

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 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide 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 LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 05/01/1967
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST 727 LIME CITY ROAD ROSSFORD, OH 43460-1611
2b	Employer Identification Number (EIN) 34-6596899
2c	Plan Sponsor's telephone number 419-666-4450
2d	Business code (see instructions) 238210

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2024	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2024	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

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 2826
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 2240 6a(2) 2292 6b 304 6c 193 6d 2789 6e 44 6f 2833 6g(1) 2826 6g(2) 2833 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7 116

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2H 2J 2T

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

9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☐ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☒ **A** (Insurance Information) – Number Attached 1
- (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 2023 Form M-1 annual report. If the plan was not required to file the 2023 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 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899	

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

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	781000-01	271	01/01/2023	12/31/2023

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** 81600121**5** Current value of plan's interest under this contract in separate accounts at year end..... **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year..... **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ **GROUP ANNUITY CONTRACT****b** Balance at the end of the previous year **7b** 86305676**c** Additions: (1) Contributions deposited during the year **7c(1)** 626668
(2) Dividends and credits **7c(2)**
(3) Interest credited during the year **7c(3)** 3172717
(4) Transferred from separate account..... **7c(4)** 9824776
(5) Other (specify below) **7c(5)** 28874▶ **LOAN REPAYMENT**(6) Total additions **7c(6)** 13653035**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 99958711**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 8862600
(2) Administration charge made by carrier **7e(2)** 7090
(3) Transferred to separate account..... **7e(3)** 9488900
(4) Other (specify below) **7e(4)**(5) Total deductions **7e(5)** 18358590**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 81600121

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
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

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

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

YesNo
- 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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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	439222	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	311744	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

METROPOLITAN WEST ASSET MANAGEMENT

95-3703295

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28 17	INVESTMENT PROVIDER	296198	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)

BLACKSTONE INVESTMENT MANAGEMENT

345 PARK AVENUE
NEW YORK, NY 10154

(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	284218	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

COLUMBIA MANAGEMENT INVESTMENT ADVI

13-3180631

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28 27	INVESTMENT PROVIDER	258275	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☐ No ☒

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

NEW TOWER TRUST COMPANY

30-0872552

(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 52	INVESTMENT PROVIDER	227420	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)

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	202971	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☐ No ☒

(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	191629	Yes ☒ No ☐	Yes ☒ No ☐	0	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	161354	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)

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	161138	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	29512	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

INNOVATIVE SOFTWARE SOLUTIONS, INC

23-2182079

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 49	IT CONSULTANT	21611	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

SEGAL MARCO ADVISORS

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

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 51 64 72	ADVISOR	9375	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	7828	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	0	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

JANUS 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 ☐

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
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	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
SAGIC 62327 04-1590850	BASIS POINTS * PLAN ASSETS	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
IBEW 8 MFS VALUE 04-3158862	BASIS POINTS * PLAN ASSETS

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
IBEW 8 WCM FOCUSED INTL GR F 39-1657495	BASIS POINTS * PLAN ASSETS

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MASSACHUSETTS MUTUAL LIFE INS. CO.	60	0

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
MET WEST INTERMEDIATE BOND F 95-4597302	BASIS POINTS * PLAN ASSETS

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
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	
(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	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CHEVY CHASE TRUST	52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
IBEW 8 IBEW-NECA EQUITY INDE 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	
(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	

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
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	
(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	

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
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	
(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	

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 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	B Three-digit plan number (PN) ▶ <u>001</u>
--	--

C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST</u>	D Employer Identification Number (EIN) <u>34-6596899</u>
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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 <u>51-6218800-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>23817298</u>
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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 <u>31-1772714-003</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>21252608</u>
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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 <u>26-3783687-920</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>39897793</u>
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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 <u>45-2531297-001</u>	d Entity code <u>E</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>49285436</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

b Name of sponsor of entity listed in (a):

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

b Name of sponsor of entity listed in (a):

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

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

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
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST	D Employer Identification Number (EIN) 34-6596899	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1489729	1830978
(2) Participant contributions	1b(2)	355652	457198
(3) Other	1b(3)	409351	579956
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	10058176	5439714
(2) U.S. Government securities	1c(2)	38523605	57303355
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	19590571	21079047
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	103122937	115309912
(5) Partnership/joint venture interests	1c(5)	22282637	23988943
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	1183863	1592436
(9) Value of interest in common/collective trusts	1c(9)	68037798	84967699
(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)	42928341	49285436
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	147209594	164219514
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	90548214	88184637
(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	545740468	614238825
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	749326	458480
i Acquisition indebtedness	1i		
j Other liabilities	1j	10717242	17391326
k Total liabilities (add all amounts in lines 1g through 1j)	1k	11466568	17849806
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	534273900	596389019

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)	18169682	
(B) Participants	2a(1)(B)	5106709	
(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)		23276391
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	3377209	
(B) U.S. Government securities	2b(1)(B)	1409651	
(C) Corporate debt instruments	2b(1)(C)	768213	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	80174	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		5635247
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	1214225	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	7695889	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		8910114
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	560286668	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	554175576	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		6111092
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	11154314	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		16929901
(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)		6357095
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		15840606
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		94214760

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	29865234	
(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)		29865234
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	129590	
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	1410	
(4) IQPA audit fees.....	2i(4)	31694	
(5) Investment advisory and investment management fees	2i(5)	1591574	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	7974	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	1602	
(11) Other expenses	2i(11)	470563	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2234407
j Total expenses. Add all expense amounts in column (b) and enter total	2j		32099641

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		62115119
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** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
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.)		☒	
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.)		☒	
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.)		☒	
e Was this plan covered by a fidelity bond?	☒		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?		☒	
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?		☒	
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?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
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.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
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.		☒	

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, 2023 and 2022, 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, 2023 and 2022, 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", with a stylized, cursive-like font.

MSpc

Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
September 30, 2024

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

EIN #34-6596899

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2023

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 Forfeiture Account	567,360 4.25%		\$ 567,360	\$ 567,360
Fidelity Colchester Str Tr Govt Pt Inst 0	4,062,595 4.25%		4,062,595	4,062,595
Fidelity Inv Trsry Only-I Fidelity Inv Trsry	516,332 4.25%		516,332	516,332
Reciprocity Checking Account	.10%		293,427	293,427
Total Interest Bearing Cash Accounts			<u>5,439,714</u>	<u>5,439,714</u>
U.S. Government Securities:				
FHLMC ABS Ser.KJ40 Cl.A1	132,382 3.400% 06/25/28		132,319	127,815
FHLMC CMO Ser.2174 Cl.PN	3,754 6.000% 07/15/29		3,814	3,775
FHLMC Pool #G03601	8,477 6.000% 07/01/37		8,581	8,868
FHLMC Pool #G08849	10,956 5.000% 11/01/48		11,445	11,017
FHLMC Pool #QD21281	357,969 2.500% 11/01/51		306,998	304,674
FHLMC Pool #RA4242	558,610 2.500% 01/01/51		476,034	475,760
FHLMC Pool #RA5855	632,362 2.500% 09/01/51		540,866	538,379
FHLMC Pool #RA6507	638,515 2.000% 12/01/51		522,300	522,631
FHLMC Pool #SD7503	158,089 3.500% 08/01/49		166,648	147,654
FHLMC Pool #SD8152	446,797 3.000% 06/01/51		397,222	395,961
FHLMC Pool #SD8161	729,439 2.500% 08/01/51		624,872	621,594
FHLMC Pool #SD8199	136,636 2.000% 03/01/52		120,163	111,653
FNMA ABS Adj Ser.2022-M1G Cl.A1 Ace	108,313 Var 09/25/31		105,946	98,543
FNMA CMO Float Ser.2019-79 Cl.FA	44,586 Var 01/25/30		44,458	43,459
FNMA CMO Ser.2001-52 Cl.YZ	10,466 6.500% 10/25/31		10,624	10,915
FNMA Pool #545191	412 7.000% 09/01/31		425	421
FNMA Pool #582521	3,335 7.000% 05/01/31		3,475	3,440
FNMA Pool #764388 Harm	2,420 Var 03/01/34		2,420	2,389
FNMA Pool #AL0851	8,910 6.000% 10/01/40		9,619	9,305
FNMA Pool #BL6060	75,000 2.455% 04/01/40		74,817	54,956
FNMA Pool #BM4299	20,509 3.000% 03/01/30		20,842	19,951
FNMA Pool #BM4304	17,252 3.000% 02/01/30		17,508	16,798
FNMA Pool #BN7755	114,376 3.000% 09/01/49		120,592	102,987
FNMA Pool #BR4035	318,210 2.000% 02/01/51		261,499	261,600
FNMA Pool #BU8763	149,851 3.000% 04/01/52		132,185	132,838
FNMA Pool #BV4133	630,406 2.500% 03/01/52		538,692	536,074
FNMA Pool #CA1710	14,678 4.500% 05/01/48		15,234	14,444
FNMA Pool #CA2208	17,259 4.500% 08/01/48		17,923	16,941
FNMA Pool #CB0458	155,711 2.500% 05/01/51		132,302	133,524
FNMA Pool #FM2318	29,354 3.500% 09/01/49		31,061	27,410
FNMA Pool #FS1334	463,822 2.000% 11/01/51		382,146	379,941
FNMA Pool #FS1598	138,130 2.000% 04/01/52		122,215	112,925
FNMA Pool #FS2646	160,327 3.000% 06/01/52		143,666	141,888
FNMA Pool #MA1527	10,475 3.000% 08/01/33		10,420	9,889
FNMA Pool #MA1982	8,735 3.500% 08/01/34		9,068	8,380
FNMA Pool #MA3427	12,193 4.000% 07/01/33		12,484	12,038
FNMA Pool #MA3537	9,138 4.500% 12/01/48		9,475	9,005
FNMA Pool #MA3811	26,568 3.000% 10/01/49		26,662	23,103
FNMA Pool #MA4152	130,911 2.000% 10/01/40		134,892	112,697

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, 2023

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>	
FNMA Pool #MA4158	230,913 2.000% 10/01/50	190,808	189,943	
FNMA Pool #MA4176	40,146 2.000% 11/01/40	41,334	34,561	
FNMA Pool #MA4281	490,479 2.000% 03/01/51	403,964	402,693	
FNMA Pool #MA4305	564,766 2.000% 04/01/51	465,950	463,683	
FNMA Pool #MA4333	39,368 2.000% 05/01/41	39,979	33,744	
FNMA Pool #MA4562	501,980 2.000% 03/01/52	407,075	410,277	
FNMA TBA FN30 2.0%	1,900,000 2.000% Monthly	1,499,145	1,552,656	
FNMA TBA FN30 2.5%	400,000 2.500% Monthly	330,656	340,250	
FNMA TBA FN30 3.0%	2,100,000 3.000% Monthly	1,798,617	1,857,434	
FNMA TBA FN30 3.5%	1,925,000 3.500% Monthly	1,716,962	1,765,887	
FNMA TBA FN30 4.0%	2,800,000 4.000% Monthly	2,586,116	2,648,078	
FNMA TBA FN30 4.5%	2,950,000 4.500% Monthly	2,800,978	2,859,426	
FNMA TBA FN30 5.0%	1,300,000 5.000% Monthly	1,261,879	1,286,086	
FNMA TBA FN30 5.5%	1,875,000 5.500% Monthly	1,861,158	1,882,910	
GNMA CMO Float Ser.2010-4 Cl.SL	45,667 Var 01/16/40	7,697	4,596	
GNMA CMO Ser.2011-146 Cl.EI	45,697 5.000% 11/16/41	11,104	7,447	
GNMA CMO Ser.2019-119 Cl.JE	2,590 3.000% 09/20/49	2,612	2,309	
GNMAII TBA GNII30 2.5%	900,000 2.500% Monthly	763,254	787,221	
GNMAII TBA GNII30 4.5%	1,050,000 4.500% Monthly	1,007,660	1,024,737	
GNMAII TBA GNII30 5.0%	875,000 5.000% Monthly	858,295	868,849	
GNMAII TBA GNII30 5.5%	475,000 5.500% Monthly	474,017	478,415	
GNMA Pool #80968 HARM	2,913 Var 07/20/34	2,926	2,883	
GNMA Pool #MA4454	17,219 5.500% 05/20/47	18,384	17,363	
GNMA Pool #MA4838	12,359 4.000% 11/20/47	12,953	11,930	
GNMA Pool #MA4901	3,413 4.000% 12/20/47	3,520	3,289	
GNMA Pool #MA5399	23,222 4.500% 08/20/48	24,044	22,947	
GNMA Pool #MA5466	4,729 4.000% 09/20/48	4,846	4,546	
GNMA Pool #MA5530	10,386 5.000% 10/20/48	10,844	10,456	
GNMA Pool #MA6209	23,755 3.000% 10/20/49	23,903	21,140	
United States of America Treasury	4,960,000 4.375% 08/15/43	4,417,439	5,063,075	
United States of America Treasury	3,655,000 4.500% 11/15/33	3,687,532	3,837,179	
United States of America Treasury	145,000 4.750% 11/15/43	146,107	155,535	
United States of America Treasury	1,785,000 4.750% 11/15/53	1,807,329	2,001,710	
United States of America Treasury	4,755,000 4.375% 11/30/28	4,785,171	4,865,702	
United States of America Treasury	4,545,000 4.375% 12/15/26	4,578,838	4,589,385	
United States of America Treasury	5,240,000 4.875% 10/31/28	5,274,610	5,469,659	
United States of America Treasury	4,995,000 4.875% 11/30/25	5,016,260	5,046,706	
United States of America Treasury	215,000 Var 03/28/24	212,133	212,133	
United States of America Treasury	1,285,000 Var 04/16/24	1,264,874	1,264,877	
United States of America Treasury	240,000 Var 04/23/24	235,996	235,996	
Total U.S. Government Securities		55,758,881	57,303,355	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	101,084	98,189	
Aercap Ireland	94,000 2.450% 10/29/26	92,129	87,037	
Aercap Ireland	170,000 3.300% 01/30/32	142,317	147,956	

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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, 2023

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>	
Air Lease Corp	95,000 2.200% 01/15/27	94,166	86,991	
Air Lease Corp	35,000 3.250% 10/01/29	32,370	31,616	
Air Lease Corp	20,000 5.850% 12/15/27	19,831	20,517	
Amazon.Com Inc	85,000 3.600% 04/13/32	84,859	80,968	
Amcor Finance USA Inc	80,000 3.625% 04/28/26	83,473	77,232	
American Assets Trust LP	60,000 3.375% 02/01/31	54,064	48,924	
American Electric Power Co Inc	105,000 5.950% 11/01/32	104,336	112,070	
American Homes 4 Rent	100,000 3.375% 07/15/51	64,308	68,495	
American Tower Corp	85,000 2.300% 09/15/31	69,591	70,280	
American Tower Corp	15,000 2.700% 04/15/31	12,528	12,881	
American Tower Corp	50,000 5.550% 07/15/33	50,071	51,731	
American Tower Corp	80,000 5.650% 03/15/33	79,652	83,135	
Amgen Inc	145,000 5.250% 03/02/33	144,561	148,659	
Aon Corp	85,000 2.800% 05/15/30	87,120	75,365	
Aon Corp	70,000 4.500% 12/15/28	69,702	69,141	
Apple Inc	45,000 3.250% 02/23/26	44,935	43,905	
Arizona Public Service Co	105,000 6.350% 12/15/32	108,177	113,969	
AT&T Inc	70,000 3.800% 02/15/27	69,800	68,316	
Baml Com Mtge Tr 2018-Park Abs	70,000 Var 08/10/38	71,886	64,564	
Bank of America Corp	55,000 Var 03/05/29	51,371	52,531	
Bank of America Corp	135,000 Var 07/23/30	120,477	122,405	
Bank of America Corp	15,000 Var 02/04/28	13,571	13,895	
Bank of America Corp	60,000 Var 02/04/33	50,369	51,049	
Bank of America Corp	420,000 Var 03/11/27	384,915	388,546	
Bank of America Corp	60,000 Var 07/01/32	48,370	48,992	
Bank of America Corp	30,000 Var 12/24/31	24,728	24,356	
Bank of New York Mellon Corp	135,000 Var 02/07/28	125,211	129,895	
Bat Capital Corp	35,000 2.726% 03/25/31	35,000	29,352	
Bat Capital Corp	50,000 3.462% 09/06/29	50,000	46,059	
Bat Capital Corp	29,000 3.557% 08/15/27	30,109	27,675	
Bat Capital Corp	45,000 4.390% 08/15/37	45,630	37,680	
Bat Capital Corp	100,000 4.540% 08/15/47	72,448	76,773	
Baylor Scott & White Holdings	115,000 2.650% 11/15/26	109,510	107,857	
Becton Dickinson & Co	80,000 2.823% 05/20/30	82,258	71,501	
Becton Dickinson & Co	32,000 3.363% 06/06/24	31,655	31,691	
Black Hills Corp	60,000 5.950% 03/15/28	59,828	62,150	
Black Hills Corp	50,000 3.950% 01/15/26	49,902	48,803	
Boeing Co	90,000 1.433% 02/04/24	90,022	89,617	
Boeing Co	50,000 4.875% 05/01/25	53,104	49,749	
Bon Secours Mercy Health	80,000 2.095% 06/01/31	80,000	64,490	
Broadcom Inc	155,000 4.300% 11/15/32	150,890	148,701	
Canadian Pacific Railway	115,000 1.350% 12/02/24	114,932	110,874	
Cd Comm Mortgage Tr 2016-Cd2	115,000 Var 11/10/49	108,610	104,170	
Centene Corp	236,000 3.000% 10/15/30	239,674	204,386	
Charter Comm Opt LLC Cap 1st Lien	115,000 4.908% 07/23/25	118,377	113,907	
Charter Comm Opt LLC Cap 1st Lien	100,000 5.250% 04/01/53	78,202	83,754	
Charter Comm Opt LLC Cap Secured	65,000 2.300% 02/01/32	57,290	51,726	

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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, 2023

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>	
Charter Comm Opt LLC Cap Secured	200,000 2.800% 04/01/31	163,301	168,692	
Cigna Corp	110,000 2.400% 03/15/30	109,842	96,316	
Cigna Corp	180,000 4.125% 11/15/25	182,255	177,722	
Citigroup Inc	10,000 3.520% 10/27/28	9,386	9,458	
Citigroup Inc	85,000 Var 06/03/31	74,882	72,608	
Citigroup Inc	20,000 Var 11/05/30	17,515	17,808	
Citigroup Inc	45,000 Var 01/25/33	38,170	38,393	
Citigroup Inc	60,000 Var 05/01/32	49,276	50,060	
Citigroup Inc	130,000 Var 10/30/24	127,200	130,073	
Citigroup Inc	85,000 Var 11/03/32	74,196	70,067	
Citigroup Mtge Ln Tr 2006-Wfh3 Abs	167,624 Fltg 10/25/36	165,596	166,373	
Comm Mtge Tr 2015-Cr25 Abs Ser.2015-	135,073 3.505% 08/10/48	143,081	131,071	
Commonspirit Health Secured Notes	145,000 2.782% 10/01/30	142,040	125,725	
Commonwealth Edison Co 1st Lien 1st	115,000 3.150% 03/15/32	114,868	102,388	
Commonwealth Edison Co Secured	115,000 6.450% 01/15/38	122,678	126,630	
Credit-Based Asset 2003-Cb3 Abs Adj Ser.	37,624 Var 12/25/32	34,222	35,475	
Credit Suisse New York Branch	285,000 5.000% 07/09/27	264,902	285,060	
Credit Suisse New York Branch	105,000 7.500% 02/15/28	104,799	114,997	
Crown Castle Intl Corp	100,000 2.100% 04/01/31	81,236	81,446	
Crown Castle Intl Corp	45,000 3.300% 07/01/30	44,682	40,345	
Crown Castle Intl Corp	65,000 5.100% 05/01/33	65,125	64,342	
CVS Health Corp	85,000 2.875% 06/01/26	84,498	81,177	
CVS Health Corp	6,000 4.300% 03/25/28	5,998	5,898	
CVS Health Corp	110,000 5.250% 02/21/33	109,811	112,439	
Delta Airlines Inc 1st Lien Notes	126,515 2.000% 06/10/28	126,515	112,192	
Dentsply Sirona Inc	100,000 3.250% 06/01/30	86,233	88,402	
Discover Bank	110,000 3.450% 07/27/26	116,765	103,988	
Dollar Tree Inc	80,000 4.000% 05/15/25	83,282	78,528	
Duke Energy Carolinas LLC 1st Lien 1st	100,000 5.350% 01/15/53	100,494	102,365	
Duke Energy Corp	75,000 2.650% 09/01/26	74,836	71,167	
Duke Energy Florida LLC 1st Lien 1st	15,000 5.875% 11/15/33	14,972	16,169	
Enable Midstream Partners LP	68,000 4.900% 05/15/28	71,988	67,658	
Energy Transfer Operating LP	115,000 5.000% 05/15/50	94,724	102,531	
Energy Transfer Operating LP	80,000 5.250% 04/15/29	77,516	80,598	
EverBank Financial Corp	80,000 5.750% 04/15/29	83,788	74,048	
Eversource Energy	115,000 3.375% 03/01/32	113,156	101,767	
Extra Space Storage Inc	159,000 2.200% 10/15/30	147,303	132,252	
Extra Space Storage Inc	25,000 3.875% 12/15/27	23,964	23,869	
Extra Space Storage Inc	115,000 3.900% 04/01/29	114,886	108,750	
Fiserv Inc	35,000 5.600% 03/02/33	35,798	36,536	
Fiserv Inc	55,000 5.625% 08/21/33	54,346	57,617	
Payments Inc	45,000 5.300% 08/15/52	44,980	45,294	
Payments Inc	15,000 5.950% 08/15/52	12,714	15,284	
Glp Capital LP Fin II	50,000 3.250% 01/15/32	40,924	42,213	
Glp Capital LP Fin II	73,000 4.000% 01/15/30	62,836	66,611	
Glp Capital LP Fin II	5,000 4.000% 01/15/31	4,348	4,503	
Glp Capital LP Fin II	85,000 5.375% 04/15/26	91,345	84,474	

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

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2023

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>	
Golden Tree Loan Opp 2014-9a Abs Float	40,640 Var 10/29/29	40,640	40,642	
Goldman Sachs Group Inc	130,000 Var 04/23/29	123,540	123,418	
Goldman Sachs Group Inc	105,000 Var 09/10/27	104,947	95,237	
Goldman Sachs Group Inc	110,000 Var 10/21/27	106,500	100,630	
Goldman Sachs Group Inc	95,000 Var 10/21/32	78,181	79,165	
Graphic Packaging Intl Inc	80,000 4.125% 08/15/24	79,568	78,800	
Hca Inc 1st Lien Notes	45,000 5.250% 04/15/25	44,347	44,948	
Hca Inc Secured Notes	80,000 2.375% 07/15/31	70,509	65,918	
Hca Inc Notes	110,000 4.125% 06/15/29	109,536	105,173	
Hca Inc Notes	180,000 5.375% 09/01/26	181,659	180,826	
Healthcare Trust of Amer Hldgs	5,000 2.000% 03/15/31	4,217	4,002	
Healthcare Trust of Amer Hldgs	5,000 2.050% 03/15/31	3,869	3,870	
Healthcare Trust of Amer Hldgs	65,000 2.400% 03/15/30	54,661	53,373	
Healthcare Trust of Amer Hldgs	50,000 3.100% 02/15/30	44,947	43,710	
Homebanc Mortgage Tr 2005-4 Cmo	134,576 Var 10/25/35	133,440	133,978	
Hsbc Holdings Plc	50,000 Var 03/09/44	50,000	53,885	
Hsbc Holdings Plc	10,000 Var 05/24/27	9,925	9,172	
Hsbc Holdings Plc	5,000 Var 05/24/32	4,089	4,174	
Hsbc Holdings Plc	580,000 Var 06/04/26	544,560	552,147	
Hudson Pacific Properties	10,000 4.650% 04/01/29	11,228	8,112	
Hudson Pacific Properties	175,000 3.950% 11/01/27	180,932	146,495	
Humana Inc	85,000 1.350% 02/03/27	77,122	76,659	
Humana Inc	60,000 3.850% 10/01/24	60,976	59,246	
Icahn Enterprisesfin	32,000 5.250% 05/15/27	27,449	28,743	
Illumina Inc	135,000 5.750% 12/13/27	134,845	138,584	
Impac Cmb Trust 2004-5	194,853 Var 10/25/34	189,465	190,136	
Indymac Indx Mortgage Loan Tr	4,315 Var 11/15/34	4,315	3,799	
Indymac Indx Mtge Ln 2004-Ar6	3,735 Var 10/25/34	3,726	3,433	
Interstate Power & Light Co	110,000 5.700% 10/15/33	106,555	115,830	
Intl Flavors & Fragrances Inc	60,000 4.375% 06/01/47	42,388	46,032	
Intl Flavors & Fragrances Inc	150,000 5.000% 09/26/48	125,301	127,312	
Invitation Home Operating LP	70,000 2.000% 08/15/31	53,302	55,703	
Invitation Home Operating LP	4,000 2.300% 11/15/38	3,386	3,546	
Invitation Home Operating LP	10,000 4.150% 04/15/32	8,910	9,189	
Invitation Home Operating LP	15,000 5.500% 08/15/33	14,188	15,018	
JG Wentworth XXXII LLC 2014-2a	32,039 3.610% 01/17/73	32,018	28,229	
JG Wentworth XXX LLC 2013-3a	25,851 4.080% 01/17/73	25,853	23,389	
JPMorgan Chase & Co	40,000 Var 02/16/25	38,629	39,732	
JPMorgan Chase & Co	325,000 Var 04/22/32	272,788	274,897	
JPMorgan Chase & Co	170,000 Var 12/10/25	164,490	163,676	
JP Morgan Mtg Acq Tr 2007-Ch1 Abs	400,000 Var 11/25/36	399,514	405,360	
Kilroy Realty LP	13,000 2.650% 11/15/33	10,296	9,857	
Lexington Realty Trust	80,000 2.375% 10/01/31	68,654	64,231	
Lloyds Banking Group Plc Sr	75,000 Var 11/07/28	80,715	70,467	
Los Angeles Dept Wtr & Pwr Revenue	100,000 5.516% 07/01/27	113,589	103,088	
Marsh & McLennan Companies Inc	65,000 2.250% 11/15/30	59,442	55,949	
Massachusetts St Sch Bldg Auth	50,000 2.966% 10/15/32	53,616	44,169	
Massachusetts St Spl Oblg Rev	105,474 4.110% 07/15/31	104,938	104,618	

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

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2023

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Miami-Dade Cnty Fl Aviation Re Revenue	50,000 3.504% 10/01/31	52,946	45,740	
Morgan Stanley	25,000 Var 01/21/33	20,985	21,266	
Morgan Stanley	80,000 Var 02/13/32	64,258	63,882	
Morgan Stanley	55,000 Var 02/18/26	53,413	53,230	
Morgan Stanley	305,000 Var 05/30/25	294,086	298,163	
Morgan Stanley	10,000 Var 07/21/32	7,778	8,162	
Morgan Stanley	50,000 Var 09/16/36	38,509	39,629	
Mortgageit Trust 2005-3 Cmo Float Ser.	273,573 Var 08/25/35	263,607	259,187	
Navient Student Ln Tr 2014-1	62,164 Var 06/25/31	62,164	60,213	
Navient Student Ln Tr 2014-3	61,675 Var 03/25/83	61,675	60,833	
Navient Student Ln Tr 2014-4	29,780 Var 03/25/83	29,780	29,042	
Navient Student Ln Tr 2016-2a	177,587 Var 06/25/65	184,221	179,038	
Navient Student Ln Tr 2017-3a	86,982 Var 07/26/66	86,982	86,495	
Nelnet Student Loan Tr 2014-4a	71,592 Var 11/25/48	71,592	70,932	
Netflix Inc	105,000 5.875% 02/15/25	110,563	105,863	
New York City NY Transitional Revenue	120,000 5.267% 05/01/27	133,264	122,221	
New York Life Funding Secured	115,000 3.000% 01/10/28	109,371	107,988	
New York Ny General Obligation Bonds	50,000 3.620% 04/01/31	55,035	46,967	
New York St Dorm Auth St Perso	45,000 1.952% 03/15/29	45,597	39,671	
New York St Urban Dev Corp	40,000 2.010% 03/15/30	34,300	34,572	
New York St Urban Dev Corp	60,000 2.540% 03/15/34	57,316	49,186	
Nextera Energy Capital	65,000 1.900% 06/15/28	58,869	57,679	
Nextera Energy Capital	25,000 4.625% 7/15/207	24,994	24,955	
Nisource Inc	110,000 5.400% 06/30/33	109,613	113,419	
Novastar Hel 2005-4	261,782 Var 01/25/36	254,681	256,829	
Oracle Corp	15,000 2.800% 04/01/27	15,446	14,149	
Oracle Corp	135,000 2.875% 03/25/31	137,209	119,590	
Oracle Corp	10,000 3.250% 11/15/27	9,991	9,494	
Oracle Corp	175,000 3.950% 03/25/51	128,400	137,036	
Perkinelmer Inc	150,000 0.850% 09/15/24	149,965	144,805	
Petroleos Mexicanos	25,000 5.350% 02/12/28	21,949	21,687	
Petroleos Mexicanos	10,000 6.350% 02/12/48	6,253	6,346	
Physicians Realty LP	32,000 3.950% 01/15/28	30,014	30,478	
Physicians Realty LP	80,000 4.300% 03/15/27	77,860	77,816	
Pilgrims Pride Corp	220,000 6.250% 07/01/33	218,616	226,363	
PNC Financial Services Group	160,000 Var 01/24/34	157,230	156,554	
PNC Financial Services Group	65,000 Var 10/20/34	64,973	72,159	
Premier Health Partners	90,000 2.911% 11/15/26	83,873	81,352	
Progressive Corp	100,000 3.200% 03/26/30	94,870	92,435	
Queens Center Mtge Tr 2013-Qca	50,000 3.275% 01/11/37	48,907	46,462	
Relx Capital Inc	50,000 4.000% 03/18/29	49,514	49,151	
Resident Accredit Ln 2005-Qo3	38,842 Var 10/25/45	26,091	32,054	
Residential Asst Mtg 2004-Sl1	2,999 7.000% 11/25/31	3,086	2,536	
Rexford Industrial Realty	35,000 2.125% 12/01/30	27,319	28,611	
Reynolds American Inc	45,000 5.700% 08/15/35	51,886	44,409	
Royal Bank of Scotland Group	25,000 Var 03/22/25	25,343	24,911	
Santander Uk Group Holdings	325,000 Var 03/15/25	324,711	321,424	
Slm Corp Abs Ser.2011-2 Cl.A2	43,275 Var 10/25/34	41,937	43,194	

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, 2023

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>	
Slm Student Loan Tr 2006-8	68,955 Var 01/25/41	61,566	66,628	
Slm Student Loan Tr 2008-2	25,000 Var 01/25/83	22,231	23,197	
Slm Student Loan Tr 2008-3	25,000 Var 04/26/83	24,272	23,184	
Slm Student Loan Tr 2008-4	25,000 Var 04/25/73	22,669	24,435	
Slm Student Loan Tr 2008-5	25,000 Var 07/25/73	21,765	24,554	
Slm Student Loan Tr 2008-6	25,000 Var 07/26/83	23,916	23,111	
Slm Student Loan Tr 2008-7	25,000 Var 7/26/20833	24,040	22,966	
Slm Student Loan Tr 2012-7	35,722 Var 05/26/26	35,722	34,355	
Soundview Hel Tr 2006-Opt3	380,298 Var 06/25/36	365,901	369,027	
Soundview Hel Tr 2007-Ns1	43,258 Var 01/25/37	42,892	43,156	
Southern Co Gas Capital	160,000 Var 11/15/25	169,330	155,997	
Southern Co Gas Capital	5,000 5.100% 09/15/32	4,987	5,070	
Southern Co Gas Capital	95,000 5.750% 09/15/33	94,892	99,750	
Southwestern Electric Pwr Co	100,000 5.300% 04/01/33	99,257	100,002	
Spire Inc	120,000 3.543% 02/27/24	120,000	119,393	
Sprint Capital Cor	45,000 8.750% 03/15/32	54,318	55,542	
Sprint Spectrum 1st Lien Notes	68,000 5.152% 03/20/28	67,040	67,696	
Starbucks Corp	80,000 2.000% 03/12/27	79,757	74,072	
Take Two Interactive Software	55,000 4.000% 04/14/32	54,311	52,227	
T-Mobile USA Inc	155,000 2.250% 02/15/26	154,240	146,875	
T-Mobile USA Inc	68,000 3.500% 04/15/31	67,400	62,165	
Transcanada Pipelines Ltd	5,000 4.625% 03/01/34	4,458	4,734	
Trinity Acquisition Plc	55,000 4.400% 03/15/26	58,974	54,289	
Ubs Commercial Mtg Tr 2018-C12	11,018 4.152% 08/15/51	11,230	10,754	
Ubs Group Ag	120,000 3.750% 03/26/25	124,936	117,558	
Ubs Group Ag	245,000 4.550% 04/15/26	218,164	241,799	
United Airlines 2023-1 Ptt Abs 1st Lien Pt	160,000 5.800% 07/15/36	160,000	162,254	
University of California Revenue Bonds	85,000 2.247% 05/15/34	86,921	68,159	
Univ of Michigan Mi Revenue Bonds	85,000 3.456% 04/01/32	85,000	78,991	
US Airways 2012-2a Ptt	38,632 4.625% 12/03/26	40,635	37,556	
US Bancorp	190,000 Var 02/01/34	182,667	181,990	
US Bancorp	30,000 Var 06/12/34	30,000	30,946	
Ventas Realty LP	165,000 2.650% 01/15/25	169,073	159,976	
Vici Properties LP	110,000 4.750% 02/15/28	109,565	107,686	
Vici Properties LP	100,000 5.125% 05/15/32	93,720	97,480	
VMware Inc	150,000 1.000% 08/15/24	149,975	145,685	
Wamu Mortgage Pass-Thru Certs Cmo	232,222 Var 08/25/45	213,922	216,975	
Wamu Mortgage Pass-Thru Certs Cmo	343,870 Var 07/25/45	316,257	316,846	
Warnermedia Holdings Inc	375,000 5.141% 03/15/52	298,178	321,883	
Wells Fargo & Co	155,000 Var 02/11/26	148,232	149,176	
Wells Fargo & Co	300,000 Var 03/02/33	259,657	262,025	
Wells Fargo & Co	110,000 Var 07/25/29	107,873	112,318	
Wells Fargo & Co	35,000 Var 07/25/33	33,912	34,096	
Wells Fargo & Co	235,000 3.300% 09/09/24	235,000	231,898	
Willis North America Inc	80,000 4.650% 06/15/27	79,975	79,112	
Wrkco Inc	45,000 4.650% 03/15/26	44,954	44,690	
Xcel Energy Inc	35,000 4.600% 06/01/32	34,989	34,120	
Total Corporate Bonds		21,412,265	21,079,047	

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, 2023

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>
Common Stocks:				
	3M Company	1,271	185,050	138,946
	Abbvie Inc	2,208	254,362	342,174
	Aci Worldwide Inc	13,773	423,035	421,454
	Acuity Brands Inc	725	88,039	148,502
	Adobe Inc	2,759	393,308	1,646,019
	Advance Auto Parts Inc	4,198	273,382	256,204
	Advanced Micro Devices Inc	11,471	1,006,874	1,690,940
	Agco Corp	1,044	74,866	126,752
	Air Transport Services Grp Inc	29,617	584,522	521,555
	Alight Inc	36,501	339,882	311,354
	Allison Transmission Holdings	2,202	91,279	128,046
	Ally Financial Inc	13,570	370,055	473,864
	Alphabet Inc	6,849	899,661	956,737
	Amazon.Com Inc	13,780	761,932	2,093,733
	Amcor Plc	7,588	87,883	73,148
	Amdocs Ltd	9,701	822,057	852,621
	Ameriprise Financial Inc	1,157	225,859	439,463
	AmerisourceBergen Corp	1,610	179,306	330,662
	Amgen Inc	1,109	263,787	319,414
	Apple Inc	4,500	461,318	866,385
	Applied Materials Inc	2,684	292,518	434,996
	Applied Materials Inc	5,629	754,874	912,292
	Aptiv Plc	8,130	853,661	729,424
	Archer Daniels Midland Co	952	49,340	68,753
	Argan Inc	4,450	176,106	208,216
	Arista Networks Inc	3,582	440,254	843,597
	Armstrong World Industries	4,278	279,744	420,613
	Asbury Automotive Group	612	102,122	137,682
	Atkore International Group Inc	4,642	238,452	742,720
	Atkore International Group Inc	889	108,799	142,240
	Autoliv Inc	1,217	82,789	134,101
	AutoNation Inc	3,942	559,828	592,010
	AutoZone Inc	188	374,300	486,095
	Axis Capital Holdings Ltd	7,292	288,054	403,758
	Baker Hughes A Ge Co LLC	5,812	144,224	198,654
	Bank Ozk	10,043	433,901	500,443
	Berry Plastics Group Inc	1,197	62,056	80,666
	Biogen Inc	1,437	388,351	371,852
	BioMarin Pharmaceutical Inc	15,689	1,315,017	1,512,733
	BJS Wholesale Club Hlds Inc	10,898	411,723	726,461
	Boise Cascade Company	1,142	118,103	147,729
	Booking Holdings Inc	526	739,578	1,865,838
	Booz Allen Hamilton Hldg Corp	6,917	736,781	884,753
	BorgWarner Inc	3,987	137,848	142,934
	Bp Plc	5,548	186,098	196,399
	Builders Firstsource Inc	506	46,124	84,472
	Cable One Inc	346	235,821	192,580

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, 2023

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>
	Cadence Design Systems Inc	3,080	334,281	838,900
	Cannae Hldg	20,994	421,959	409,593
	Cardinal Health Inc	3,064	237,233	308,851
	Carlisle Food Srv Products Inc	477	80,539	149,029
	Caseys General Stores Inc	1,793	404,085	492,609
	Centene Corp	4,372	343,859	324,446
	Charles Schwab Corp	19,216	1,246,309	1,322,061
	Chesapeake Energy Corp	2,383	204,565	183,348
	Chipotle Mexican Grill Inc	753	1,247,793	1,722,081
	Cigna Corp	1,141	282,747	341,672
	Citigroup Inc	9,497	462,240	488,526
	Commercial Metals Co	1,685	73,008	84,317
	Computer Programs & Systems	9,625	257,419	107,800
	Corecivic Inc	37,260	314,932	541,388
	Costar Group Inc	19,073	1,366,006	1,666,789
	Costco Wholesale Corp	2,339	798,027	1,543,927
	Crowdstrike Holdings Inc	4,891	718,919	1,248,770
	Cummins Inc	565	69,636	135,357
	CVS Health Corp	4,379	422,800	345,766
	Davita Healthcare Partners Inc	3,515	325,878	368,231
	Deckers Outdoor Corp	696	331,889	465,227
	Delek US Holdings Inc	12,578	352,576	324,512
	Dexcom Inc	10,540	1,109,198	1,307,909
	Dick's Sporting Goods Inc	3,568	511,370	524,318
	Dillards Inc	1,303	391,668	525,956
	Discover Financial Services	4,293	341,514	482,533
	Dover Corp	926	76,445	142,428
	Dr Horton Inc	3,811	415,149	579,196
	Dropbox Inc	28,963	801,542	853,829
	Duke Energy Corp	1,324	123,179	128,481
	Dxc Technology Co	4,561	84,604	104,310
	Dynatrace Inc	22,349	1,140,186	1,222,267
	Eastman Chemical Co	906	64,011	81,377
	Edison International	1,972	133,511	140,978
	Elevance Health Inc	688	278,765	324,433
	Eli Lilly & Co	3,152	679,373	1,837,364
	Embecta Corp	15,526	309,944	293,907
	Emcor Group Inc	568	34,569	122,364
	Emerson Electric Co	1,395	86,800	135,775
	Envista Holdings Corp	11,523	253,649	277,243
	Eplus Inc	5,688	212,722	454,130
	Eqt Corp	4,828	156,124	186,650
	Evergy Inc	2,548	157,439	133,006
	Evertec Inc	9,914	328,634	405,879
	Evolution Petroleum Corp	16,136	102,766	93,750
	Exact Sciences Corp	16,078	1,157,774	1,189,450
	FirstEnergy Corp	3,305	129,769	121,161
	Fleetcor Technologies Inc	3,189	720,029	901,243

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, 2023

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>
	FNF Group	9,288	364,215	473,874
	Fortinet Inc	14,959	830,699	875,550
	Forward Air Corp	1,540	150,929	96,820
	Franklin Resources Inc	17,060	460,168	508,217
	Fs Kkr Capital Corp	11,285	240,916	225,361
	Gartner Inc	1,989	552,446	897,258
	General Mills Inc	4,896	261,470	318,925
	Gentex Corp	4,186	92,198	136,715
	Genuine Parts Co	907	116,248	125,620
	Genworth Finl Inc	74,362	242,303	496,738
	Geo Group Inc	39,431	359,025	427,038
	GMS Inc	981	25,986	80,864
	Goldman Sachs Group Inc	1,223	440,419	471,797
	Halliburton Co	5,185	204,724	187,438
	Hartford Finl Svcs Group Inc	5,468	371,117	439,518
	Hca Holdings Inc	1,354	365,457	366,501
	Hologic Inc	4,339	326,216	310,022
	Humana Inc	658	255,926	301,239
	Illumina Inc	4,477	762,495	623,377
	Ingles Markets Inc	4,330	172,507	373,982
	Ingredion Inc	691	61,702	74,994
	Insulet Corporation	6,430	1,479,020	1,395,181
	International Paper Co	2,128	81,071	76,927
	Intuit	2,555	739,926	1,596,952
	Intuit	1,435	621,804	896,918
	Intuitive Surgical Inc	5,810	1,227,877	1,960,062
	Ituran Location & Control Ltd	4,745	112,021	129,254
	Jacobs Solutions Inc	888	69,322	115,262
	Jazz Pharmaceuticals Plc	2,741	386,492	337,143
	Kelly Services Inc	11,376	235,700	245,949
	Kla Tencor Corp	1,540	640,620	895,202
	Knight Swift Transportation Ho	2,342	132,552	135,016
	Kroger Co	7,120	303,311	325,455
	Laboratory Corp America Hldgs	1,571	301,101	357,073
	Lam Research Corp	1,208	829,122	946,178
	Lear Corp	911	105,398	128,642
	Lennar Corp	3,647	394,571	543,549
	Lululemon Athletica Inc	2,453	819,203	1,254,194
	LyondellBasell Industries Nv	754	62,278	71,690
	Marathon Oil Corp	7,708	155,463	186,225
	Marriott International Inc	2,288	389,889	515,967
	Masco Corp	2,106	81,197	141,060
	Match Group Inc	32,290	2,786,858	1,178,585
	McGrath Rentcorp	5,827	435,103	697,026
	McKesson Corporation	693	156,336	320,845
	Mdu Res Group Inc	12,254	235,040	242,629
	MetLife Inc	6,217	354,949	411,130
	Microsoft Corp	5,953	1,566,141	2,238,566

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, 2023

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>
	Mobileye Global Inc	16,180	568,597	700,918
	Molina Healthcare Inc	876	272,671	316,508
	Molson Coors Brewing Co	5,090	315,617	311,559
	Msc Indl Direct Inc	2,303	174,415	233,202
	Msci Inc	2,899	450,021	1,639,819
	Mueller Inds Inc	3,058	119,346	144,185
	Murphy USA Inc	1,396	152,453	497,758
	Murphy USA Inc	1,351	364,701	481,713
	Ncr Atleos Corp	6,422	158,638	155,990
	Ncr Voyix Corp	12,844	255,368	217,192
	Netapp Inc	9,335	832,373	822,974
	Newmark Group Inc	8,340	106,985	91,406
	Nike Inc	14,868	967,234	1,614,219
	Nmi Holdings Inc	6,608	136,171	196,125
	Northwestern Corp	7,036	398,927	358,062
	Now Inc/De	9,209	88,686	104,246
	Nrg Energy Inc	2,823	128,195	145,949
	Nucor Corp	460	43,047	80,058
	Nvidia Corp	4,644	365,442	2,299,802
	O Reilly Automotive Inc	937	910,940	890,225
	O Reilly Automotive Inc	513	456,482	487,391
	Oge Energy Corp	3,474	124,283	121,347
	Oshkosh Corp	1,348	137,449	146,137
	Ovintiv Inc	4,315	207,875	189,515
	Owens Corning	565	46,822	83,750
	Packaging Corp of America	431	45,938	70,214
	Palo Alto Networks Inc	4,282	745,779	1,262,676
	Park Aerospace Corp	15,439	202,050	226,953
	Parker Hannifin Corp	291	30,743	134,064
	Patterson Companies Inc	9,015	272,249	256,477
	Paychex Inc	6,506	744,776	774,930
	Permian Resources Corp	29,676	215,091	403,594
	Pinnacle West Cap Corp	1,636	121,301	117,530
	Pnm Res Inc	4,915	213,440	204,464
	Post Holdings Inc	3,720	326,744	327,583
	Ppl Corp	4,946	138,409	134,037
	Premier Inc	3,553	113,736	79,445
	Public Service Enterprise Grp	1,956	109,415	119,609
	Pultegroup Inc	5,443	374,578	561,826
	Pvh Corp	4,179	496,110	510,339
	Quanta Services Inc	8,088	944,465	1,745,390
	Quest Diagnostics Inc	2,393	292,563	329,947
	Radian Group Inc	6,784	135,363	193,683
	Range Resources Corp	5,898	155,390	179,535
	Regions Financial Corp	25,460	444,800	493,415
	Reliance Steel & Aluminum Co	259	22,906	72,437
	Royal Caribbean Cruises Ltd	4,623	402,065	598,632
	Royal Dutch Shell Plc	2,770	138,591	182,266

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

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2023

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>
	Ryder System Inc	1,171	105,208	134,735
	Schein Henry Inc	5,013	354,468	379,534
	ServiceNow Inc	2,548	250,702	1,800,137
	Sm Energy Co	9,736	325,543	376,978
	Sm Energy Co	5,239	193,763	202,854
	Snap On Inc	443	88,645	127,956
	Sonoco Products Co	1,299	73,405	72,575
	Southwest Gas Corp	4,467	299,534	282,984
	Sp Plus Corp	13,330	396,988	683,163
	State Street Corp	5,521	402,016	427,657
	Steel Dynamics Inc	644	31,563	76,056
	Summit Materials Inc	10,258	278,504	394,523
	Super Micro Computer Inc	2,858	615,632	812,415
	Synchrony Financial	12,382	388,705	472,869
	T Mobile US Inc	795	75,937	127,462
	Timken Company	1,819	146,025	145,793
	Toll Brothers Inc	5,869	442,126	603,275
	Total Fina Elf Sa	2,773	139,698	186,845
	Trane Technologies Plc	4,018	494,853	979,990
	Transdigm Group Inc	843	837,692	852,779
	Trimas Corp	9,280	233,774	235,062
	Trinet Group Inc	1,117	120,158	132,845
	Trip Advisor Inc	16,931	320,783	364,524
	Ufp Industries Inc	628	51,178	78,845
	Ugi Corp	6,118	170,652	150,503
	Unifirst Corp Mass	3,204	385,723	586,044
	United Rentals Inc	261	53,600	149,663
	Unum Group	8,963	352,634	405,307
	Veeva Sys Inc	5,545	1,023,828	1,067,523
	Verizon Communications Inc	3,568	151,664	134,517
	Viad Corp	9,145	306,545	331,049
	Visa Inc	8,151	1,047,886	2,122,113
	Vistra Energy Corp	3,690	77,446	142,139
	Vontier Corp	12,184	287,220	420,957
	Vontier Corp	3,661	113,006	126,488
	Wells Fargo & Co	9,578	363,483	471,429
	Western Union Company	25,416	311,226	302,959
	Westlake Chemical Corp	571	45,993	79,917
	White Mountains Insurance Grp	517	355,736	778,090
	World Fuel Services Corp	4,080	147,153	92,942
	Yelp Inc	5,274	174,615	249,671
	Total Common Stocks		<u>85,304,438</u>	<u>115,309,912</u>
	Limited Partnerships:			
	Blackstone	163,630	16,362,981	23,308,078
	Rocket Ventures	60	3,000,000	680,865
	Total Limited Partnerships		<u>19,362,981</u>	<u>23,988,943</u>

See Independent Auditors' Report.

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

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2023

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>
Common Collective Trusts:				
	IBEW-NECA Equity Index Fund	204,269	17,565,717	21,252,608
	Multi-Employer Property Trust	1,823	13,050,950	23,817,298
	Wilmington Trust Cit EBP Intl Fundamental Value Fund	452,921	<u>28,053,449</u>	<u>39,897,793</u>
	Common Collective Trusts		<u>58,670,116</u>	<u>84,967,699</u>
Value of Interest in Registered Investment Companies:				
	AFL-CIO Housing Investment	13,956	15,987,487	14,174,536
	American Funds Growth Fund of America R6	91,159	5,429,276	5,761,678
	Baird Core Plus Bond Inst	687,456	6,983,658	6,992,252
	Blackrock Strategic Income Opps K	2,455,078	24,108,303	23,179,276
	Brandes Intl Eq Fund	64,616	1,171,569	1,323,270
	Janus Henderson Triton N	840,151	26,039,922	22,364,586
	Mainstay Mackay Short Duration High Yield Fund I	106,697	1,022,822	1,011,489
	* Metropolitan West Intermediate Bond I	173,975	1,701,239	1,651,021
	* Metropolitan West Mutual Fund	188,215	1,760,603	1,768,008
	MFS New Discovery Value Fund	107,211	1,945,383	1,902,835
	MFS Value	67,744	3,215,861	3,200,816
	* MM Select Trp Ret 2015	250,679	3,874,949	3,426,459
	* MM Select Trp Ret 2020	185,977	2,820,475	2,482,543
	* MM Select Trp Ret 2025	314,992	4,898,836	4,359,056
	* MM Select Trp Ret 2030	510,687	7,954,702	7,286,795
	* MM Select Trp Ret 2035	426,903	6,874,185	6,445,613
	* MM Select Trp Ret 2040	530,546	8,536,324	8,153,732
	* MM Select Trp Ret 2045	355,496	5,875,331	5,662,534
	* MM Select Trp Ret 2050	190,734	3,172,182	3,049,623
	* MM Select Trp Ret 2055	160,940	2,705,507	2,623,069
	* MM Select Trp Ret 2060	99,647	1,710,716	1,683,882
	Pimco Inflation Response Multiasset Inst	94	807	750
	RBC Small Cap Core I	14,478	273,618	214,561
	TCW Emerging Mkts Inc Fund LP Limited	5,082	555,369	590,523
	T. Rowe Price Balanced	176,098	2,608,689	2,264,427
	Vanguard Mid Cap Index Admiral	998	233,698	287,631
	WCM Focused International Growth Inst	1,421,093	<u>21,210,064</u>	<u>32,358,549</u>
	Total Value of Interest in Registered Investment Companies		<u>162,671,575</u>	<u>164,219,514</u>
103-12 Investment Entity:				
	Parametric Defensive Equity Fund LLC	32,475,282	<u>32,475,282</u>	<u>49,285,436</u>
Guaranteed Investment Contract:				
	* Empower Sagic	88,184,637 3.150%	<u>88,184,637</u>	<u>88,184,637</u>
	*Participant Loans	Various Maturities 4.25% - 9.25%	<u>--</u>	<u>1,592,436</u>
	Totals		<u>\$ 529,279,889</u>	<u>\$ 611,370,693</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, 2023 AND 2022**



MOORE

An independent firm associated with
Moore Global Network Limited

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

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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, 2023 and 2022, 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, 2023 and 2022, 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", with a stylized, cursive-like font.

MSpc

Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
September 30, 2024

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

Statements of Net Assets Available for Benefits

	<u>December 31,</u> <u>2023</u>	<u>2022</u>
Assets:		
Investments at Fair Value:		
Interest Bearing Cash Accounts	\$ 5,439,714	\$ 10,058,176
Common Stocks	115,309,912	103,122,937
U.S. Government Securities	57,303,355	38,523,605
Corporate Bonds	21,079,047	19,590,571
Limited Partnerships	23,988,943	22,282,637
Common Collective Trusts	84,967,699	68,037,798
103-12 Investment Entity	49,285,436	42,928,341
Registered Investment Companies	<u>164,219,514</u>	<u>147,209,594</u>
Total Investments at Fair Value	521,593,620	451,753,659
Investments at Contract Value:		
Guaranteed Investment Contract	<u>88,184,637</u>	<u>90,548,214</u>
Total Investments	<u>609,778,257</u>	<u>542,301,873</u>
Receivables:		
Employers' Contributions	1,830,978	1,489,729
Participants' Contributions	457,198	355,652
Notes Receivable from Participants	1,592,436	1,183,863
Interest and Dividends	<u>572,965</u>	<u>401,935</u>
Total Receivables	<u>4,453,577</u>	<u>3,431,179</u>
Other Assets:		
Prepaid Expenses	<u>6,991</u>	<u>7,416</u>
Total Assets	<u>614,238,825</u>	<u>545,740,468</u>
Liabilities:		
Accrued Expenses	421,721	719,125
Reciprocal Contributions Payable	36,759	30,201
Due to Related Parties	--	3,063
Due to Broker	<u>17,391,326</u>	<u>10,714,179</u>
Total Liabilities	<u>17,849,806</u>	<u>11,466,568</u>
Net Assets Available for Benefits	<u>\$ 596,389,019</u>	<u>\$ 534,273,900</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>2 0 2 3</u>	<u>2 0 2 2</u>
Additions to Net Assets Attributed to:		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments	\$ 56,393,008	\$ (69,434,854)
Interest and Dividends	<u>14,465,187</u>	<u>4,343,620</u>
Totals	70,858,195	(65,091,234)
Less: Investment Fees	<u>1,591,574</u>	<u>1,644,820</u>
Net Investment Income (Loss)	<u>69,266,621</u>	<u>(66,736,054)</u>
Interest Income on Notes Receivable from Participants	<u>80,174</u>	<u>49,426</u>
Contributions:		
Employers	18,169,682	19,017,646
Participants	<u>5,106,709</u>	<u>5,550,316</u>
Total Contributions	<u>23,276,391</u>	<u>24,567,962</u>
Total Additions (Deductions)	<u>92,623,186</u>	<u>(42,118,666)</u>
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	<u>29,865,234</u>	<u>33,360,792</u>
Administrative Expenses:		
Consultants	321,755	308,949
Salaries	129,590	121,304
Fringe Benefits	56,741	55,540
Computer	36,581	29,851
Audit and Accounting	31,694	28,840
Insurance	13,355	8,478
Payroll Taxes	10,498	9,310
Travel and Education	8,020	4,114
Legal	7,974	22,641
Rent	7,592	7,501
Miscellaneous	4,730	11,656
Postage	4,468	5,658
Office Supplies	3,445	4,891
Telephone	3,378	3,688
Trustee Meetings	1,602	348
Third-Party Record Keeper Fees	<u>1,410</u>	<u>1,075</u>
Total Administrative Expenses	<u>642,833</u>	<u>623,844</u>
Total Deductions	<u>30,508,067</u>	<u>33,984,636</u>
Net Increase (Decrease) in Net Assets Available for Benefits	62,115,119	(76,103,302)
Net Assets Available for Benefits - Beginning of Years	<u>534,273,900</u>	<u>610,377,202</u>
Net Assets Available for Benefits - End of Years	<u>\$ 596,389,019</u>	<u>\$ 534,273,900</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 20%). 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 twenty percent (20%) 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 election 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.

(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 Standards - 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 the Plan does not have any direct contractual lease commitments in excess of 12 months.

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

Notes to Financial Statements

(2) Summary of Significant Accounting Policies (Continued)

Adoption of New Accounting Standards (Continued) - Effective January 1, 2023, the Plan adopted ASC 326 which changed how entities will measure credit losses for certain financial assets that aren't measured at fair value through changes in net assets available to benefits. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. Under the standard, disclosures are required to provide users of the financial statements with useful information in analyzing the Plan's exposure to credit risk and the measurement of credit losses. The primary financial asset held by the Plan that are subject to the guidance in ASC 326 is employers' contributions receivable. The impact of the adoption was not considered material to the financial statements and primarily resulted solely in enhanced disclosures.

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, 2023 or 2022. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

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, 2023 and 2022, the Plan did not record a credit loss 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.

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

Notes to Financial Statements

(2) Summary of Significant Accounting Policies (Continued)

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

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 30, 2024, 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.

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, 2023 and 2022.

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

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

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.

Registered Investment Companies - 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, 2023 and 2022.

	<u>Assets at Fair Value as of December 31, 2023</u>			<u>Total</u>
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	
Interest Bearing Cash Accounts	\$ 293,427	\$ 5,146,287	\$ --	\$ 5,439,714
Common Stock	115,309,912	--	--	115,309,912
Corporate Bonds	--	21,079,047	--	21,079,047
U.S. Government Securities	1,713,002	55,590,353	--	57,303,355
Limited Partnerships	--	--	680,865	680,865
Mutual Funds	<u>150,044,978</u>	<u>14,174,536</u>	<u>--</u>	<u>164,219,514</u>
Total Assets in the Fair Value Hierarchy	<u>\$267,361,319</u>	<u>\$ 95,990,223</u>	<u>\$ 680,865</u>	364,032,407
Investments Measured at Net Asset Value*				<u>157,561,213</u>
<u>Total Assets at Fair Value</u>				<u>\$521,593,620</u>

	<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	\$ 539,074	\$ 9,519,102	\$ --	\$ 10,058,176
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>\$239,562,290</u>	<u>\$ 78,942,593</u>	<u>\$ 373,856</u>	318,878,739
Investments Measured at Net Asset Value*				<u>132,874,920</u>
<u>Total Assets at Fair Value</u>				<u>\$451,753,659</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, 2023 and 2022.

	<u>Limited Partnerships</u> <u>Years ended December 31,</u>	
	<u>2023</u>	<u>2022</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	\$680,865- December 31, 2023 \$373,856- December 31, 2022	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, 2023 and 2022:

	<u>December 31, 2023</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)	\$ 21,252,608	None	Daily	Same Day
Multi-Employer Property Trust (b)	23,817,298	None	Quarterly	One Day
Wilmington Trust CIT International Fundamental Value Fund (e)	39,897,793	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (d)	49,285,436	None	(d)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (c)	<u>23,308,078</u>	None	Semiannual	95 days
<u>Total</u>	<u>\$ 157,561,213</u>			

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

	December 31, 2022			
	<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>			

(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.

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

(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.

(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.

**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 (Continued)

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

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

The Plan shares an office with the Toledo Electrical Welfare Fund (the "Fund"). The 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 and allocates these common costs. The total amount of administrative expenses allocated to the Plan for the years ended December 31, 2023 and 2022 was \$286,867 and \$276,123, respectively.

The Plan had an amount due to N.W.O. Electrical Administrators, Inc. of \$-0- and \$3,063 as of December 31, 2023 and 2022, 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, 2023 and 2022, the Plan remitted reciprocal payments of \$599,206 and \$1,798,126, respectively, and received reciprocal payments of \$441,048 and \$2,964,464, 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, 2023 and 2022, the Plan had reciprocal contributions payable of \$36,759 and \$30,201, respectively.

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

Notes to Financial Statements

(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.

(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

During the year ended December 31, 2023 and 2022, the Plan had the following employers which individually represented 10% or more of total contributions:

	<u>2 0 2 3</u>	<u>2 0 2 2</u>
Employer A	16%	16%
Employer B	<u>7%</u>	<u>16%</u>
<u>Totals</u>	<u>23%</u>	<u>32%</u>

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, 2023

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 Forfeiture Account	567,360 4.25%	\$ 567,360	\$ 567,360
	Fidelity Colchester Str Tr Govt Pt Inst 0	4,062,595 4.25%	4,062,595	4,062,595
	Fidelity Inv Trsry Only-I Fidelity Inv Trsry	516,332 4.25%	516,332	516,332
	Reciprocity Checking Account	.10%	293,427	293,427
	Total Interest Bearing Cash Accounts		<u>5,439,714</u>	<u>5,439,714</u>
U.S. Government Securities:				
	FHLMC ABS Ser.KJ40 Cl.A1	132,382 3.400% 06/25/28	132,319	127,815
	FHLMC CMO Ser.2174 Cl.PN	3,754 6.000% 07/15/29	3,814	3,775
	FHLMC Pool #G03601	8,477 6.000% 07/01/37	8,581	8,868
	FHLMC Pool #G08849	10,956 5.000% 11/01/48	11,445	11,017
	FHLMC Pool #QD21281	357,969 2.500% 11/01/51	306,998	304,674
	FHLMC Pool #RA4242	558,610 2.500% 01/01/51	476,034	475,760
	FHLMC Pool #RA5855	632,362 2.500% 09/01/51	540,866	538,379
	FHLMC Pool #RA6507	638,515 2.000% 12/01/51	522,300	522,631
	FHLMC Pool #SD7503	158,089 3.500% 08/01/49	166,648	147,654
	FHLMC Pool #SD8152	446,797 3.000% 06/01/51	397,222	395,961
	FHLMC Pool #SD8161	729,439 2.500% 08/01/51	624,872	621,594
	FHLMC Pool #SD8199	136,636 2.000% 03/01/52	120,163	111,653
	FNMA ABS Adj Ser.2022-M1G Cl.A1 Ace	108,313 Var 09/25/31	105,946	98,543
	FNMA CMO Float Ser.2019-79 Cl.FA	44,586 Var 01/25/30	44,458	43,459
	FNMA CMO Ser.2001-52 Cl.YZ	10,466 6.500% 10/25/31	10,624	10,915
	FNMA Pool #545191	412 7.000% 09/01/31	425	421
	FNMA Pool #582521	3,335 7.000% 05/01/31	3,475	3,440
	FNMA Pool #764388 Harm	2,420 Var 03/01/34	2,420	2,389
	FNMA Pool #AL0851	8,910 6.000% 10/01/40	9,619	9,305
	FNMA Pool #BL6060	75,000 2.455% 04/01/40	74,817	54,956
	FNMA Pool #BM4299	20,509 3.000% 03/01/30	20,842	19,951
	FNMA Pool #BM4304	17,252 3.000% 02/01/30	17,508	16,798
	FNMA Pool #BN7755	114,376 3.000% 09/01/49	120,592	102,987
	FNMA Pool #BR4035	318,210 2.000% 02/01/51	261,499	261,600
	FNMA Pool #BU8763	149,851 3.000% 04/01/52	132,185	132,838
	FNMA Pool #BV4133	630,406 2.500% 03/01/52	538,692	536,074
	FNMA Pool #CA1710	14,678 4.500% 05/01/48	15,234	14,444
	FNMA Pool #CA2208	17,259 4.500% 08/01/48	17,923	16,941
	FNMA Pool #CB0458	155,711 2.500% 05/01/51	132,302	133,524
	FNMA Pool #FM2318	29,354 3.500% 09/01/49	31,061	27,410
	FNMA Pool #FS1334	463,822 2.000% 11/01/51	382,146	379,941
	FNMA Pool #FS1598	138,130 2.000% 04/01/52	122,215	112,925
	FNMA Pool #FS2646	160,327 3.000% 06/01/52	143,666	141,888
	FNMA Pool #MA1527	10,475 3.000% 08/01/33	10,420	9,889
	FNMA Pool #MA1982	8,735 3.500% 08/01/34	9,068	8,380
	FNMA Pool #MA3427	12,193 4.000% 07/01/33	12,484	12,038
	FNMA Pool #MA3537	9,138 4.500% 12/01/48	9,475	9,005
	FNMA Pool #MA3811	26,568 3.000% 10/01/49	26,662	23,103
	FNMA Pool #MA4152	130,911 2.000% 10/01/40	134,892	112,697

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, 2023

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>	
FNMA Pool #MA4158	230,913 2.000% 10/01/50	190,808	189,943	
FNMA Pool #MA4176	40,146 2.000% 11/01/40	41,334	34,561	
FNMA Pool #MA4281	490,479 2.000% 03/01/51	403,964	402,693	
FNMA Pool #MA4305	564,766 2.000% 04/01/51	465,950	463,683	
FNMA Pool #MA4333	39,368 2.000% 05/01/41	39,979	33,744	
FNMA Pool #MA4562	501,980 2.000% 03/01/52	407,075	410,277	
FNMA TBA FN30 2.0%	1,900,000 2.000% Monthly	1,499,145	1,552,656	
FNMA TBA FN30 2.5%	400,000 2.500% Monthly	330,656	340,250	
FNMA TBA FN30 3.0%	2,100,000 3.000% Monthly	1,798,617	1,857,434	
FNMA TBA FN30 3.5%	1,925,000 3.500% Monthly	1,716,962	1,765,887	
FNMA TBA FN30 4.0%	2,800,000 4.000% Monthly	2,586,116	2,648,078	
FNMA TBA FN30 4.5%	2,950,000 4.500% Monthly	2,800,978	2,859,426	
FNMA TBA FN30 5.0%	1,300,000 5.000% Monthly	1,261,879	1,286,086	
FNMA TBA FN30 5.5%	1,875,000 5.500% Monthly	1,861,158	1,882,910	
GNMA CMO Float Ser.2010-4 Cl.SL	45,667 Var 01/16/40	7,697	4,596	
GNMA CMO Ser.2011-146 Cl.EI	45,697 5.000% 11/16/41	11,104	7,447	
GNMA CMO Ser.2019-119 Cl.JE	2,590 3.000% 09/20/49	2,612	2,309	
GNMAII TBA GNII30 2.5%	900,000 2.500% Monthly	763,254	787,221	
GNMAII TBA GNII30 4.5%	1,050,000 4.500% Monthly	1,007,660	1,024,737	
GNMAII TBA GNII30 5.0%	875,000 5.000% Monthly	858,295	868,849	
GNMAII TBA GNII30 5.5%	475,000 5.500% Monthly	474,017	478,415	
GNMA Pool #80968 HARM	2,913 Var 07/20/34	2,926	2,883	
GNMA Pool #MA4454	17,219 5.500% 05/20/47	18,384	17,363	
GNMA Pool #MA4838	12,359 4.000% 11/20/47	12,953	11,930	
GNMA Pool #MA4901	3,413 4.000% 12/20/47	3,520	3,289	
GNMA Pool #MA5399	23,222 4.500% 08/20/48	24,044	22,947	
GNMA Pool #MA5466	4,729 4.000% 09/20/48	4,846	4,546	
GNMA Pool #MA5530	10,386 5.000% 10/20/48	10,844	10,456	
GNMA Pool #MA6209	23,755 3.000% 10/20/49	23,903	21,140	
United States of America Treasury	4,960,000 4.375% 08/15/43	4,417,439	5,063,075	
United States of America Treasury	3,655,000 4.500% 11/15/33	3,687,532	3,837,179	
United States of America Treasury	145,000 4.750% 11/15/43	146,107	155,535	
United States of America Treasury	1,785,000 4.750% 11/15/53	1,807,329	2,001,710	
United States of America Treasury	4,755,000 4.375% 11/30/28	4,785,171	4,865,702	
United States of America Treasury	4,545,000 4.375% 12/15/26	4,578,838	4,589,385	
United States of America Treasury	5,240,000 4.875% 10/31/28	5,274,610	5,469,659	
United States of America Treasury	4,995,000 4.875% 11/30/25	5,016,260	5,046,706	
United States of America Treasury	215,000 Var 03/28/24	212,133	212,133	
United States of America Treasury	1,285,000 Var 04/16/24	1,264,874	1,264,877	
United States of America Treasury	240,000 Var 04/23/24	235,996	235,996	
Total U.S. Government Securities		55,758,881	57,303,355	
Corporate Bonds:				
Abbvie Inc	100,000 3.600% 05/14/25	101,084	98,189	
Aercap Ireland	94,000 2.450% 10/29/26	92,129	87,037	
Aercap Ireland	170,000 3.300% 01/30/32	142,317	147,956	

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, 2023

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>
	Air Lease Corp	95,000 2.200% 01/15/27	94,166	86,991
	Air Lease Corp	35,000 3.250% 10/01/29	32,370	31,616
	Air Lease Corp	20,000 5.850% 12/15/27	19,831	20,517
	Amazon.Com Inc	85,000 3.600% 04/13/32	84,859	80,968
	Amcor Finance USA Inc	80,000 3.625% 04/28/26	83,473	77,232
	American Assets Trust LP	60,000 3.375% 02/01/31	54,064	48,924
	American Electric Power Co Inc	105,000 5.950% 11/01/32	104,336	112,070
	American Homes 4 Rent	100,000 3.375% 07/15/51	64,308	68,495
	American Tower Corp	85,000 2.300% 09/15/31	69,591	70,280
	American Tower Corp	15,000 2.700% 04/15/31	12,528	12,881
	American Tower Corp	50,000 5.550% 07/15/33	50,071	51,731
	American Tower Corp	80,000 5.650% 03/15/33	79,652	83,135
	Amgen Inc	145,000 5.250% 03/02/33	144,561	148,659
	Aon Corp	85,000 2.800% 05/15/30	87,120	75,365
	Aon Corp	70,000 4.500% 12/15/28	69,702	69,141
	Apple Inc	45,000 3.250% 02/23/26	44,935	43,905
	Arizona Public Service Co	105,000 6.350% 12/15/32	108,177	113,969
	AT&T Inc	70,000 3.800% 02/15/27	69,800	68,316
	Baml Com Mtge Tr 2018-Park Abs	70,000 Var 08/10/38	71,886	64,564
	Bank of America Corp	55,000 Var 03/05/29	51,371	52,531
	Bank of America Corp	135,000 Var 07/23/30	120,477	122,405
	Bank of America Corp	15,000 Var 02/04/28	13,571	13,895
	Bank of America Corp	60,000 Var 02/04/33	50,369	51,049
	Bank of America Corp	420,000 Var 03/11/27	384,915	388,546
	Bank of America Corp	60,000 Var 07/01/32	48,370	48,992
	Bank of America Corp	30,000 Var 12/24/31	24,728	24,356
	Bank of New York Mellon Corp	135,000 Var 02/07/28	125,211	129,895
	Bat Capital Corp	35,000 2.726% 03/25/31	35,000	29,352
	Bat Capital Corp	50,000 3.462% 09/06/29	50,000	46,059
	Bat Capital Corp	29,000 3.557% 08/15/27	30,109	27,675
	Bat Capital Corp	45,000 4.390% 08/15/37	45,630	37,680
	Bat Capital Corp	100,000 4.540% 08/15/47	72,448	76,773
	Baylor Scott & White Holdings	115,000 2.650% 11/15/26	109,510	107,857
	Becton Dickinson & Co	80,000 2.823% 05/20/30	82,258	71,501
	Becton Dickinson & Co	32,000 3.363% 06/06/24	31,655	31,691
	Black Hills Corp	60,000 5.950% 03/15/28	59,828	62,150
	Black Hills Corp	50,000 3.950% 01/15/26	49,902	48,803
	Boeing Co	90,000 1.433% 02/04/24	90,022	89,617
	Boeing Co	50,000 4.875% 05/01/25	53,104	49,749
	Bon Secours Mercy Health	80,000 2.095% 06/01/31	80,000	64,490
	Broadcom Inc	155,000 4.300% 11/15/32	150,890	148,701
	Canadian Pacific Railway	115,000 1.350% 12/02/24	114,932	110,874
	Cd Comm Mortgage Tr 2016-Cd2	115,000 Var 11/10/49	108,610	104,170
	Centene Corp	236,000 3.000% 10/15/30	239,674	204,386
	Charter Comm Opt LLC Cap 1st Lien	115,000 4.908% 07/23/25	118,377	113,907
	Charter Comm Opt LLC Cap 1st Lien	100,000 5.250% 04/01/53	78,202	83,754
	Charter Comm Opt LLC Cap Secured	65,000 2.300% 02/01/32	57,290	51,726

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, 2023

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>	
Charter Comm Opt LLC Cap Secured	200,000 2.800% 04/01/31	163,301	168,692	
Cigna Corp	110,000 2.400% 03/15/30	109,842	96,316	
Cigna Corp	180,000 4.125% 11/15/25	182,255	177,722	
Citigroup Inc	10,000 3.520% 10/27/28	9,386	9,458	
Citigroup Inc	85,000 Var 06/03/31	74,882	72,608	
Citigroup Inc	20,000 Var 11/05/30	17,515	17,808	
Citigroup Inc	45,000 Var 01/25/33	38,170	38,393	
Citigroup Inc	60,000 Var 05/01/32	49,276	50,060	
Citigroup Inc	130,000 Var 10/30/24	127,200	130,073	
Citigroup Inc	85,000 Var 11/03/32	74,196	70,067	
Citigroup Mtge Ln Tr 2006-Wfh3 Abs	167,624 Fltg 10/25/36	165,596	166,373	
Comm Mtge Tr 2015-Cr25 Abs Ser.2015-	135,073 3.505% 08/10/48	143,081	131,071	
Commonspirit Health Secured Notes	145,000 2.782% 10/01/30	142,040	125,725	
Commonwealth Edison Co 1st Lien 1st	115,000 3.150% 03/15/32	114,868	102,388	
Commonwealth Edison Co Secured	115,000 6.450% 01/15/38	122,678	126,630	
Credit-Based Asset 2003-Cb3 Abs Adj Ser.	37,624 Var 12/25/32	34,222	35,475	
Credit Suisse New York Branch	285,000 5.000% 07/09/27	264,902	285,060	
Credit Suisse New York Branch	105,000 7.500% 02/15/28	104,799	114,997	
Crown Castle Intl Corp	100,000 2.100% 04/01/31	81,236	81,446	
Crown Castle Intl Corp	45,000 3.300% 07/01/30	44,682	40,345	
Crown Castle Intl Corp	65,000 5.100% 05/01/33	65,125	64,342	
CVS Health Corp	85,000 2.875% 06/01/26	84,498	81,177	
CVS Health Corp	6,000 4.300% 03/25/28	5,998	5,898	
CVS Health Corp	110,000 5.250% 02/21/33	109,811	112,439	
Delta Airlines Inc 1st Lien Notes	126,515 2.000% 06/10/28	126,515	112,192	
Dentsply Sirona Inc	100,000 3.250% 06/01/30	86,233	88,402	
Discover Bank	110,000 3.450% 07/27/26	116,765	103,988	
Dollar Tree Inc	80,000 4.000% 05/15/25	83,282	78,528	
Duke Energy Carolinas LLC 1st Lien 1st	100,000 5.350% 01/15/53	100,494	102,365	
Duke Energy Corp	75,000 2.650% 09/01/26	74,836	71,167	
Duke Energy Florida LLC 1st Lien 1st	15,000 5.875% 11/15/33	14,972	16,169	
Enable Midstream Partners LP	68,000 4.900% 05/15/28	71,988	67,658	
Energy Transfer Operating LP	115,000 5.000% 05/15/50	94,724	102,531	
Energy Transfer Operating LP	80,000 5.250% 04/15/29	77,516	80,598	
EverBank Financial Corp	80,000 5.750% 04/15/29	83,788	74,048	
Eversource Energy	115,000 3.375% 03/01/32	113,156	101,767	
Extra Space Storage Inc	159,000 2.200% 10/15/30	147,303	132,252	
Extra Space Storage Inc	25,000 3.875% 12/15/27	23,964	23,869	
Extra Space Storage Inc	115,000 3.900% 04/01/29	114,886	108,750	
Fiserv Inc	35,000 5.600% 03/02/33	35,798	36,536	
Fiserv Inc	55,000 5.625% 08/21/33	54,346	57,617	
Payments Inc	45,000 5.300% 08/15/52	44,980	45,294	
Payments Inc	15,000 5.950% 08/15/52	12,714	15,284	
Glp Capital LP Fin II	50,000 3.250% 01/15/32	40,924	42,213	
Glp Capital LP Fin II	73,000 4.000% 01/15/30	62,836	66,611	
Glp Capital LP Fin II	5,000 4.000% 01/15/31	4,348	4,503	
Glp Capital LP Fin II	85,000 5.375% 04/15/26	91,345	84,474	

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, 2023

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>	
Golden Tree Loan Opp 2014-9a Abs Float	40,640 Var 10/29/29	40,640	40,642	
Goldman Sachs Group Inc	130,000 Var 04/23/29	123,540	123,418	
Goldman Sachs Group Inc	105,000 Var 09/10/27	104,947	95,237	
Goldman Sachs Group Inc	110,000 Var 10/21/27	106,500	100,630	
Goldman Sachs Group Inc	95,000 Var 10/21/32	78,181	79,165	
Graphic Packaging Intl Inc	80,000 4.125% 08/15/24	79,568	78,800	
Hca Inc 1st Lien Notes	45,000 5.250% 04/15/25	44,347	44,948	
Hca Inc Secured Notes	80,000 2.375% 07/15/31	70,509	65,918	
Hca Inc Notes	110,000 4.125% 06/15/29	109,536	105,173	
Hca Inc Notes	180,000 5.375% 09/01/26	181,659	180,826	
Healthcare Trust of Amer Hldgs	5,000 2.000% 03/15/31	4,217	4,002	
Healthcare Trust of Amer Hldgs	5,000 2.050% 03/15/31	3,869	3,870	
Healthcare Trust of Amer Hldgs	65,000 2.400% 03/15/30	54,661	53,373	
Healthcare Trust of Amer Hldgs	50,000 3.100% 02/15/30	44,947	43,710	
Homebanc Mortgage Tr 2005-4 Cmo	134,576 Var 10/25/35	133,440	133,978	
Hsbc Holdings Plc	50,000 Var 03/09/44	50,000	53,885	
Hsbc Holdings Plc	10,000 Var 05/24/27	9,925	9,172	
Hsbc Holdings Plc	5,000 Var 05/24/32	4,089	4,174	
Hsbc Holdings Plc	580,000 Var 06/04/26	544,560	552,147	
Hudson Pacific Properties	10,000 4.650% 04/01/29	11,228	8,112	
Hudson Pacific Properties	175,000 3.950% 11/01/27	180,932	146,495	
Humana Inc	85,000 1.350% 02/03/27	77,122	76,659	
Humana Inc	60,000 3.850% 10/01/24	60,976	59,246	
Icahn Enterprisesfin	32,000 5.250% 05/15/27	27,449	28,743	
Illumina Inc	135,000 5.750% 12/13/27	134,845	138,584	
Impac Cmb Trust 2004-5	194,853 Var 10/25/34	189,465	190,136	
Indymac Indx Mortgage Loan Tr	4,315 Var 11/15/34	4,315	3,799	
Indymac Indx Mtge Ln 2004-Ar6	3,735 Var 10/25/34	3,726	3,433	
Interstate Power & Light Co	110,000 5.700% 10/15/33	106,555	115,830	
Intl Flavors & Fragrances Inc	60,000 4.375% 06/01/47	42,388	46,032	
Intl Flavors & Fragrances Inc	150,000 5.000% 09/26/48	125,301	127,312	
Invitation Home Operating LP	70,000 2.000% 08/15/31	53,302	55,703	
Invitation Home Operating LP	4,000 2.300% 11/15/38	3,386	3,546	
Invitation Home Operating LP	10,000 4.150% 04/15/32	8,910	9,189	
Invitation Home Operating LP	15,000 5.500% 08/15/33	14,188	15,018	
JG Wentworth XXXII LLC 2014-2a	32,039 3.610% 01/17/73	32,018	28,229	
JG Wentworth XXX LLC 2013-3a	25,851 4.080% 01/17/73	25,853	23,389	
JPMorgan Chase & Co	40,000 Var 02/16/25	38,629	39,732	
JPMorgan Chase & Co	325,000 Var 04/22/32	272,788	274,897	
JPMorgan Chase & Co	170,000 Var 12/10/25	164,490	163,676	
JP Morgan Mtg Acq Tr 2007-Ch1 Abs	400,000 Var 11/25/36	399,514	405,360	
Kilroy Realty LP	13,000 2.650% 11/15/33	10,296	9,857	
Lexington Realty Trust	80,000 2.375% 10/01/31	68,654	64,231	
Lloyds Banking Group Plc Sr	75,000 Var 11/07/28	80,715	70,467	
Los Angeles Dept Wtr & Pwr Revenue	100,000 5.516% 07/01/27	113,589	103,088	
Marsh & McLennan Companies Inc	65,000 2.250% 11/15/30	59,442	55,949	
Massachusetts St Sch Bldg Auth	50,000 2.966% 10/15/32	53,616	44,169	
Massachusetts St Spl Oblg Rev	105,474 4.110% 07/15/31	104,938	104,618	

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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, 2023

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>	
Miami-Dade Cnty Fl Aviation Re Revenue	50,000 3.504% 10/01/31	52,946	45,740	
Morgan Stanley	25,000 Var 01/21/33	20,985	21,266	
Morgan Stanley	80,000 Var 02/13/32	64,258	63,882	
Morgan Stanley	55,000 Var 02/18/26	53,413	53,230	
Morgan Stanley	305,000 Var 05/30/25	294,086	298,163	
Morgan Stanley	10,000 Var 07/21/32	7,778	8,162	
Morgan Stanley	50,000 Var 09/16/36	38,509	39,629	
Mortgageit Trust 2005-3 Cmo Float Ser.	273,573 Var 08/25/35	263,607	259,187	
Navient Student Ln Tr 2014-1	62,164 Var 06/25/31	62,164	60,213	
Navient Student Ln Tr 2014-3	61,675 Var 03/25/83	61,675	60,833	
Navient Student Ln Tr 2014-4	29,780 Var 03/25/83	29,780	29,042	
Navient Student Ln Tr 2016-2a	177,587 Var 06/25/65	184,221	179,038	
Navient Student Ln Tr 2017-3a	86,982 Var 07/26/66	86,982	86,495	
Nelnet Student Loan Tr 2014-4a	71,592 Var 11/25/48	71,592	70,932	
Netflix Inc	105,000 5.875% 02/15/25	110,563	105,863	
New York City NY Transitional Revenue	120,000 5.267% 05/01/27	133,264	122,221	
New York Life Funding Secured	115,000 3.000% 01/10/28	109,371	107,988	
New York Ny General Obligation Bonds	50,000 3.620% 04/01/31	55,035	46,967	
New York St Dorm Auth St Perso	45,000 1.952% 03/15/29	45,597	39,671	
New York St Urban Dev Corp	40,000 2.010% 03/15/30	34,300	34,572	
New York St Urban Dev Corp	60,000 2.540% 03/15/34	57,316	49,186	
Nextera Energy Capital	65,000 1.900% 06/15/28	58,869	57,679	
Nextera Energy Capital	25,000 4.625% 7/15/207	24,994	24,955	
Nisource Inc	110,000 5.400% 06/30/33	109,613	113,419	
Novastar Hel 2005-4	261,782 Var 01/25/36	254,681	256,829	
Oracle Corp	15,000 2.800% 04/01/27	15,446	14,149	
Oracle Corp	135,000 2.875% 03/25/31	137,209	119,590	
Oracle Corp	10,000 3.250% 11/15/27	9,991	9,494	
Oracle Corp	175,000 3.950% 03/25/51	128,400	137,036	
Perkinelmer Inc	150,000 0.850% 09/15/24	149,965	144,805	
Petroleos Mexicanos	25,000 5.350% 02/12/28	21,949	21,687	
Petroleos Mexicanos	10,000 6.350% 02/12/48	6,253	6,346	
Physicians Realty LP	32,000 3.950% 01/15/28	30,014	30,478	
Physicians Realty LP	80,000 4.300% 03/15/27	77,860	77,816	
Pilgrims Pride Corp	220,000 6.250% 07/01/33	218,616	226,363	
PNC Financial Services Group	160,000 Var 01/24/34	157,230	156,554	
PNC Financial Services Group	65,000 Var 10/20/34	64,973	72,159	
Premier Health Partners	90,000 2.911% 11/15/26	83,873	81,352	
Progressive Corp	100,000 3.200% 03/26/30	94,870	92,435	
Queens Center Mtge Tr 2013-Qca	50,000 3.275% 01/11/37	48,907	46,462	
Relx Capital Inc	50,000 4.000% 03/18/29	49,514	49,151	
Resident Accredit Ln 2005-Qo3	38,842 Var 10/25/45	26,091	32,054	
Residential Asst Mtg 2004-Sl1	2,999 7.000% 11/25/31	3,086	2,536	
Rexford Industrial Realty	35,000 2.125% 12/01/30	27,319	28,611	
Reynolds American Inc	45,000 5.700% 08/15/35	51,886	44,409	
Royal Bank of Scotland Group	25,000 Var 03/22/25	25,343	24,911	
Santander Uk Group Holdings	325,000 Var 03/15/25	324,711	321,424	
Slm Corp Abs Ser.2011-2 Cl.A2	43,275 Var 10/25/34	41,937	43,194	

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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, 2023

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>	
Slm Student Loan Tr 2006-8	68,955 Var 01/25/41	61,566	66,628	
Slm Student Loan Tr 2008-2	25,000 Var 01/25/83	22,231	23,197	
Slm Student Loan Tr 2008-3	25,000 Var 04/26/83	24,272	23,184	
Slm Student Loan Tr 2008-4	25,000 Var 04/25/73	22,669	24,435	
Slm Student Loan Tr 2008-5	25,000 Var 07/25/73	21,765	24,554	
Slm Student Loan Tr 2008-6	25,000 Var 07/26/83	23,916	23,111	
Slm Student Loan Tr 2008-7	25,000 Var 7/26/20833	24,040	22,966	
Slm Student Loan Tr 2012-7	35,722 Var 05/26/26	35,722	34,355	
Soundview Hel Tr 2006-Opt3	380,298 Var 06/25/36	365,901	369,027	
Soundview Hel Tr 2007-Ns1	43,258 Var 01/25/37	42,892	43,156	
Southern Co Gas Capital	160,000 Var 11/15/25	169,330	155,997	
Southern Co Gas Capital	5,000 5.100% 09/15/32	4,987	5,070	
Southern Co Gas Capital	95,000 5.750% 09/15/33	94,892	99,750	
Southwestern Electric Pwr Co	100,000 5.300% 04/01/33	99,257	100,002	
Spire Inc	120,000 3.543% 02/27/24	120,000	119,393	
Sprint Capital Cor	45,000 8.750% 03/15/32	54,318	55,542	
Sprint Spectrum 1st Lien Notes	68,000 5.152% 03/20/28	67,040	67,696	
Starbucks Corp	80,000 2.000% 03/12/27	79,757	74,072	
Take Two Interactive Software	55,000 4.000% 04/14/32	54,311	52,227	
T-Mobile USA Inc	155,000 2.250% 02/15/26	154,240	146,875	
T-Mobile USA Inc	68,000 3.500% 04/15/31	67,400	62,165	
Transcanada Pipelines Ltd	5,000 4.625% 03/01/34	4,458	4,734	
Trinity Acquisition Plc	55,000 4.400% 03/15/26	58,974	54,289	
Ubs Commercial Mtg Tr 2018-C12	11,018 4.152% 08/15/51	11,230	10,754	
Ubs Group Ag	120,000 3.750% 03/26/25	124,936	117,558	
Ubs Group Ag	245,000 4.550% 04/15/26	218,164	241,799	
United Airlines 2023-1 Ptt Abs 1st Lien Pt	160,000 5.800% 07/15/36	160,000	162,254	
University of California Revenue Bonds	85,000 2.247% 05/15/34	86,921	68,159	
Univ of Michigan Mi Revenue Bonds	85,000 3.456% 04/01/32	85,000	78,991	
US Airways 2012-2a Ptt	38,632 4.625% 12/03/26	40,635	37,556	
US Bancorp	190,000 Var 02/01/34	182,667	181,990	
US Bancorp	30,000 Var 06/12/34	30,000	30,946	
Ventas Realty LP	165,000 2.650% 01/15/25	169,073	159,976	
Vici Properties LP	110,000 4.750% 02/15/28	109,565	107,686	
Vici Properties LP	100,000 5.125% 05/15/32	93,720	97,480	
VMware Inc	150,000 1.000% 08/15/24	149,975	145,685	
Wamu Mortgage Pass-Thru Certs Cmo	232,222 Var 08/25/45	213,922	216,975	
Wamu Mortgage Pass-Thru Certs Cmo	343,870 Var 07/25/45	316,257	316,846	
Warnermedia Holdings Inc	375,000 5.141% 03/15/52	298,178	321,883	
Wells Fargo & Co	155,000 Var 02/11/26	148,232	149,176	
Wells Fargo & Co	300,000 Var 03/02/33	259,657	262,025	
Wells Fargo & Co	110,000 Var 07/25/29	107,873	112,318	
Wells Fargo & Co	35,000 Var 07/25/33	33,912	34,096	
Wells Fargo & Co	235,000 3.300% 09/09/24	235,000	231,898	
Willis North America Inc	80,000 4.650% 06/15/27	79,975	79,112	
Wrkco Inc	45,000 4.650% 03/15/26	44,954	44,690	
Xcel Energy Inc	35,000 4.600% 06/01/32	34,989	34,120	
Total Corporate Bonds		21,412,265	21,079,047	

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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, 2023

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>
Common Stocks:				
	3M Company	1,271	185,050	138,946
	Abbvie Inc	2,208	254,362	342,174
	Aci Worldwide Inc	13,773	423,035	421,454
	Acuity Brands Inc	725	88,039	148,502
	Adobe Inc	2,759	393,308	1,646,019
	Advance Auto Parts Inc	4,198	273,382	256,204
	Advanced Micro Devices Inc	11,471	1,006,874	1,690,940
	Agco Corp	1,044	74,866	126,752
	Air Transport Services Grp Inc	29,617	584,522	521,555
	Alight Inc	36,501	339,882	311,354
	Allison Transmission Holdings	2,202	91,279	128,046
	Ally Financial Inc	13,570	370,055	473,864
	Alphabet Inc	6,849	899,661	956,737
	Amazon.Com Inc	13,780	761,932	2,093,733
	Amcor Plc	7,588	87,883	73,148
	Amdocs Ltd	9,701	822,057	852,621
	Ameriprise Financial Inc	1,157	225,859	439,463
	AmerisourceBergen Corp	1,610	179,306	330,662
	Amgen Inc	1,109	263,787	319,414
	Apple Inc	4,500	461,318	866,385
	Applied Materials Inc	2,684	292,518	434,996
	Applied Materials Inc	5,629	754,874	912,292
	Aptiv Plc	8,130	853,661	729,424
	Archer Daniels Midland Co	952	49,340	68,753
	Argan Inc	4,450	176,106	208,216
	Arista Networks Inc	3,582	440,254	843,597
	Armstrong World Industries	4,278	279,744	420,613
	Asbury Automotive Group	612	102,122	137,682
	Atkore International Group Inc	4,642	238,452	742,720
	Atkore International Group Inc	889	108,799	142,240
	Autoliv Inc	1,217	82,789	134,101
	AutoNation Inc	3,942	559,828	592,010
	AutoZone Inc	188	374,300	486,095
	Axis Capital Holdings Ltd	7,292	288,054	403,758
	Baker Hughes A Ge Co LLC	5,812	144,224	198,654
	Bank Ozk	10,043	433,901	500,443
	Berry Plastics Group Inc	1,197	62,056	80,666
	Biogen Inc	1,437	388,351	371,852
	BioMarin Pharmaceutical Inc	15,689	1,315,017	1,512,733
	BJS Wholesale Club Hlds Inc	10,898	411,723	726,461
	Boise Cascade Company	1,142	118,103	147,729
	Booking Holdings Inc	526	739,578	1,865,838
	Booz Allen Hamilton Hldg Corp	6,917	736,781	884,753
	BorgWarner Inc	3,987	137,848	142,934
	Bp Plc	5,548	186,098	196,399
	Builders Firstsource Inc	506	46,124	84,472
	Cable One Inc	346	235,821	192,580

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, 2023

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>
	Cadence Design Systems Inc	3,080	334,281	838,900
	Cannae Hldg	20,994	421,959	409,593
	Cardinal Health Inc	3,064	237,233	308,851
	Carlisle Food Srv Products Inc	477	80,539	149,029
	Caseys General Stores Inc	1,793	404,085	492,609
	Centene Corp	4,372	343,859	324,446
	Charles Schwab Corp	19,216	1,246,309	1,322,061
	Chesapeake Energy Corp	2,383	204,565	183,348
	Chipotle Mexican Grill Inc	753	1,247,793	1,722,081
	Cigna Corp	1,141	282,747	341,672
	Citigroup Inc	9,497	462,240	488,526
	Commercial Metals Co	1,685	73,008	84,317
	Computer Programs & Systems	9,625	257,419	107,800
	Corecivic Inc	37,260	314,932	541,388
	Costar Group Inc	19,073	1,366,006	1,666,789
	Costco Wholesale Corp	2,339	798,027	1,543,927
	Crowdstrike Holdings Inc	4,891	718,919	1,248,770
	Cummins Inc	565	69,636	135,357
	CVS Health Corp	4,379	422,800	345,766
	Davita Healthcare Partners Inc	3,515	325,878	368,231
	Deckers Outdoor Corp	696	331,889	465,227
	Delek US Holdings Inc	12,578	352,576	324,512
	Dexcom Inc	10,540	1,109,198	1,307,909
	Dick's Sporting Goods Inc	3,568	511,370	524,318
	Dillards Inc	1,303	391,668	525,956
	Discover Financial Services	4,293	341,514	482,533
	Dover Corp	926	76,445	142,428
	Dr Horton Inc	3,811	415,149	579,196
	Dropbox Inc	28,963	801,542	853,829
	Duke Energy Corp	1,324	123,179	128,481
	Dxc Technology Co	4,561	84,604	104,310
	Dynatrace Inc	22,349	1,140,186	1,222,267
	Eastman Chemical Co	906	64,011	81,377
	Edison International	1,972	133,511	140,978
	Elevance Health Inc	688	278,765	324,433
	Eli Lilly & Co	3,152	679,373	1,837,364
	Embecka Corp	15,526	309,944	293,907
	Emcor Group Inc	568	34,569	122,364
	Emerson Electric Co	1,395	86,800	135,775
	Envista Holdings Corp	11,523	253,649	277,243
	Eplus Inc	5,688	212,722	454,130
	Eqt Corp	4,828	156,124	186,650
	Evergy Inc	2,548	157,439	133,006
	Evertec Inc	9,914	328,634	405,879
	Evolution Petroleum Corp	16,136	102,766	93,750
	Exact Sciences Corp	16,078	1,157,774	1,189,450
	FirstEnergy Corp	3,305	129,769	121,161
	Fleetcor Technologies Inc	3,189	720,029	901,243

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, 2023

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>
	FNF Group	9,288	364,215	473,874
	Fortinet Inc	14,959	830,699	875,550
	Forward Air Corp	1,540	150,929	96,820
	Franklin Resources Inc	17,060	460,168	508,217
	Fs Kkr Capital Corp	11,285	240,916	225,361
	Gartner Inc	1,989	552,446	897,258
	General Mills Inc	4,896	261,470	318,925
	Gentex Corp	4,186	92,198	136,715
	Genuine Parts Co	907	116,248	125,620
	Genworth Finl Inc	74,362	242,303	496,738
	Geo Group Inc	39,431	359,025	427,038
	GMS Inc	981	25,986	80,864
	Goldman Sachs Group Inc	1,223	440,419	471,797
	Halliburton Co	5,185	204,724	187,438
	Hartford Finl Svcs Group Inc	5,468	371,117	439,518
	Hca Holdings Inc	1,354	365,457	366,501
	Hologic Inc	4,339	326,216	310,022
	Humana Inc	658	255,926	301,239
	Illumina Inc	4,477	762,495	623,377
	Ingles Markets Inc	4,330	172,507	373,982
	Ingredion Inc	691	61,702	74,994
	Insulet Corporation	6,430	1,479,020	1,395,181
	International Paper Co	2,128	81,071	76,927
	Intuit	2,555	739,926	1,596,952
	Intuit	1,435	621,804	896,918
	Intuitive Surgical Inc	5,810	1,227,877	1,960,062
	Ituran Location & Control Ltd	4,745	112,021	129,254
	Jacobs Solutions Inc	888	69,322	115,262
	Jazz Pharmaceuticals Plc	2,741	386,492	337,143
	Kelly Services Inc	11,376	235,700	245,949
	Kla Tencor Corp	1,540	640,620	895,202
	Knight Swift Transportation Ho	2,342	132,552	135,016
	Kroger Co	7,120	303,311	325,455
	Laboratory Corp America Hldgs	1,571	301,101	357,073
	Lam Research Corp	1,208	829,122	946,178
	Lear Corp	911	105,398	128,642
	Lennar Corp	3,647	394,571	543,549
	Lululemon Athletica Inc	2,453	819,203	1,254,194
	LyondellBasell Industries Nv	754	62,278	71,690
	Marathon Oil Corp	7,708	155,463	186,225
	Marriott International Inc	2,288	389,889	515,967
	Masco Corp	2,106	81,197	141,060
	Match Group Inc	32,290	2,786,858	1,178,585
	McGrath Rentcorp	5,827	435,103	697,026
	McKesson Corporation	693	156,336	320,845
	Mdu Res Group Inc	12,254	235,040	242,629
	MetLife Inc	6,217	354,949	411,130
	Microsoft Corp	5,953	1,566,141	2,238,566

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, 2023

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>
	Mobileye Global Inc	16,180	568,597	700,918
	Molina Healthcare Inc	876	272,671	316,508
	Molson Coors Brewing Co	5,090	315,617	311,559
	Msc Indl Direct Inc	2,303	174,415	233,202
	Msci Inc	2,899	450,021	1,639,819
	Mueller Inds Inc	3,058	119,346	144,185
	Murphy USA Inc	1,396	152,453	497,758
	Murphy USA Inc	1,351	364,701	481,713
	Ncr Atleos Corp	6,422	158,638	155,990
	Ncr Voyix Corp	12,844	255,368	217,192
	Netapp Inc	9,335	832,373	822,974
	Newmark Group Inc	8,340	106,985	91,406
	Nike Inc	14,868	967,234	1,614,219
	Nmi Holdings Inc	6,608	136,171	196,125
	Northwestern Corp	7,036	398,927	358,062
	Now Inc/De	9,209	88,686	104,246
	Nrg Energy Inc	2,823	128,195	145,949
	Nucor Corp	460	43,047	80,058
	Nvidia Corp	4,644	365,442	2,299,802
	O Reilly Automotive Inc	937	910,940	890,225
	O Reilly Automotive Inc	513	456,482	487,391
	Oge Energy Corp	3,474	124,283	121,347
	Oshkosh Corp	1,348	137,449	146,137
	Ovintiv Inc	4,315	207,875	189,515
	Owens Corning	565	46,822	83,750
	Packaging Corp of America	431	45,938	70,214
	Palo Alto Networks Inc	4,282	745,779	1,262,676
	Park Aerospace Corp	15,439	202,050	226,953
	Parker Hannifin Corp	291	30,743	134,064
	Patterson Companies Inc	9,015	272,249	256,477
	Paychex Inc	6,506	744,776	774,930
	Permian Resources Corp	29,676	215,091	403,594
	Pinnacle West Cap Corp	1,636	121,301	117,530
	Pnm Res Inc	4,915	213,440	204,464
	Post Holdings Inc	3,720	326,744	327,583
	Ppl Corp	4,946	138,409	134,037
	Premier Inc	3,553	113,736	79,445
	Public Service Enterprise Grp	1,956	109,415	119,609
	Pultegroup Inc	5,443	374,578	561,826
	Pvh Corp	4,179	496,110	510,339
	Quanta Services Inc	8,088	944,465	1,745,390
	Quest Diagnostics Inc	2,393	292,563	329,947
	Radian Group Inc	6,784	135,363	193,683
	Range Resources Corp	5,898	155,390	179,535
	Regions Financial Corp	25,460	444,800	493,415
	Reliance Steel & Aluminum Co	259	22,906	72,437
	Royal Caribbean Cruises Ltd	4,623	402,065	598,632
	Royal Dutch Shell Plc	2,770	138,591	182,266

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, 2023

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>
	Ryder System Inc	1,171	105,208	134,735
	Schein Henry Inc	5,013	354,468	379,534
	ServiceNow Inc	2,548	250,702	1,800,137
	Sm Energy Co	9,736	325,543	376,978
	Sm Energy Co	5,239	193,763	202,854
	Snap On Inc	443	88,645	127,956
	Sonoco Products Co	1,299	73,405	72,575
	Southwest Gas Corp	4,467	299,534	282,984
	Sp Plus Corp	13,330	396,988	683,163
	State Street Corp	5,521	402,016	427,657
	Steel Dynamics Inc	644	31,563	76,056
	Summit Materials Inc	10,258	278,504	394,523
	Super Micro Computer Inc	2,858	615,632	812,415
	Synchrony Financial	12,382	388,705	472,869
	T Mobile US Inc	795	75,937	127,462
	Timken Company	1,819	146,025	145,793
	Toll Brothers Inc	5,869	442,126	603,275
	Total Fina Elf Sa	2,773	139,698	186,845
	Trane Technologies Plc	4,018	494,853	979,990
	Transdigm Group Inc	843	837,692	852,779
	Trimas Corp	9,280	233,774	235,062
	Trinet Group Inc	1,117	120,158	132,845
	Trip Advisor Inc	16,931	320,783	364,524
	Ufp Industries Inc	628	51,178	78,845
	Ugi Corp	6,118	170,652	150,503
	Unifirst Corp Mass	3,204	385,723	586,044
	United Rentals Inc	261	53,600	149,663
	Unum Group	8,963	352,634	405,307
	Veeva Sys Inc	5,545	1,023,828	1,067,523
	Verizon Communications Inc	3,568	151,664	134,517
	Viad Corp	9,145	306,545	331,049
	Visa Inc	8,151	1,047,886	2,122,113
	Vistra Energy Corp	3,690	77,446	142,139
	Vontier Corp	12,184	287,220	420,957
	Vontier Corp	3,661	113,006	126,488
	Wells Fargo & Co	9,578	363,483	471,429
	Western Union Company	25,416	311,226	302,959
	Westlake Chemical Corp	571	45,993	79,917
	White Mountains Insurance Grp	517	355,736	778,090
	World Fuel Services Corp	4,080	147,153	92,942
	Yelp Inc	5,274	174,615	249,671
	Total Common Stocks		<u>85,304,438</u>	<u>115,309,912</u>
	Limited Partnerships:			
	Blackstone	163,630	16,362,981	23,308,078
	Rocket Ventures	60	3,000,000	680,865
	Total Limited Partnerships		<u>19,362,981</u>	<u>23,988,943</u>

See Independent Auditors' Report.

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

EIN #34-6596899

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2023

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>
Common Collective Trusts:				
	IBEW-NECA Equity Index Fund	204,269	17,565,717	21,252,608
	Multi-Employer Property Trust	1,823	13,050,950	23,817,298
	Wilmington Trust Cit EBP Intl Fundamental Value Fund	452,921	<u>28,053,449</u>	<u>39,897,793</u>
	Common Collective Trusts		<u>58,670,116</u>	<u>84,967,699</u>
Value of Interest in Registered Investment Companies:				
	AFL-CIO Housing Investment	13,956	15,987,487	14,174,536
	American Funds Growth Fund of America R6	91,159	5,429,276	5,761,678
	Baird Core Plus Bond Inst	687,456	6,983,658	6,992,252
	Blackrock Strategic Income Opps K	2,455,078	24,108,303	23,179,276
	Brandes Intl Eq Fund	64,616	1,171,569	1,323,270
	Janus Henderson Triton N	840,151	26,039,922	22,364,586
	Mainstay Mackay Short Duration High Yield Fund I	106,697	1,022,822	1,011,489
*	Metropolitan West Intermediate Bond I	173,975	1,701,239	1,651,021
*	Metropolitan West Mutual Fund	188,215	1,760,603	1,768,008
	MFS New Discovery Value Fund	107,211	1,945,383	1,902,835
	MFS Value	67,744	3,215,861	3,200,816
*	MM Select Trp Ret 2015	250,679	3,874,949	3,426,459
*	MM Select Trp Ret 2020	185,977	2,820,475	2,482,543
*	MM Select Trp Ret 2025	314,992	4,898,836	4,359,056
*	MM Select Trp Ret 2030	510,687	7,954,702	7,286,795
*	MM Select Trp Ret 2035	426,903	6,874,185	6,445,613
*	MM Select Trp Ret 2040	530,546	8,536,324	8,153,732
*	MM Select Trp Ret 2045	355,496	5,875,331	5,662,534
*	MM Select Trp Ret 2050	190,734	3,172,182	3,049,623
*	MM Select Trp Ret 2055	160,940	2,705,507	2,623,069
*	MM Select Trp Ret 2060	99,647	1,710,716	1,683,882
	Pimco Inflation Response Multiasset Inst	94	807	750
	RBC Small Cap Core I	14,478	273,618	214,561
	TCW Emerging Mkts Inc Fund LP Limited	5,082	555,369	590,523
	T. Rowe Price Balanced	176,098	2,608,689	2,264,427
	Vanguard Mid Cap Index Admiral	998	233,698	287,631
	WCM Focused International Growth Inst	1,421,093	<u>21,210,064</u>	<u>32,358,549</u>
	Total Value of Interest in Registered Investment Companies		<u>162,671,575</u>	<u>164,219,514</u>
103-12 Investment Entity:				
	Parametric Defensive Equity Fund LLC	32,475,282	<u>32,475,282</u>	<u>49,285,436</u>
Guaranteed Investment Contract:				
*	Empower Sagic	88,184,637 3.150%	<u>88,184,637</u>	<u>88,184,637</u>
*Participant Loans			<u>--</u>	<u>1,592,436</u>
Totals			<u>\$ 529,279,889</u>	<u>\$ 611,370,693</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**2023****This Form is Open to
Public Inspection****Part I Annual Report Identification Information**For calendar plan year 2023 or fiscal plan year beginning **01/01/2023** and ending **12/31/2023**

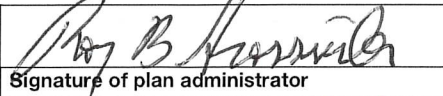
- A** This return/report is for: ☒ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- B** This return/report is: ☐ a single-employer plan ☐ a DFE (specify) _____
☐ the first return/report ☐ the final return/report
☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
- C** If the plan is a collectively-bargained plan, check here ☒
- D** Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program
☐ special extension (enter description) _____
- 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
	1c Effective date of plan 05/01/1967
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN 727 LIME CITY ROAD ROSSFORD OH 43460-1611	2b Employer Identification Number (EIN) 34-6596899 2c Plan Sponsor's telephone number 419-666-4450 2d Business code (see instructions) 238210

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

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

SIGN HERE		9/26/2023	ROY B. GROSSWILER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		9/26/2023	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 (2023)
v. 230728