM Student Loan Tr 2008-6	25,000 Float 07/26/83	23,912	22,669	
SLM Student Loan Tr 2008-7	25,000 Float 07/26/83	24,037	24,672	
SLM Student Loan Tr 2008-8	25,000 Float 10/25/75	25,044	24,015	
SLM Student Loan Tr 2008-9	25,000 Float 04/25/23	25,045	23,238	
SLM Student Loan Tr 2008-9	20,079 Float 10/25/83	20,327	19,885	
SLM Student Loan Tr 2012-7	41,963 Float 05/26/26	41,963	40,371	
Southern Co Gas Capital	160,000 3.875% 11/15/25	176,035	154,335	
Southern Co Gas Capital	5,000 5.150% 09/15/32	4,986	4,907	
Spire Inc	120,000 3.543% 02/27/24	120,000	117,218	
Sprint Corp	114,000 7.875% 09/15/23	130,245	115,594	
Sprint Spectrum 1st Lien Notes	80,000 5.150% 03/30/28	78,600	78,842	
Starbucks Corp	80,000 2.000% 03/12/27	79,673	71,473	
Take Two Interactive Software	55,000 4.000% 04/14/32	54,233	48,682	
T-Mobile USA Inc 1st Lien Global Notes	120,000 3.875% 04/15/30	116,069	108,698	
T-Mobile USA Inc Global 1st Lien Notes	30,000 2.550% 02/15/31	30,117	24,508	
T-Mobile USA Inc	155,000 2.250% 02/15/26	153,838	140,994	
T-Mobile USA Inc	68,000 3.500% 04/15/31	67,320	58,738	
Trinity Acquisition Plc	55,000 4.400% 03/15/26	61,328	53,350	
Tucson Electric Power Co	100,000 3.850% 03/15/23	102,483	99,800	
Ubs Commercial Mtg Tr 2018-C12	104,224 4.152% 08/15/51	106,308	103,214	
UnitedHealth Group Inc	135,000 3.700% 12/15/25	151,586	131,516	
Univ of Michigan Mi Revenue Bonds	85,000 2.247% 05/15/34	85,000	75,929	
University of California Revenue Bonds	85,000 3.456% 04/01/32	87,115	63,663	
US Airways 2012-1 Ptt 1st Lien Pt Certs	51,470 5.900% 04/01/26	56,374	49,781	
US Airways 2012-2a Ptt	42,936 4.625% 12/03/26	45,711	39,109	

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, 2022

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>
Ventas Realty LP	165,000 2.650% 01/15/25		174,050	156,114
Verizon Communications Inc	80,000 2.550% 03/21/31		79,671	65,789
Vici Properties LP	110,000 4.750% 02/15/28		109,456	104,353
VMware Inc	150,000 1.000% 08/15/24		149,928	139,574
Wells Fargo & Co	155,000 Adj 02/11/26		145,150	144,496
Wells Fargo & Co	110,000 Adj 06/02/28		112,194	97,085
Wells Fargo & Co	175,000 Adj 03/24/28		166,026	162,050
Wells Fargo & Co	235,000 3.300% 09/09/24		235,000	228,059
Weyerhaeuser Co	55,000 3.375% 03/09/33		54,705	45,965
Willis North America Inc	45,000 2.950% 09/15/29		41,196	37,827
Willis North America Inc	80,000 4.650% 06/15/27		79,964	77,274
Wrkco Inc	45,000 4.650% 03/15/26		44,934	44,142
Xcel Energy Inc	35,000 4.600% 06/01/32		34,987	33,422
Total Corporate Bonds			21,303,359	19,590,571
Common Stocks:				
3M Company	1,284		209,499	153,977
Abbvie Inc	2,597		299,174	419,701
Aci Worldwide Inc	18,246		565,540	419,658
Acuity Brands Inc	864		97,204	143,087
Adobe Inc	4,079		581,480	1,372,706
Agco Corp	1,173		84,117	162,683
Air Transport Services Grp Inc	38,857		761,384	1,009,505
Alight Inc 01626w101	47,314		446,244	395,545
Allison Transmission Holdings	3,517		145,789	146,307
Ally Financial Inc	13,623		398,827	333,082
Amazon.Com Inc	13,275		695,181	1,115,100
Amcor Plc	5,328		67,171	63,456
Amdocs Ltd	7,875		652,721	715,838
American Eqty Invt Life Hld Co	10,988		303,101	501,273
Ameriprise Financial Inc	1,067		136,847	332,232
AmerisourceBergen Corp	2,405		234,180	398,533
Amgen Inc	1,465		344,526	384,768
Amn Healthcare Services Inc	3,223		365,285	331,389
Amphenol Corp Cl.A	8,316		484,611	633,180
Apple Inc	4,705		455,268	611,321
Applied Materials Inc	1,776		188,283	172,947
Aptiv Plc	1,862		186,007	173,408
Archer Daniels Midland Co	737		29,597	68,430
Argan Inc. 04010e109	9,744		385,612	359,359
Arista Networks Inc	5,502		665,197	667,668
Armstrong World Industries	6,875		443,541	471,556
Asbury Automotive Group	2,469		411,992	442,568
Atkore International Group Inc	1,270		155,427	144,043
Atkore International Group Inc	5,981		242,937	678,365

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, 2022

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>
	Autoliv Inc	2,020	137,415	154,692
	AutoZone Inc	151	222,232	372,393
	Avis Budget Group Inc	1,787	286,876	292,943
	Axalta Coating Systems Ltd	14,328	376,241	364,934
	Axis Capital Holdings Ltd	10,257	405,179	555,622
	Baker Hughes A Ge Co LLC	10,673	249,959	315,174
	Bank Ozk	8,029	356,381	321,642
	Barrett Business Svcs Inc	1,356	67,214	126,488
	Berry Plastics Group Inc	1,159	56,860	70,038
	Biogen Inc	1,419	400,478	392,949
	Biomarin Pharmaceutical Inc	13,637	1,136,927	1,411,293
	Bjs Wholesale Club Hldgs Inc	5,198	408,174	343,900
	Bjs Wholesale Club Hldgs Inc	13,224	393,189	874,900
	Bloom Energy Corp	9,222	291,712	176,325
	Booking Holdings Inc	798	1,122,022	1,608,193
	Booz Allen Hamilton Hldg Corp	6,159	662,066	643,739
	BorgWarner Inc	3,690	140,681	148,523
	Boyd Gaming Corp	6,390	345,387	348,447
	BP Plc - Sponsored Adr	8,336	276,338	291,176
	Bristol Myers Squibb Co	5,266	350,289	378,889
	Cable One Inc	287	199,288	204,304
	Cadence Design Systems Inc	4,261	451,260	684,487
	Cannae Hldg	28,477	562,675	588,050
	Capital One Financial Corp	3,285	436,057	305,374
	Cardinal Health Inc	5,258	404,853	404,182
	Carlisle Food Srv Products Inc	605	87,160	142,568
	Caseys General Stores Inc	1,595	327,111	357,838
	CDW Corp	3,580	535,819	639,316
	Celanese Corp	649	55,681	66,354
	Centene Corp	4,897	406,058	401,603
	Chemours Co	2,304	86,400	70,548
	Chewy Inc	15,906	1,521,904	589,794
	Chipotle Mexican Grill Inc	751	1,191,644	1,042,005
	Cigna Corp	1,284	295,890	425,441
	Citigroup Inc	7,492	387,029	338,863
	Citizens Financial Group Inc	8,125	287,672	319,881
	Cognizant Tech Solutions Corp	11,412	822,491	652,652
	Comerica Inc	5,261	395,995	351,698
	Comfort Systems USA Inc	3,582	144,102	412,217
	Commercial Metals Co	1,433	60,336	69,214
	Computer Programs & Systems	13,768	368,222	374,765
	ConocoPhillips	2,445	162,260	288,510
	Corecivic Inc	49,429	402,674	571,399
	Costar Group Inc	19,325	1,381,402	1,493,436
	Costco Wholesale Corp	2,601	856,293	1,187,357
	Crane Holdings Co	1,602	115,542	160,921

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, 2022**

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>
	Crowdstrike Holdings Inc	7,900	1,316,857	831,791
	Cummins Inc	630	77,647	152,643
	CVS Health Corp	3,820	392,751	355,986
	Dick's Sporting Goods Inc	3,519	401,463	423,301
	Dillards Inc	1,185	312,811	382,992
	Discover Financial Services	3,304	221,843	323,230
	Dover Corp	1,097	90,562	148,545
	Dow Inc	1,339	76,623	67,472
	Dxc Technology Co	9,881	183,287	261,847
	Eastman Chemical Co	841	57,698	68,491
	Edison International	2,944	199,318	187,297
	Edwards Lifesciences Corp	13,976	790,035	1,042,749
	Elevance Health Inc	805	315,962	412,941
	Eli Lilly & Co	4,172	899,220	1,526,284
	Emcor Group Inc	1,044	63,539	154,627
	Emerson Electric Co	1,582	89,370	151,967
	Enovis Corp	2,268	107,880	121,383
	Eplus Inc	10,462	372,650	463,257
	Equitable Holdings Inc	11,445	272,551	328,472
	Esab Corp	3,892	155,151	182,613
	Evercore Partners Inc	830	75,602	90,536
	Evergy Inc	3,404	215,866	214,214
	Evertec Inc	13,364	443,194	432,726
	Evolution Petroleum Corp	24,623	156,817	185,904
	Exact Sciences Corp	17,638	1,275,705	873,257
	F&G Annuities & Life Inc	505	11,718	10,105
	Fleetcor Technologies Inc	3,607	813,987	662,534
	FNF Group	7,438	304,375	279,818
	Fortinet Inc	13,351	772,809	652,730
	Franklin Resources Inc	12,986	358,693	342,571
	FS KKR Capital Corp	16,139	344,541	282,433
	Gartner Inc	2,020	495,437	679,003
	General Mills Inc	4,955	240,577	415,477
	Gentex Corp	5,525	121,690	150,667
	Genuine Parts Co	836	100,910	145,054
	Genworth Finl Inc Cl. A	108,686	354,145	574,949
	GMS Inc	7,147	189,319	355,921
	Goldman Sachs Group Inc	939	357,139	322,434
	H&R Block Inc	8,928	314,646	325,961
	Harley Davidson Inc	8,161	370,389	339,498
	Hartford Finl Svcs Group Inc	4,506	290,570	341,690
	HCA Holdings Inc	1,733	374,056	415,851
	Hologic Inc	5,466	401,311	408,911
	Hostess Brands Inc	4,398	55,303	98,691
	Humana Inc	744	252,369	381,069
	Huntsman Corp	2,411	64,874	66,254

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, 2022**

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>
	Icu Medical Inc	1,605	258,788	252,755
	Illumina Inc	4,477	762,495	905,249
	Ingles Markets Inc	5,603	194,793	540,465
	Ingredion Inc	758	62,198	74,231
	Insulet Corporation	4,693	1,115,936	1,381,572
	International Paper Co	1,891	76,828	65,485
	Intuit	3,903	1,115,084	1,519,126
	Intuit	1,670	721,196	649,997
	Intuitive Surgical Inc	6,346	1,290,617	1,683,911
	Ituran Location & Control Ltd	9,988	235,799	211,046
	J M Smucker Co	2,641	335,094	418,493
	Jacobs Solutions Inc	1,325	103,437	159,093
	Jazz Pharmaceuticals Plc	2,670	394,748	425,358
	Jefferies Financial Group Inc	9,038	287,290	309,823
	Kelly Services Inc	16,362	339,005	276,518
	Keycorp	19,596	345,542	341,362
	Keysight Technologies Inc	3,642	409,396	623,037
	Kraft Heinz Company/The	10,136	320,365	412,637
	Kroger Co	9,260	390,489	412,811
	Laboratory Corp America Hldgs	1,761	380,411	414,680
	Latham Group Inc	23,920	127,151	77,022
	Lauder Estee Cos Inc	5,751	1,369,240	1,426,881
	Lear Corp	1,208	138,941	149,816
	Leslies Inc	29,101	400,232	355,323
	Liberty Latin America Ltd	16,735	320,550	127,186
	Lincoln National Corp	10,575	404,994	324,864
	Louisiana Pacific Corp	1,204	79,440	71,277
	Lowe's Cos Inc	1,882	317,011	374,970
	Lululemon Athletica Inc	2,276	751,677	729,185
	LyondellBasell Industries Nv	788	62,472	65,428
	Marathon Oil Corp	10,454	160,566	282,990
	Marriott International Inc	2,374	373,266	353,465
	Masco Corp	3,008	115,974	140,383
	Match Group Inc	24,505	2,487,186	1,016,712
	McGrath Rentcorp	8,419	628,648	831,292
	McKesson Corporation	1,085	197,962	407,005
	Mednax Inc	13,032	310,752	193,656
	Molina Healthcare Inc	1,264	396,736	417,398
	MSC Indl Direct Inc Cl.A	2,623	195,383	214,299
	MSCI Inc	3,263	506,525	1,517,850
	Murphy USA Inc	1,310	319,891	366,197
	Murphy USA Inc	1,956	213,609	546,780
	NCR Corp	17,405	569,049	407,451
	Newmark Group Inc Cl.A	12,608	169,405	100,486
	Nexstar Broadcasting Group Inc	2,085	332,759	364,938
	Nike Inc	14,868	967,234	1,739,705
	Nmi Holdings Inc	11,557	238,155	241,541

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, 2022**

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>
	Nucor Corp	467	36,946	61,555
	Nvidia Corp	10,047	738,293	1,468,269
	O Reilly Automotive Inc	465	385,545	392,474
	Oshkosh Corp	1,759	182,616	155,126
	Ovintiv Inc	5,675	283,757	287,779
	Owens Corning	734	50,689	62,610
	Packaging Corp of America	532	54,318	68,048
	Palo Alto Networks Inc	4,824	893,439	673,141
	Park Aerospace Corp	21,822	282,035	292,633
	Parker Hannifin Corp	559	59,056	162,669
	Patterson Companies Inc	12,508	378,760	350,599
	Paychex Inc	5,161	587,649	596,405
	PayPal Holdings Inc	9,829	1,141,890	700,021
	PDC Energy Inc	4,338	300,428	275,376
	Permian Resources Corp	49,617	359,624	466,400
	Pinnacle West Cap Corp	2,657	197,003	202,038
	Portland General Electric Co	3,876	190,272	189,924
	Ppl Corp	6,791	193,143	198,433
	Premier Inc Cl.A	22,298	713,787	779,984
	Public Svc Enterprise Group	3,502	195,577	214,568
	Quanta Services Inc	8,560	999,582	1,219,800
	Quest Diagnostics Inc	2,846	347,946	445,228
	Radian Group Inc	12,843	256,260	244,916
	Reliance Steel & Aluminum Co	339	22,144	68,627
	Ross Stores Inc	3,250	381,734	377,228
	Royal Dutch Shell Plc	4,975	248,913	283,326
	Ryder System Inc	1,766	157,634	147,585
	Sarepta Therapeutics Inc	5,909	686,221	765,688
	Schein Henry Inc	5,473	376,733	437,129
	SeaWorld Entertainment Inc	7,264	435,610	388,697
	Sempra Energy	1,256	210,125	194,102
	ServiceNow Inc	3,414	335,909	1,325,554
	Sleep Number Corp	4,144	260,307	107,661
	SLM Corp	20,439	383,216	339,287
	SM Energy Co	8,123	303,104	282,924
	SM Energy Co	9,835	328,620	342,553
	Snap On Inc	666	128,262	152,174
	Sonoco Products Co	1,052	59,002	63,867
	Southwest Gas Corp	6,182	414,398	382,542
	Sp Plus Corp	19,019	561,032	660,340
	Steel Dynamics Inc	701	21,769	68,488
	Summit Materials Inc	12,712	323,232	360,894
	Synchrony Financial	9,080	280,679	298,369
	T Mobile Us Inc	1,458	129,997	204,120
	Te Connectivity Ltd	5,566	641,540	638,977
	Texas Instruments Inc	3,606	649,088	595,783
	Timken Company	2,345	189,924	165,721

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, 2022**

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

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>	<u>Description of Investment, Including Maturity Date, Rate of Interest, Collateral Par or Maturity Value</u>		<u>Cost</u>	<u>Current Value</u>
Total Fina Elf Sa - Adr	4,824		243,022	299,474
Tractor Supply Co	1,878		288,388	422,494
Trane Technologies Plc	9,410		1,158,927	1,581,727
Trimas Corp	13,366		336,705	370,773
Ufp Industries Inc	853		69,131	67,600
Ultra Salon Cosmetics & Fragan	807		311,247	378,539
Unifirst Corp Mass	4,331		508,815	835,840
United Rentals Inc	447		70,789	158,873
United States Steel Corp	2,684		61,782	67,234
United Therapeutics Corp	1,505		206,971	418,525
Univar Inc	4,591		146,439	145,994
Univar Inc	12,243		295,516	389,327
Unum Group	8,280		302,013	339,728
Valvoline Inc	2,268		53,285	74,050
Verizon Communications Inc	5,343		245,813	210,514
Verra Mobility Corporation	1,952		26,343	26,996
Viad Corp	11,200		378,746	273,168
Visa Inc	8,151		1,047,886	1,693,452
Vistra Energy Corp	8,768		171,121	203,418
Vontier Corp	19,797		466,686	382,676
Westlake Chemical Corp	652		44,687	66,856
White Mountains Insurance Grp	730		502,296	1,032,460
World Fuel Services Corp	5,521		199,126	150,889
Wyndham Hotels & Resorts Inc	5,184		380,316	369,671
Yelp Inc	10,549		349,263	288,410
Total Common Stock			<u>90,338,880</u>	<u>103,122,937</u>
Limited Partnerships:				
Rocket Ventures	60		3,000,000	373,856
Blackstone	163,630		16,362,981	21,908,781
Total Limited Partnerships			<u>19,362,981</u>	<u>22,282,637</u>
Common Collective Trusts:				
Multi-Employer Property Trust	31,132		19,175,949	28,724,008
IBEW-NECA Equity Index Fund	174,427		10,386,992	8,938,843
Wilmington Trust CIT EBP Intl Fundamental Value Fund	453,357		28,056,913	30,374,947
Common Collective Trusts			<u>57,619,854</u>	<u>68,037,798</u>
Value of Interest in Registered Investment Companies:				
AF Growth Fund of America	165,443		32,092	2,840,022
AFL-CIO Housing Investment	14,062		15,987,487	13,478,180
American Funds Growth Fund of America R6	7,132		405,798	353,095
Baird Core Plus Bond Fd	84,957		5,221	760,700

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, 2022

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	251,871	2,955,633	2,485,971
	Blackrock Strategic Income Opps K	265,755	2,659,179	2,447,605
	Blackrock Strategic Income Opps K	2,892,610	28,589,629	26,640,934
	Br Strategic Income Opp	84,834	89,768	961,416
	Brandes Intl Eq Fund	51,208	6,189	541,305
	Janus Henderson Triton N	773,262	24,304,046	19,277,416
	Janus Triton	127,425	8,377	1,980,912
	Mainstay Mackay Short Duration High Yield Fund I	130,162	1,276,611	1,188,379
	Metropolitan West Intermediate Bond I	277,022	2,971,790	2,598,463
*	Metropolitan West Mutual Fund	137,674	1,326,927	1,262,473
	MFS New Discovery Value Fund	101,424	14,284	1,437,276
	MFS Value	141,554	565,205	2,348,630
	MFS Value R4	11,957	507,031	567,575
*	MM Select Trp Ret 2015	293,836	76,297	3,177,344
*	MM Select Trp Ret 2020	244,645	31,734	2,674,813
*	MM Select Trp Ret 2025	379,375	117,446	4,210,236
*	MM Select Trp Ret 2030	491,270	111,172	5,513,082
*	MM Select Trp Ret 2035	485,307	117,835	5,520,478
*	MM Select Trp Ret 2040	512,888	715,666	5,899,550
*	MM Select Trp Ret 2045	371,923	199,660	4,320,450
*	MM Select Trp Ret 2050	184,902	81,866	2,147,442
*	MM Select Trp Ret 2055	154,804	81,067	1,795,556
*	MM Select Trp Ret 2060	80,023	84,195	917,615
	Pimco Inflation Response Multiasset Inst	93	806	704
	RBC Small Cap Core I	14,113	327,954	185,443
	T. Rowe Price Balanced	156,502	10,848	1,992,439
	Vanguard Mid Cap Index Admiral	1,038	224,766	262,123
	WCM Focused International Growth Inst	12,423	243,799	244,235
	WCM Focused International Growth Inst	1,337,224	19,442,201	26,289,831
	WCM Focused Intl Gr Fund	64,755	6,562	887,901
	Total Value of Interest in Registered Investment Companies		<u>103,579,041</u>	<u>147,209,594</u>
103-12 Investment Entity:				
	Parametric Defensive Equity Fund LLC	32,475,282	<u>32,475,282</u>	<u>42,928,341</u>
Guaranteed Investment Contract:				
*	Mass Mutual SAGIC	90,548,214 3.150%	<u>90,548,214</u>	<u>90,548,214</u>
*Participant Loans	Various Maturities 4.25% - 9.25%		<u>--</u>	<u>1,183,863</u>
Totals			<u>\$ 463,706,307</u>	<u>\$ 542,946,662</u>

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

See Independent Auditors' Report.

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

► **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210 - 0110
1210 - 0089**2022****This Form is Open to
Public Inspection****Part I Annual Report Identification Information**For calendar plan year 2022 or fiscal plan year beginning **01/01/2022** and ending **12/31/2022**

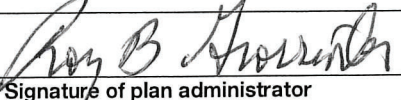
- A** This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instr.)
- ☐ a single-employer plan ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report ☐ 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	1b Three-digit plan number (PN) ► 001
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	1c Effective date of plan 05/01/1967 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		9/2/2023	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		9/19/23	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 (2022)
v. 220413