

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 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
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.	10/10/2025	SHAUN ENRIGHT
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2025	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 2833
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) 2292 6a(2) 2619 6b 307 6c 189 6d 3115 6e 47 6f 3162 6g(1) 2833 6g(2) 2945 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7 124

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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024		
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	266	01/01/2024	12/31/2024

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	

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(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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	(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	78615940
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5 Current value of plan's interest under this contract in separate accounts at year end.....	5	
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6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

b Premiums paid to carrier	6b	
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c Premiums due but unpaid at the end of the year	6c	
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d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	
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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	81600121
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c Additions: (1) Contributions deposited during the year	7c(1)	612240	
	7c(2)		
	7c(3)	2898820	
	7c(4)	5780324	
	7c(5)	44378	

▶ **LOAN REPAYMENT**

(6) Total additions	7c(6)	9335762
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d Total of balance and additions (add lines 7b and 7c(6))	7d	90935883
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	5772510	
	7e(2)		
	7e(3)	6547433	
	7e(4)		

(2) Administration charge made by carrier

(3) Transferred to separate account

(4) Other (specify below)

▶

(5) Total deductions	7e(5)	12319943
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	78615940
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2024
		This Form is Open to Public Inspection.

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

Yes

No
- b

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

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

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	352159	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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	335407	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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	314163	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)

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	290067	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☐ No ☒

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

WEDGE CAPITAL MANAGEMENT LLP

56-1557450

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28 68	INVESTMENT PROVIDER	233429	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☐ No ☒

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

METROPOLITAN WEST ASSET MANAGEMENT

95-3703295

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28 17	INVESTMENT PROVIDER	219441	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

EMPOWER ANNUITY INS CO. OF AMERICA

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	RECORDKEEPER	205053	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	200365	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

RIVER ROAD ASSET MANAGEMENT, LLC

43-2076925

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51 28	INVESTMENT PROVIDER	186659	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)

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	185724	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	37298	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MSPC CPAS & ADVISORS, P.C.

22-2951202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	AUDITORS	29279	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

INNOVATIVE SOFTWARE SOLUTIONS, INC

23-2182079

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
50 49	IT CONSULTANT	20788	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SEGAL MARCO ADVISORS

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

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

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

MASSACHUSETTS MUTUAL LIFE INS. CO.

04-1590850

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
62 68 52 72	CONTRACT ADMINISTRATOR	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 2024 This Form is Open to Public Inspection.	
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024					
A Name of plan LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES LOCAL NO. 8 IBEW RETIREMENT PLAN & TRUST				D Employer Identification Number (EIN) 34-6596899	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: MULTIEMPLOYER PROPERTY TRUST					
b Name of sponsor of entity listed in (a): NEW TOWER TRUST COMPANY					
c EIN-PN 51-6218800-001		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22034126	
a Name of MTIA, CCT, PSA, or 103-12 IE: IBEW-NECA EQUITY INDEX FUND					
b Name of sponsor of entity listed in (a): CHEVY CHASE TRUST COMPANY					
c EIN-PN 31-1772714-003		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24381750	
a Name of MTIA, CCT, PSA, or 103-12 IE: WILMINGTON TRUST CIT INT'L FND. VAL					
b Name of sponsor of entity listed in (a): WILMINGTON TRUST, N.A.					
c EIN-PN 26-3783687-920		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36104397	
a Name of MTIA, CCT, PSA, or 103-12 IE: PARAMETRIC DEFENSE EQUITY FUND LLC					
b Name of sponsor of entity listed in (a): PARAMETRIC PORTFOLIO ASSOCIATES LLC					
c EIN-PN 45-2531297-001		d Entity code E		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 56816316	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	

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

Part II Information on Participating Plans (to be completed by DFEs, 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
		2024
		This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1830978	2036409
(2) Participant contributions.....	1b(2)	457198	434301
(3) Other	1b(3)	579956	491116
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5439714	6207709
(2) U.S. Government securities	1c(2)	57303355	71928462
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	21079047	22830508
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	115309912	126889483
(5) Partnership/joint venture interests	1c(5)	23988943	26633540
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	1592436	1997747
(9) Value of interest in common/collective trusts	1c(9)	84967699	82520273
(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)	49285436	56816316
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	164219514	187918940
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	88184637	84258407
(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	614238825	670963211
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	458480	461881
i Acquisition indebtedness	1i		
j Other liabilities	1j	17391326	20030239
k Total liabilities (add all amounts in lines 1g through 1j)	1k	17849806	20492120
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	596389019	650471091

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)	20611581	
(B) Participants	2a(1)(B)	5787512	
(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)		26399093
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	3144618	
(B) U.S. Government securities	2b(1)(B)	2091801	
(C) Corporate debt instruments	2b(1)(C)	900042	
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	138991	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		6275452
(2) Dividends:			
(A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	1270958	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	12824276	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		14095234
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)	783142535	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	765825651	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		17316884
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-230498	
(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)		2447426
(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)		7530880
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		10875150
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		84709621

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	28295846	
(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)		28295846
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)	128342	
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)	1650	
(4) IQPA audit fees	2i(4)	29279	
(5) Investment advisory and investment management fees	2i(5)	1629848	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	37592	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	988	
(11) Other expenses	2i(11)	504004	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2331703
j Total expenses. Add all expense amounts in column (b) and enter total	2j		30627549

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		54082072
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, 2024 and 2023, 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, 2024 and 2023, 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 script.

MSpc

Certified Public Accountants and Advisors,
A Professional Corporation

Cranford, New Jersey
October 10, 2025

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

EIN #34-6596899

PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2024

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	493,750	5.00%	\$ 493,750	\$ 493,750
Fidelity Colchester Str Tr Govt Pt Inst 0	4,167,130	3.50%	4,167,130	4,167,130
Fidelity Inv Trsry Only-I Fidelity Inv Trsry	1,248,841	1.60%	1,248,841	1,248,841
Signature Bank N.A. Reciprocity Checking Account	297,988	0.14%	297,988	297,988
Total Interest Bearing Cash Accounts			<u>6,207,709</u>	<u>6,207,709</u>
U.S. Government Securities:				
FHLMC CMO Float Ser.5473	52,796	Var 11/25/54	52,755	52,573
FHLMC CMO Ser.2174	2,879	6.00% 07/15/29	2,935	2,888
FHLMC Pool #G03601	6,952	6.00% 07/01/37	7,043	7,217
FHLMC Pool #G08849	9,317	5.00% 11/01/48	9,749	9,180
FHLMC Pool #QD2128	337,707	2.50% 11/01/51	288,950	277,834
FHLMC Pool #RA4242	525,711	2.50% 01/01/51	446,690	433,494
FHLMC Pool #RA5855	588,497	2.50% 09/01/51	502,246	483,063
FHLMC Pool #RA6507	602,570	2.00% 12/01/51	491,095	471,403
FHLMC Pool #SD7503	141,694	3.50% 08/01/49	149,686	127,159
FHLMC Pool #SD8152	413,466	3.00% 06/01/51	366,952	354,257
FHLMC Pool #SD8161	678,498	2.50% 08/01/51	580,116	557,324
FHLMC Pool #SD8199	128,621	2.00% 03/01/52	112,765	100,395
FHLMC Pool #SD8213	688,995	3.00% 04/01/52	590,894	585,972
FHLMC Pool #SD8245	56,055	4.50% 09/01/52	53,323	52,829
FHLMC Pool #SD8328	265,827	4.50% 06/01/53	251,330	250,464
FNMA CMO Float Ser.2019-79	41,622	Var 01/25/50	41,498	40,899
FNMA CMO Ser.2001-52	8,788	6.50% 10/25/31	8,944	9,052
FNMA Pool #545191	368	7.00% 09/01/31	382	378
FNMA Pool #582521	2,695	7.00% 05/01/31	2,826	2,792
FNMA Pool #764388 Harm	2,247	Var 03/01/34	2,248	2,243
FNMA Pool #AL0851	7,722	6.00% 10/01/40	8,375	8,003
FNMA Pool #BN7755	102,603	3.00% 09/01/49	108,418	88,826
FNMA Pool #BR4035	287,503	2.00% 02/01/51	235,393	227,325
FNMA Pool #BU8763	143,674	3.00% 04/01/52	126,473	122,394
FNMA Pool #BV4133	585,103	2.50% 03/01/52	498,618	480,556
FNMA Pool #CA1710	13,486	4.50% 05/01/48	14,019	12,844
FNMA Pool #CA2208	15,318	4.50% 08/01/48	15,932	14,549
FNMA Pool #CB0458	144,293	2.50% 05/01/51	122,243	119,050
FNMA Pool #FM2318	26,550	3.50% 09/01/49	28,157	23,827
FNMA Pool #FS1334	430,563	2.00% 11/01/51	353,667	335,997
FNMA Pool #FS1598	337,323	2.00% 04/01/52	286,150	263,091
FNMA Pool #FS2646	145,024	3.00% 06/01/52	129,479	123,647
FNMA Pool #FS6380	304,917	2.50% 02/01/52	262,966	248,593
FNMA Pool #FS7252	118,142	5.00% 11/01/53	115,004	114,239
FNMA Pool #MA1527	8,750	3.00% 08/01/33	8,700	8,224
FNMA Pool #MA1982	7,430	3.50% 08/01/34	7,744	7,084
FNMA Pool #MA3537	8,210	4.50% 12/01/48	8,525	7,831
FNMA Pool #MA3811	24,294	3.00% 10/01/49	24,385	20,531
FNMA Pool #MA4152	120,200	2.00% 10/01/40	124,116	100,585

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, 2024

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	216,338 2.00% 10/01/50	178,310	169,933	
FNMA Pool #MA4176	36,817 2.00% 11/01/40	37,958	30,760	
FNMA Pool #MA4281	460,361 2.00% 03/01/51	378,072	361,109	
FNMA Pool #MA4305	530,705 2.00% 04/01/51	436,754	416,205	
FNMA Pool #MA4333	36,256 2.00% 05/01/41	36,848	30,277	
FNMA Pool #MA4562	474,147 2.00% 03/01/52	384,504	369,483	
FNMA Pool #MA4577	815,445 2.00% 04/01/52	658,854	636,002	
FNMA Pool #MA4626	286,704 4.00% 06/01/52	278,282	262,665	
FNMA TBA FN30	1,800,000 2.00% 01/01/55	1,445,977	1,400,203	
FNMA TBA FN30	800,000 2.50% 01/01/55	670,594	651,500	
FNMA TBA FN30	1,825,000 3.00% 01/01/55	1,589,838	1,549,824	
FNMA TBA FN30	3,550,000 3.50% 01/01/55	3,211,210	3,139,680	
FNMA TBA FN30	3,125,000 4.00% 01/01/55	2,934,600	2,857,432	
FNMA TBA FN30	3,225,000 4.50% 01/01/55	3,109,592	3,033,023	
FNMA TBA FN30	1,575,000 5.00% 01/01/55	1,549,930	1,519,992	
FNMA TBA FN30	1,125,000 5.50% 01/01/55	1,126,225	1,110,092	
GNMA CMO Float Ser.2010-4	40,277 Var 01/16/40	7,793	3,964	
GNMA CMO Float Ser.2024-30	175,681 Var 02/20/54	175,572	176,506	
GNMA CMO Ser.2011-146	40,176 5.00% 11/16/41	10,065	6,394	
GNMA CMO Ser.2019-1	100,000 3.50% 01/20/49	88,293	87,567	
GNMA CMO Ser.2019-119	2,297 3.00% 09/20/49	2,317	1,995	
GNMA Pool #80968 Harm	2,405 Var 07/20/34	2,418	2,420	
GNMA Pool #MA4454	15,531 5.00% 05/20/47	16,625	15,319	
GNMA Pool #MA4838	11,154 4.00% 11/20/47	11,695	10,415	
GNMA Pool #MA4901	3,068 4.00% 12/20/47	3,166	2,864	
GNMA Pool #MA5399	20,813 4.50% 08/20/48	21,555	19,947	
GNMA Pool #MA5466	4,285 4.00% 09/20/48	4,392	3,995	
GNMA Pool #MA5530	9,251 5.00% 10/20/48	9,662	9,112	
GNMA Pool #MA6209	21,863 3.00% 10/20/49	22,007	18,643	
GNMA Pool #MA8201	402,008 4.50% 08/20/52	383,179	380,850	
GNMAII TBA GNII30	1,125,000 2.50% 01/01/55	955,122	939,375	
GNMAII TBA GNII30	900,000 4.00% 01/01/55	846,738	828,884	
GNMAII TBA GNII30	850,000 4.50% 01/01/55	819,125	803,383	
GNMAII TBA GNII30	1,075,000 5.00% 01/01/55	1,061,540	1,042,792	
GNMAII TBA GNII30	675,000 5.50% 01/01/55	677,457	669,420	
Los Angeles Dept Wtr & Pwr Revenue Bonds	100,000 5.52% 07/01/27	117,976	102,472	
Massachusetts St Sch Bldg Auth Revenue Bonds	50,000 2.97% 10/15/32	54,051	43,737	
Massachusetts St Spl Oblg Rev Revenue Bonds	55,441 4.11% 07/15/31	55,142	54,162	
Miami-Dade Cnty FL Aviation Re Revenue Bonds	50,000 3.50% 10/01/31	53,342	45,886	
New York City NY Transitional Revenue Bonds	120,000 5.27% 05/01/27	137,740	121,108	
New York NY General Obligation Bonds	50,000 3.62% 04/01/31	55,780	46,716	
New York St Dorm Auth St Perso Revenue Bonds	45,000 1.95% 03/15/29	45,724	40,485	

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, 2024

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>
New York St Urban Dev Corp Sal Revenue Bonds	40,000 2.01% 03/15/30		33,854	34,977
New York St Urban Dev Corp Sal Revenue Bonds	10,000 2.54% 03/15/40		9,560	8,249
New York St Urban Dev Corp Sal Revenue Bonds	50,000 2.54% 03/15/34		47,803	40,728
United States of America Treasury	1,175,000 4.13% 08/15/44		1,171,234	1,063,340
United States of America Treasury	3,770,000 4.50% 11/15/54		3,790,824	3,594,424
United States of America Treasury	3,590,000 4.63% 11/15/44		3,644,148	3,480,899
United States of America Treasury	5,155,000 4.25% 11/15/34		5,132,427	5,020,643
United States of America Treasury	9,765,000 4.25% 11/15/34		9,773,767	9,763,058
United States of America Treasury	13,505,000 4.13% 11/30/29		13,448,843	13,351,567
United States of America Treasury	3,330,000 4.00% 12/15/27		3,321,992	3,304,390
United States of America Treasury	2,955,000 4.25% 12/31/26		2,954,314	2,955,243
Univ of Michigan Ni Revenue Bonds	85,000 3.46% 04/01/32		85,000	78,315
University of California Revenue Bonds	85,000 2.25% 05/15/34		87,115	67,426
Total U.S. Government Securities			<u>73,607,696</u>	<u>71,928,462</u>
Corporate Bonds:				
AbbVie Inc	100,000 3.60% 05/14/25		102,184	99,586
AerCap Ireland Cap	94,000 2.45% 10/29/26		91,405	89,986
AerCap Ireland Cap	80,000 3.30% 01/30/32		65,300	69,706
Air Lease Corp	35,000 3.25% 10/01/29		31,917	32,307
Air Lease Corp	95,000 2.20% 01/15/27		93,860	90,181
Air Lease Corp	20,000 5.85% 12/15/27		19,793	20,501
Aligned Data Centers	210,000 6.00% 08/17/48		213,675	213,049
Allegro Clo Ltd	179,735 Var 04/20/32		179,735	179,814
Amazon.Com Inc	85,000 3.60% 04/13/32		84,844	78,678
Amcor Finance USA	80,000 3.63% 04/28/26		85,173	78,646
American Assets Trust	60,000 3.38% 02/01/31		53,267	52,193
American Homes 4 Rent	100,000 3.38% 07/15/51		64,021	65,811
American Tower Corp	85,000 2.30% 09/15/31		68,575	70,672
American Tower Corp	80,000 5.65% 03/15/33		79,635	81,027
American Tower Corp	50,000 5.55% 07/15/33		50,069	50,372
Aon Corp	70,000 4.50% 12/15/28		69,639	68,971
Aon Corp	85,000 2.80% 05/15/30		87,492	75,739
Apidos Clo Ltd	157,973 Var 04/15/31		157,973	158,136
Apple Inc	45,000 3.25% 02/23/26		44,902	44,457
Arizona Public Service Co	105,000 6.35% 12/15/32		108,466	110,879
AT&T Inc	70,000 3.80% 02/15/27		69,731	68,675
Bank 2020-Bn25	270,000 2.84% 01/15/63		228,530	234,745
Bank of America Corp Sr Unsec Adj Med Term	55,000 Var 03/05/29		51,165	53,340
Bank of America Corp Sr Unsec Adj Med Term	135,000 Var 10/22/30		119,690	121,999
Bank of America Corp Sr Unsec Global Adj	30,000 Var 10/24/31		24,131	25,063
Bank of America Corp Sr Unsec Global Adj	160,000 Var 03/11/27		143,589	154,174
Bank of America Corp Sr Unsec Global Adj	15,000 Var 02/04/28		13,323	14,302
Bank of America Corp Sr Unsec Global Adj	310,000 Var 02/04/33		259,691	266,456

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, 2024

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>	
Bank5	324,000 Var 08/15/57	333,719	333,844	
Bat Capital Corp	29,000 3.56% 08/15/27	30,474	28,060	
Bat Capital Corp	50,000 3.46% 09/06/29	50,000	46,589	
Bat Capital Corp	35,000 2.73% 03/25/31	35,000	30,203	
Baylor Scott & White Holdings	115,000 2.65% 11/15/26	107,465	109,969	
Bbcms Mtge Tr	200,000 5.72% 02/15/57	192,055	199,332	
Bbcms Mtge Tr 2024-5c25	300,000 Var 03/15/57	310,230	309,632	
Bbcms Mtge Tr 2024-C24	225,000 5.87% 02/15/57	229,781	229,735	
Becton Dickinson & Co	80,000 2.82% 05/20/30	82,654	71,661	
Black Hills Corp	50,000 3.95% 01/15/26	49,849	49,482	
Bmo Mortgage Trust 2023-5c1	220,000 Var 08/15/56	228,697	231,758	
Bmo Mortgage Trust 2024-5c3	225,000 Var 02/15/57	230,880	231,283	
Bmo Mortgage Trust 2024-5c4	150,000 Var 02/15/57	153,260	157,056	
Boeing Co	80,000 5.81% 05/01/50	74,006	74,412	
Bon Secours Mercy Health	80,000 2.10% 06/01/31	80,000	66,604	
Bravo Res Funding	367,929 Var 01/25/60	360,800	354,356	
Broadcom Inc	155,000 4.30% 11/15/32	151,022	146,187	
Cd Comm Mortgage Tr	115,000 Var 11/10/49	108,388	107,372	
Cedar Funding Ltd	212,480 Var 01/20/31	212,480	212,633	
Centene Corp	106,000 3.00% 10/15/30	107,918	91,467	
Charter Comm Opt LLC/Cap	200,000 2.80% 04/01/31	159,718	168,660	
Charter Comm Opt LLC/Cap	228,000 3.70% 04/01/51	141,259	142,422	
Charter Comm Opt LLC/Cap	65,000 2.30% 02/01/32	56,365	51,476	
Charter Comm Opt LLC/Cap	127,000 3.90% 06/01/52	79,320	81,700	
Cigna Corp	110,000 2.40% 03/15/30	109,815	96,265	
Cim Trust 2021-R3	294,898 Var 06/25/57	255,087	262,049	
Cim Trust 2023-R3	373,900 Var 01/25/63	341,184	338,733	
Citigroup Com Mtg Tr	240,000 Var 06/10/51	228,263	230,090	
Citigroup Inc	10,000 3.52% 10/27/28	9,290	9,624	
Citigroup Inc	25,000 Var 05/01/32	20,336	21,160	
Citigroup Inc	50,000 Var 11/03/32	42,387	41,692	
Citigroup Inc	20,000 Var 11/05/30	17,332	18,038	
Citigroup Mtge Ln Tr	91,385 Var 10/25/36	90,243	91,127	
Cloud Capital Hold Co	130,000 5.78% 11/22/49	130,000	129,564	
Comm Mtge Tr 2015-Cr25	128,908 3.51% 08/10/48	136,879	128,308	
Commonspirit Health	145,000 2.78% 10/01/30	141,589	128,352	
Commonwealth Edison Co	115,000 6.45% 01/15/38	122,790	124,210	
Commonwealth Edison Co 1st Lien	115,000 3.15% 03/15/32	114,853	101,037	
Credit Suisse Mtg Tr 2022-Nqm5	352,078 Var 05/25/67	349,658	350,496	
Credit-Based Asset 2003-Cb3	30,866 Var 12/25/32	27,498	29,549	
Crown Castle Intl Corp	45,000 3.30% 07/01/30	44,631	40,887	
Crown Castle Intl Corp	100,000 2.10% 04/01/31	80,080	82,766	
Crown Castle Intl Corp	65,000 5.10% 05/01/33	65,135	63,305	
CVS Health Corp	85,000 2.88% 06/01/26	84,268	82,542	
CVS Health Corp	6,000 4.30% 03/25/28	5,997	5,813	
CVS Health Corp	95,000 5.05% 03/25/48	81,094	78,332	
CVS Health Corp	110,000 5.25% 02/21/33	109,805	105,452	

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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, 2024

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>	
Databank Issuer LLC	225,000 2.40% 10/25/51	211,034	212,754	
Delta Airlines Inc 1st Lien	116,948 2.00% 06/10/28	116,948	107,666	
Discover Bank	110,000 3.45% 07/27/26	120,129	107,530	
Dollar Tree Inc	80,000 4.00% 05/15/25	86,444	79,702	
Dolp Trust 2021-Nyc	391,000 2.96% 05/10/41	328,257	334,742	
Duke Energy Carolinas LLC 1st Lien	100,000 5.35% 01/15/53	100,494	95,130	
Duke Energy Carolinas LLC 1st Lien 1st	125,000 5.40% 01/15/54	125,128	119,726	
Duke Energy Corp	75,000 2.65% 09/01/26	74,769	72,597	
Duke Energy Florida LLC 1st Lien 1st	15,000 5.88% 11/15/33	14,973	15,611	
Elevance Health Inc	35,000 5.20% 02/15/35	34,876	34,182	
Evergy Missouri West Inc	115,000 5.65% 06/01/34	114,895	116,248	
Eversource Energy	115,000 3.38% 03/01/32	112,933	100,655	
Extra Space Storage Inc	5,000 3.90% 04/01/29	4,994	4,780	
Extra Space Storage Inc	159,000 2.20% 10/15/30	146,889	135,286	
Farmers Ins Exchange Subordinated	115,000 Var 10/15/64	115,000	118,561	
FirstEnergy Transmission	160,000 5.00% 01/15/35	159,728	154,583	
Global Payments Inc	45,000 5.30% 08/15/29	44,977	45,079	
Glp Capital LP/Fin	10,000 5.38% 04/15/26	11,116	10,000	
Glp Capital LP/Fin	23,000 4.00% 01/15/30	20,122	21,422	
Glp Capital LP/Fin	5,000 4.00% 01/15/31	4,292	4,573	
Goldentree Ln Mgt Clo	250,000 Var 10/20/34	250,000	250,951	
Goldman Sachs Group Inc	130,000 Var 04/23/29	122,607	125,033	
Goldman Sachs Group Inc	105,000 Var 09/10/27	104,931	99,285	
Goldman Sachs Group Inc	110,000 Var 10/21/27	105,498	104,366	
Gs Mtg Securities Tr 2020-Gsa2	290,000 2.01% 12/12/53	241,957	238,976	
HCA Inc 1st Lein	45,000 5.25% 04/15/25	43,807	45,044	
HCA Inc Secured	80,000 2.38% 07/15/31	69,950	66,395	
Healthcare Trust of Amer Hldgs	50,000 3.10% 02/15/30	44,144	44,934	
Hsbc Holdings Plc Sr	580,000 Var 06/04/26	539,133	573,161	
Hudson Pacific Properties	119,000 3.95% 11/01/27	124,182	103,282	
Humana Inc Senior	85,000 1.35% 02/03/27	74,954	79,027	
Icahn Enterprises/Fin	32,000 9.00% 06/15/30	31,794	30,711	
Illumina Inc	135,000 5.75% 12/13/27	134,815	138,529	
Impac Cmb Trust 2004-5	133,680 Var 10/25/34	129,836	132,128	
Indymac Indx Mortgage Loan Tru Cmo Float	4,136 Var 11/25/34	4,136	3,748	
Indymac Indx Mtge Ln 2004-Ar6	3,570 Var 10/25/34	3,562	3,307	
Interstate Power & Light Co	110,000 5.70% 10/15/33	106,504	111,770	
Interstate Power & Light Co	125,000 5.45% 09/30/54	124,516	118,235	
Intl Flavors & Fragrances Inc	60,000 4.38% 06/01/47	42,295	46,924	
Intl Flavors & Fragrances Inc	65,000 5.00% 09/26/48	54,727	55,790	
Invitation Home Operating LP	70,000 2.00% 08/15/31	51,614	56,797	
Invitation Home Operating LP	4,000 2.30% 11/15/28	3,299	3,610	
Invitation Home Operating LP	15,000 5.50% 08/15/33	14,171	14,912	
JP Morgan Mtg	400,000 Var 11/25/36	399,500	417,453	
Jpmbb Comm Mtg Sec Tr	201,000 3.53% 10/15/48	194,585	199,563	
JPMorgan Chase & Co	85,000 Var 11/19/26	81,756	82,276	
JPMorgan Chase & Co	125,000 Var 02/04/32	100,669	103,609	

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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, 2024

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

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JPMorgan Chase & Co	75,000 Var 02/04/27	69,525	72,055	
JPMorgan Chase & Co	120,000 Var 04/22/32	99,466	102,938	
Lexington Realty Trust	80,000 2.38% 10/01/31	68,073	65,041	
Long Beach Mtg Loan Tr	300,310 Var 09/25/34	295,055	297,059	
Magnetite Clo Ltd 2020-25a	196,740 Var 01/25/32	196,740	197,057	
Marsh & McLennan Companies Inc	65,000 2.25% 11/15/30	58,627	56,089	
Morgan Stanley Sr	55,000 Var 04/28/26	52,831	54,509	
Morgan Stanley Sr	175,000 Var 01/21/33	147,053	149,934	
Mortgageit Trust 2005-3	210,498 Var 08/25/35	202,605	206,767	
Navient Student Ln Tr	43,228 Var 06/25/31	43,228	42,700	
Netflix Inc	105,000 5.88% 02/15/25	116,288	105,105	
New York Life Global Funding	115,000 3.00% 01/10/28	107,905	109,249	
NextEra Energy Capital	65,000 1.90% 06/15/28	57,439	58,842	
NextEra Energy Capital	25,000 4.63% 07/15/27	24,990	24,966	
NiSource Inc	110,000 5.40% 06/30/33	109,590	110,108	
Novastar	100,010 Var 01/25/36	97,197	99,105	
Opteum Mtge Accept Corp	298,257 Var 12/25/35	288,563	291,099	
Oracle Corp	10,000 3.25% 11/15/27	9,989	9,615	
Oracle Corp	135,000 2.88% 03/25/31	137,543	118,792	
Petroleos Mexicanos	25,000 5.35% 02/12/28	21,263	22,849	
Petroleos Mexicanos	10,000 6.35% 02/12/48	6,215	6,570	
Physicians Realty LP	32,000 3.95% 01/15/28	29,566	31,052	
Pilgrims Pride Corp	285,000 6.25% 07/01/33	287,142	290,377	
PNC Financial Services	5,000 Var 01/24/34	4,810	4,871	
PNC Financial Services	35,000 Var 01/22/35	35,000	35,404	
Premier Health Partners	90,000 2.91% 11/15/26	81,640	86,079	
Progress Resident Tr	210,000 3.50% 06/17/41	193,676	190,796	
Progressive Corp	100,000 3.20% 03/26/30	94,046	92,345	
Public Service Co of Oklahoma	120,000 5.20% 01/15/35	119,980	116,175	
Rckt Mortgage Trust 2024-Ces6	343,853 Var 09/25/44	343,846	342,089	
Rckt Mortgage Trust 2024-Ces9	230,000 Var 12/25/44	229,997	230,000	
Regatta Funding Ltd	200,000 Var 07/17/37	200,000	200,503	
Relx Capital Inc	50,000 4.00% 03/18/29	49,420	48,263	
Resident Accredited	36,837 Var 10/25/45	24,443	29,107	
Residential Asst Mtg	2,775 7.00% 11/25/31	2,868	2,442	
Rexford Industrial Realty	35,000 2.13% 12/01/30	26,304	29,312	
Sequoia Mortgage	381,790 Var 10/25/54	375,169	374,125	
Slm Student Loan Tr 2006-8	56,043 Var 01/25/41	49,710	54,877	
Slm Student Loan Tr 2008-2	25,000 Var 01/25/83	22,220	25,900	
Slm Student Loan Tr 2008-3	25,000 Var 04/26/83	24,269	25,880	
Slm Student Loan Tr 2008-4	25,000 Var 04/25/73	22,654	26,102	
Slm Student Loan Tr 2008-5	25,000 Var 07/25/73	21,746	25,847	
Slm Student Loan Tr 2008-6	25,000 Var 07/26/83	23,912	25,713	
Slm Student Loan Tr 2008-7	25,000 Var 07/26/83	24,037	25,772	
Slm Student Loan Tr 2012-7	27,618 Var 05/26/26	27,618	26,845	
Soundview Hel Tr 2006-Opt3	233,859 Var 06/25/36	224,724	229,297	
Southern Co Gas Capital	160,000 3.88% 11/15/25	176,035	158,527	

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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, 2024

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>
	Southern Co Gas Capital	5,000 5.15% 09/15/32	4,986	4,991
	Southern Co Gas Capital	195,000 5.75% 09/15/33	198,599	199,833
	Southern Co Gas Capital	30,000 4.95% 09/15/34	29,896	29,032
	Southwestern Electric Pwr Co	100,000 3.25% 11/01/51	66,080	63,315
	Sprint Capital Corp	45,000 8.75% 03/15/32	54,888	53,726
	Sprint Spectrum 1st Lien	52,000 5.15% 03/20/28	51,090	52,203
	Starbucks Corp	80,000 2.00% 03/12/27	79,672	75,580
	Switch Abs Issuer LLC	175,000 6.28% 03/25/54	177,666	177,509
	Symphony Clo Ltd	248,015 Var 07/23/33	248,015	248,443
	Take Two Interactive Software	55,000 4.00% 04/14/32	54,232	50,761
	Time Warner Cable Inc	50,000 4.50% 09/15/42	37,501	37,405
	T-Mobile USA Inc	155,000 2.25% 02/15/26	153,838	150,548
	T-Mobile USA Inc	68,000 3.50% 04/15/31	67,320	61,647
	Towd Point Mortgage	226,546 Var 09/25/64	226,544	224,385
	Trinity Acquisition Plc	55,000 4.40% 03/15/26	61,328	54,613
	Uber Technologies Inc	115,000 4.80% 09/15/34	114,917	110,063
	Ubs Commercial Mtg Tr 2018-C10	310,000 4.31% 05/15/51	292,647	300,582
	Ubs Commercial Mtg Tr 2018-C12	11,018 4.15% 08/15/51	11,238	10,961
	United Airlines 2023-1 Ptt	102,654 5.80% 07/15/25	102,654	104,685
	UnitedHealth Group Inc	155,000 5.15% 07/15/34	162,217	152,932
	US Airways	34,466 4.63% 12/03/26	36,694	34,351
	US Bancorp	65,000 Var 02/01/34	61,246	62,220
	Ventas Realty LP	165,000 2.65% 01/15/25	174,050	164,736
	Verus Securitization 2022-2	183,112 Var 02/25/67	176,159	170,346
	Vici Properties	110,000 4.75% 02/15/28	109,456	109,075
	Wamu Mortgage Ser.2005-Ar11	205,458 Var 08/25/45	189,021	201,846
	Wamu Mortgage Ser.2005-Ar8	310,677 Var 07/25/45	285,336	293,496
	Warnermedia Holdings Inc	64,000 5.05% 03/15/42	51,409	51,384
	Warnermedia Holdings Inc	415,000 5.14% 03/15/52	333,836	308,347
	Wells Fargo & Co	250,000 Var 03/02/33	215,189	219,162
	Wells Fargo & Co	35,000 Var 07/25/33	33,854	33,802
	Wells Fargo & Co	110,000 Var 07/25/29	107,825	111,682
	Willis North America Inc	55,000 2.95% 09/15/29	49,091	49,998
	Xcel Energy Inc	35,000 4.60% 06/01/32	34,987	33,308
	Total Corporate Bonds		<u>22,960,767</u>	<u>22,830,508</u>
	Common Stocks:			
	3m Company	1,043	101,517	134,641
	AbbVie Inc	1,844	229,194	327,679
	Abercrombie & Fitch Co	3,834	451,418	573,068
	Aci Worldwide Inc	4,680	141,195	242,939
	Acuity Brands Inc	461	58,338	134,672
	Adobe Inc	4,539	1,348,037	2,018,403
	Advance Auto Parts Inc	3,974	257,958	187,930
	Advanced Micro Devices Inc Common	9,971	1,046,587	1,204,397
	Aerborne Funding Limited	4,421	425,589	423,090

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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, 2024

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>
	Agco Corp	1,539	126,629	143,866
	Air Transport Services Grp Inc	10,648	208,408	234,043
	Alight Inc	40,492	374,351	280,205
	Allison Transmission Holdings	1,175	48,707	126,971
	Ally Financial Inc	13,237	553,921	476,664
	Alphabet Inc	4,529	793,341	857,340
	Alphabet Inc	13,998	2,151,545	2,649,820
	Amazon.Com Inc	20,036	2,072,545	4,395,698
	Amtcor Plc	7,193	76,129	67,686
	Amdocs Ltd	9,445	809,657	804,147
	Ameriprise Financial Inc	831	228,552	442,449
	Amphenol Corp	10,623	673,842	737,767
	Apple Inc	3,092	408,263	774,299
	Applied Materials Inc	8,664	1,498,634	1,409,026
	Argan Inc	2,128	84,214	291,621
	Arista Networks Inc	7,244	226,139	800,679
	Armstrong World Industries	2,108	139,747	297,924
	Asbury Automotive Group	684	128,694	166,233
	Assured Guaranty Ltd	4,064	321,181	365,800
	Atkore International Group Inc	4,350	254,438	363,008
	Atkore International Group Inc	1,583	185,880	132,101
	Autoliv Inc	1,377	103,506	129,149
	Axis Capital Holdings Ltd	7,588	307,421	672,449
	Baker Hughes A Ge Co LLC	5,924	166,799	243,002
	Berry Plastics Group Inc	1,262	64,133	81,614
	Bio Rad Labs Inc	1,049	342,650	344,607
	Biogen Inc	2,166	500,866	331,225
	Bluelinx Holdings Inc	807	85,212	82,443
	Boise Cascade Company	961	100,997	114,224
	Booking Holdings Inc	379	532,890	1,883,031
	Booz Allen Hamilton Hldg Corp	5,383	617,519	692,792
	BorgWarner Inc	3,952	135,195	125,634
	BP Plc	8,673	291,846	256,374
	Brady Corporation	2,113	123,088	156,045
	Brinker International Inc	4,692	579,186	620,705
	Bristol Myers Squibb Co	6,024	288,394	340,717
	Builders Firstsource Inc	483	48,705	69,035
	Cadence Design Systems Inc	2,669	293,572	801,928
	Cannae Hldg	23,029	464,883	457,356
	Cardinal Health Inc	2,826	316,780	334,230
	Carlisle Food Srv Products Inc	299	62,414	110,283
	Carnival Corp	23,528	585,207	586,318
	Caseys General Stores Inc	1,510	380,284	598,307
	Cencora Inc	1,532	202,176	344,210
	Centene Corp	5,568	414,190	337,309
	Cf Industries Holdings Inc	880	71,470	75,082
	Chipotle Mexican Grill Inc	26,171	1,021,722	1,578,111

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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, 2024

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>
	Cigna Corp	991	266,925	273,655
	Cisco Systems Inc	13,200	749,464	781,440
	Citigroup Inc	6,771	322,502	476,611
	Clarivate Plc	7,677	50,559	38,999
	Commercial Metals Co	1,312	57,303	65,075
	Core & Main Inc	2,523	98,034	128,446
	Corecivic Inc	40,800	376,750	886,992
	Costar Group Inc	19,510	1,406,823	1,396,721
	Costco Wholesale Corp	1,399	488,563	1,281,862
	CrowdStrike Holdings Inc	3,041	351,293	1,040,509
	CSX Corp	4,275	145,919	137,954
	Cummins Inc	379	46,711	132,119
	DaVita Healthcare Partners Inc	2,400	223,607	358,920
	Deckers Outdoor Corp	2,730	276,315	554,436
	Delek US Holdings Inc	14,658	414,888	271,173
	Dick's Sporting Goods Inc	2,794	462,148	639,379
	Dole Plc	25,295	369,960	342,494
	Dominion Energy Inc	2,740	144,240	147,576
	Dover Corp	688	56,797	129,069
	Eastman Chemical Co	821	61,038	74,974
	Eli Lilly & Co	2,436	544,915	1,880,592
	Embecka Corp	17,670	342,537	364,886
	Emcor Group Inc	276	16,798	125,276
	Emerson Electric Co	1,068	68,327	132,357
	Enovis Corp	7,157	326,846	314,049
	Eplus Inc	2,741	120,618	202,505
	Equitable Holdings Inc	9,518	436,724	448,964
	Evergy Inc	2,365	134,587	145,566
	Evertec Inc	9,564	317,026	330,245
	Evolution Petroleum Corp	19,102	120,347	99,903
	Expand Energy Corp	2,349	189,512	233,843
	F5 Networks Inc	3,211	693,686	807,470
	Fabrinet	3,426	829,837	753,309
	FirstEnergy Corp	3,623	150,197	144,123
	FNF Group	6,913	287,652	388,096
	Fortinet Inc	8,437	452,237	797,128
	Fox Corp	12,572	550,376	575,043
	Fs Kkr Capital Corp	10,601	226,314	230,254
	Garmin Ltd	2,756	484,700	568,453
	Gartner Inc	1,587	511,849	768,854
	Gentex Corp	4,494	105,969	129,113
	Genuine Parts Co	976	125,656	113,958
	Genworth Finl Inc	75,673	250,844	528,954
	Geo Group Inc	23,002	220,902	643,596
	Gilead Sciences Inc	4,016	299,601	370,958
	GoDaddy Inc	3,950	608,219	779,612
	Goldman Sachs Group Inc	779	271,548	446,071

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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, 2024

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>
	GXO Logistics Inc	6,878	293,198	299,193
	H&R Block Inc	9,747	627,113	515,030
	Halliburton Co	8,242	312,726	224,100
	Hartford Finl Svcs Group Inc	3,879	290,056	424,363
	HCA Holdings Inc	921	250,608	276,438
	Hologic Inc	4,530	340,798	326,568
	Howard Hughes Holdings Inc	3,059	242,367	235,298
	Hub Group Inc	5,111	220,733	227,746
	Ingles Markets Inc	5,544	260,986	357,255
	Ingredion Inc	543	51,726	74,695
	Inmode Ltd	6,139	109,798	102,521
	Insperty Inc	3,072	246,487	238,111
	Insulet Corporation	5,076	1,157,056	1,325,191
	Intuit	2,402	726,437	1,509,657
	Intuit	1,211	552,407	761,114
	Intuitive Surgical Inc	4,756	1,111,868	2,482,442
	Ituran Location & Control Ltd	4,745	112,021	147,807
	Jackson Financial Inc	5,007	420,360	436,010
	Jacobs Solutions Inc	979	68,957	130,814
	Janus International Group Inc	26,701	266,642	196,252
	Jazz Pharmaceuticals Plc	2,910	327,238	358,367
	Kar Auction Services Inc	22,110	375,233	438,662
	KB Home	8,043	531,378	528,586
	Kelly Services Inc	5,030	104,218	70,118
	KKR & Co Inc	6,130	734,229	906,688
	Kla Tencor Corp	1,268	621,884	798,992
	Knight Swift Transportation Ho	2,612	143,725	138,540
	LabCorp Holdings Inc	1,434	293,938	328,845
	Lear Corp	1,446	166,597	136,936
	Leidos Holdings Inc	5,359	795,766	772,018
	LGI Homes Inc	3,770	363,788	337,038
	Lithia Motors Inc	1,544	562,956	551,872
	Lockheed Martin Corp	1,632	850,651	793,054
	Louisiana Pacific Corp	705	60,360	73,002
	LyondellBasell Industries Nv	1,026	86,363	76,201
	Masco Corp	1,764	68,011	128,013
	Matson Inc	856	138,969	115,423
	McGrath Rentcorp	6,523	508,300	729,402
	McKesson Corporation	556	166,134	316,870
	Mercadolibre Inc	577	1,168,194	981,154
	Meritage Homes Corp	3,250	611,020	499,915
	Meta Platforms Inc	1,316	667,218	770,531
	MetLife Inc	5,055	309,136	413,903
	Microsoft Corp	8,785	2,945,616	3,702,878
	Microsoft Corp	1,771	721,615	746,477
	Molina Healthcare Inc	1,212	385,241	352,753
	Molson Coors Brewing Co	5,530	342,381	316,980
	MSC Indl Direct Inc	1,608	122,843	120,102

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PLAN NO. 001 - PLAN YEAR ENDED DECEMBER 31, 2024

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>
	Msci Inc	1,780	276,315	1,068,018
	Mueller Inds Inc	1,784	79,882	141,578
	Murphy Oil Corp	7,737	285,236	234,122
	Murphy USA Inc	1,396	152,453	700,443
	Murphy USA Inc	1,023	327,732	513,290
	Ncr Voyix Corp	10,179	193,150	140,877
	Netapp Inc	6,339	589,609	735,831
	Nomad Foods Ltd	18,437	337,902	309,373
	Northrop Grumman Corp	1,612	828,721	756,495
	Northwestern Corp	7,476	421,043	399,667
	Norwegian Cruise Line Holdings	20,227	558,454	520,441
	Now Inc/De	7,212	72,178	93,828
	NRG Energy Inc	1,620	89,544	146,156
	Nucor Corp	564	61,127	65,824
	Nvidia Corp	27,134	232,215	3,643,825
	O Reilly Automotive Inc	1,756	1,733,360	2,082,265
	OGE Energy Corp	3,507	125,750	144,664
	On Semiconductor Corp	15,355	1,193,128	968,133
	Oshkosh Corp	1,363	139,017	129,580
	Ovintiv Inc	5,795	280,910	234,698
	Owens Corning	416	42,101	70,853
	P10 Inc	26,566	225,510	334,997
	Packaging Corp of America	341	40,499	76,769
	Palo Alto Networks Inc	9,700	983,757	1,765,012
	Papa Johns Intl Inc	8,394	399,530	344,742
	Park Aerospace Corp	16,917	223,518	247,834
	Parker Hannifin Corp	199	21,023	126,570
	Parsons Corp	8,016	740,981	739,476
	Patterson Companies Inc	4,878	146,279	150,535
	Paychex Inc	5,191	600,925	727,882
	Pfizer Inc	12,924	362,650	342,874
	PG&E Corp	7,179	151,221	144,872
	Philp Morris Intl Inc	2,869	261,831	345,284
	Pinnacle West Cap Corp	1,649	124,546	139,786
	Pnm Res Inc	9,004	370,893	442,727
	Post Holdings Inc	2,792	252,081	319,572
	Ppl Corp	4,443	125,389	144,220
	Pricesmart Inc	2,530	242,078	233,190
	Progyny Inc	20,563	293,734	354,712
	Prudential Financial Inc	3,514	383,359	416,514
	Quanta Services Inc	2,850	332,805	900,743
	Quest Diagnostics Inc	2,111	299,522	318,465
	Radian Group Inc	6,784	135,363	215,188
	Regions Financial Corp	19,611	342,994	461,251
	Reliance Steel & Aluminum Co	256	30,029	68,931
	Repay Holdings Corp	32,911	277,108	251,111
	Royal Caribbean Cruises Ltd	2,488	218,879	573,957
	Royal Dutch Shell Plc	3,572	193,145	223,786

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(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	857	80,681	134,429
	SeaWorld Entertainment Inc	8,474	437,223	476,154
	ServiceNow Inc	2,612	530,431	2,769,033
	SM Energy Co	10,069	342,055	390,274
	SM Energy Co	5,508	216,640	213,490
	Snap On Inc	381	83,027	129,342
	Sonoco Products Co	1,548	87,560	75,620
	Southwest Gas Corp	4,718	315,470	333,610
	State Street Corp	4,680	342,163	459,342
	Steel Dynamics Inc	639	37,637	72,891
	Summit Materials Inc	9,274	289,746	469,264
	Synchrony Financial	6,620	232,883	430,300
	Synovus Financial Corp	8,518	309,392	436,377
	T Mobile Us Inc	637	76,241	140,605
	Talen Energy Corp	3,092	362,664	622,945
	Taylor Morrison Home Corp	8,859	522,799	542,259
	Tenet Healthcare Corp	2,329	215,593	293,990
	Timken Company	1,740	139,336	124,184
	Tko Group Holdings Inc	6,806	805,366	967,201
	Totalenergies Se	4,371	241,832	238,220
	Trade Desk Inc/The	16,025	1,439,230	1,883,418
	Trane Technologies Plc	2,169	267,132	801,120
	Trimas Corp	9,280	233,774	228,195
	Trinet Group Inc	1,385	147,844	125,716
	Trip Advisor Inc	15,928	293,452	235,257
	Ufp Industries Inc	593	53,225	66,801
	Ugi Corp	5,257	139,691	148,405
	Unifirst Corp Mass	3,392	425,125	580,337
	United Parcel Service Inc	1,077	139,131	135,810
	United Rentals Inc	168	38,872	118,346
	United Therapeutics Corp	1,028	252,432	362,720
	Unum Group	6,746	291,796	492,660
	Veeva Sys Inc	7,103	1,326,145	1,493,406
	Verizon Communications Inc	3,443	140,848	137,686
	Vertiv Holdings Co	12,254	989,297	1,392,177
	Viad Corp	10,678	360,150	453,922
	Visa Inc	6,977	1,027,113	2,205,011
	Vistra Energy Corp	1,030	52,057	142,006
	Vontier Corp	11,474	305,646	418,457
	Vontier Corp	3,596	112,632	131,146
	Warrior Met Coal Inc	3,424	199,202	185,718
	Wells Fargo & Co	6,728	280,418	472,575
	Western Union Company	29,704	367,374	314,862
	Westlake Chemical Corp	592	56,259	67,873
	White Mountains Insurance Grp	496	341,286	964,750
	Xcel Energy Inc	2,160	136,977	145,843
	Yelp Inc	5,925	207,581	229,298
	Zions Bancorporation	7,735	314,809	419,624
	Total Common Stocks		<u>91,826,477</u>	<u>126,889,483</u>

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Limited Partnerships:				
	Blackstone	163,630	16,362,981	25,959,870
	Rocket Ventures, LLC	60	3,000,000	673,670
	Total Limited Partnerships		<u>19,362,981</u>	<u>26,633,540</u>
Common Collective Trusts:				
	IBEW-NECA Equity Index Fund	3,148,355	3,926,092	24,381,750
	Multi-Employer Property Trust	1,755	12,540,706	22,034,126
	Wilmington Trust Cit EBP Intl Fundamental Value Fund	383,884	26,129,407	36,104,397
	Total Common Collective Trusts		<u>42,596,205</u>	<u>82,520,273</u>
Registered Investment Companies:				
	AFL-CIO Housing Investment	13,956	14,719,007	14,508,783
	American Funds Growth Fund of America R6	360,989	6,209,002	11,300,232
	Baird Core Plus Bond Inst	524,501	368,658	5,228,534
	Blackrock Strategic Income Opps K	2,956,196	550,461	28,363,674
	Brandes Intl Eq Fund	98,395	770,510	1,451,992
	Janus Henderson Triton N	913,598	404,554	24,228,221
	* Metropolitan West Mutual Fund	77,985	720,855	722,918
	MFS New Discovery Value Fund	96,505	584,569	1,662,134
	MFS Value	116,542	584,004	2,633,636
	* MM Select Trp Ret 2015	261,318	619,735	3,473,783
	* MM Select Trp Ret 2020	174,997	361,962	2,370,114
	* MM Select Trp Ret 2025	335,027	845,587	4,674,620
	* MM Select Trp Ret 2030	609,096	2,067,973	8,810,265
	* MM Select Trp Ret 2035	597,659	2,667,648	8,990,598
	* MM Select Trp Ret 2040	636,762	3,107,324	9,918,954
	* MM Select Trp Ret 2045	433,530	1,564,743	6,916,769
	* MM Select Trp Ret 2050	253,274	1,313,970	4,059,668
	* MM Select Trp Ret 2055	209,036	1,061,494	3,348,452
	* MM Select Trp Ret 2060	163,526	1,359,450	2,591,416
	NYLI Mackay Short Duration High Income Fund	123,937	1,178,642	1,178,642
	Pimco Inflation Response Multiasset Inst	97	833	791
	RBC Small Cap Core I	16,226	283,772	222,452
	T. Rowe Price Balanced	154,478	166,267	2,363,700
	TCW Emerging Markets Income Fund LP Limited	480,750	570,205	608,483
	* TCW Metropolitan West Intermediate Bond I	263,391	2,259,872	2,449,535
	TCW Senior Loan ETF Common Stock	24,586	1,137,782	1,164,054
	Vanguard Mid Cap Index Admiral	953	220,563	311,346
	WCM Focused International Growth Inst	1,595,173	397,682	34,365,174
	Total Registered Investment Companies		<u>46,097,124</u>	<u>187,918,940</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, 2024**

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>
103-12 Investment Entity:				
	Parametric Defensive Equity Fund LLC	57,346,974	<u>57,346,974</u>	<u>56,816,316</u>
Guaranteed Investment Contract:				
	* Empower Sagic	84,258,407 3.250%	<u>84,258,407</u>	<u>84,258,407</u>
	*Participant Loans	Various Maturities 4.25% - 9.50%	<u>--</u>	<u>1,997,747</u>
	Totals		<u>\$ 444,264,340</u>	<u>\$ 668,001,385</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, 2024 AND 2023**



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, 2024 and 2023, 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, 2024 and 2023, 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
October 10, 2025

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

Statements of Net Assets Available for Benefits

	<u>December 31,</u> <u>2 0 2 4</u>	<u>2 0 2 3</u>
Assets:		
Investments at Fair Value:		
Interest Bearing Cash Accounts	\$ 6,207,709	\$ 5,439,714
Common Stocks	126,889,483	115,309,912
U.S. Government Securities	71,928,462	57,303,355
Corporate Bonds	22,830,508	21,079,047
Limited Partnerships	26,633,540	23,988,943
Common Collective Trusts	82,520,273	84,967,699
103-12 Investment Entity	56,816,316	49,285,436
Registered Investment Companies	<u>187,918,940</u>	<u>164,219,514</u>
Total Investments at Fair Value	581,745,231	521,593,620
Investments at Contract Value:		
Guaranteed Investment Contract	<u>84,258,407</u>	<u>88,184,637</u>
Total Investments	<u>666,003,638</u>	<u>609,778,257</u>
Receivables:		
Employers' Contributions	2,036,409	1,830,978
Participants' Contributions	434,301	457,198
Notes Receivable from Participants	1,997,747	1,592,436
Interest and Dividends	<u>485,087</u>	<u>572,965</u>
Total Receivables	<u>4,953,544</u>	<u>4,453,577</u>
Other Assets:		
Prepaid Expenses	<u>6,029</u>	<u>6,991</u>
Total Assets	<u>670,963,211</u>	<u>614,238,825</u>
Liabilities:		
Accrued Expenses	409,697	421,721
Reciprocal Contributions Payable	52,184	36,759
Due to Broker	<u>20,030,239</u>	<u>17,391,326</u>
Total Liabilities	<u>20,492,120</u>	<u>17,849,806</u>
Net Assets Available for Benefits	<u>\$ 650,471,091</u>	<u>\$ 596,389,019</u>

See Accompanying Notes to Financial Statements.

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

Statements of Changes in Net Assets Available for Benefits

	<u>Years ended December 31,</u>	
	<u>2 0 2 4</u>	<u>2 0 2 3</u>
Additions to Net Assets Attributed to:		
Investment Income:		
Net Appreciation in Fair Value of Investments	\$ 37,939,842	\$ 56,393,008
Interest and Dividends	<u>20,231,695</u>	<u>14,465,187</u>
Totals	58,171,537	70,858,195
Less: Investment Fees	<u>1,629,848</u>	<u>1,591,574</u>
Net Investment Income	<u>56,541,689</u>	<u>69,266,621</u>
Interest Income on Notes Receivable from Participants	<u>138,991</u>	<u>80,174</u>
Contributions:		
Employers	20,611,581	18,169,682
Participants	<u>5,787,512</u>	<u>5,106,709</u>
Total Contributions	<u>26,399,093</u>	<u>23,276,391</u>
Total Additions	<u>83,079,773</u>	<u>92,623,186</u>
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	<u>28,295,846</u>	<u>29,865,234</u>
Administrative Expenses:		
Consultants	361,534	321,755
Salaries	128,342	129,590
Fringe Benefits	52,355	56,741
Legal	37,592	7,974
Computer	37,019	36,581
Audit and Accounting	29,279	31,694
Insurance	12,692	13,355
Payroll Taxes	9,161	10,498
Travel and Education	8,572	8,020
Rent	6,862	7,592
Postage	5,627	4,468
Miscellaneous	4,056	4,730
Office Supplies	3,226	3,445
Telephone	2,900	3,378
Third-Party Record Keeper Fees	1,650	1,410
Trustee Meetings	<u>988</u>	<u>1,602</u>
Total Administrative Expenses	<u>701,855</u>	<u>642,833</u>
Total Deductions	<u>28,997,701</u>	<u>30,508,067</u>
Net Increase in Net Assets Available for Benefits	54,082,072	62,115,119
Net Assets Available for Benefits - Beginning of Years	<u>596,389,019</u>	<u>534,273,900</u>
Net Assets Available for Benefits - End of Years	<u>\$ 650,471,091</u>	<u>\$ 596,389,019</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, 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.

On July 30, 2025, the FASB issued Accounting Standards Update (ASU) 2025-05, Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses for Accounts Receivable and Contract Assets. This standard allows entities to elect a practical expedient that assumes that current conditions as of the fiscal year-end do not change for the remaining life of the asset. In addition, the standard provides for consideration of subsequent collections in developing reasonable and supportable forecasts as part of estimating expected credit losses. The Plan elected to early adopt this standard in the reporting period ended December 31, 2024.

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

Notes to Financial Statements

(2) Summary of Significant Accounting Policies (Continued)

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, 2024 or 2023. 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, including subsequent period collections. As of December 31, 2024 and 2023, 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.

Leases - Leases are categorized at their inception as either operating or financing leases. Operating right-of-use assets and liabilities are recognized at the lease commencement date based on the present value of the lease payments over the lease term. Leased assets represent the Plan's right to use an underlying asset for the lease term, and lease liabilities represent the Plan's obligation to make lease payments arising from the lease. The lease term may include options to extend or terminate the lease when it is reasonably certain that the Plan will exercise that option. Lease expense for lease payments is recognized on a straight-line basis over the lease term. The Plan uses a risk-free interest discount rate when the rate implicit in the lease contract is not readily determinable.

**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 October 10, 2025, 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, 2024 and 2023.

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

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

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

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.

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.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023.

	<u>Assets at Fair Value as of December 31, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Interest Bearing Cash Accounts	\$ 297,988	\$ 5,909,721	\$ --	\$ 6,207,709
Common Stock	126,889,483	--	--	126,889,483
Corporate Bonds	--	22,830,508	--	22,830,508
U.S. Government Securities	--	71,928,462	--	71,928,462
Mutual Funds	<u>173,410,157</u>	<u>14,508,783</u>	<u>--</u>	<u>187,918,940</u>
Total Assets in the Fair Value Hierarchy	<u>\$300,597,628</u>	<u>\$115,177,474</u>	<u>\$ --</u>	415,775,102
Investments Measured at Net Asset Value*				<u>165,970,129</u>
<u>Total Assets at Fair Value</u>				<u>\$581,745,231</u>

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

	<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
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>\$ --</u>	363,351,542
Investments Measured at Net Asset Value*				<u>158,242,078</u>
<u>Total Assets at Fair Value</u>				<u>\$ 521,593,620</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.

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, 2024 and 2023:

	<u>December 31, 2024</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)	\$ 24,381,750	None	Daily	Same Day
Multi-Employer Property Trust (b)	22,034,126	None	Quarterly	One Day
Wilmington Trust CIT International Fundamental Value Fund (e)	36,104,397	None	Daily	Same Day
103-12-Investment Entity:				
Parametric Defensive Equity Fund LLC (d)	56,816,316	None	(d)	N/A
Limited Partnerships:				
BPIF Non-Taxable L.P. (c)	25,959,870	None	Semiannual	95 days
Rocket Ventures LLC (f)	<u>673,670</u>	None	N/A	N/A
<u>Total</u>	<u>\$ 165,970,129</u>			

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

Notes to Financial Statements

(3) Fair Value Measurements (Continued)

	<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)	23,308,078	None	Semiannual	95 days
Rocket Ventures LLC (f)	<u>680,865</u>	None	N/A	N/A
<u>Total</u>	<u>\$ 158,242,078</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.

(f) Rocket Ventures, LLC is a venture capital firm. The firm invests in companies operating in technology based start-up companies while leveraging the investment to create economic development in the region. The investment objective is to create high growth and returns over a long-term horizon.

(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, 2024 and 2023 was \$277,943 and \$286,867, 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, 2024 and 2023, the Plan remitted reciprocal payments of \$660,043 and \$599,206, respectively, and received reciprocal payments of \$3,369,502 and \$1,553,789, 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, 2024 and 2023, the Plan had reciprocal contributions payable of \$52,184 and \$36,759, respectively.

(7) Tax Status

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

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

Notes to Financial Statements

(7) Tax Status (Continued)

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 Employer

During the year ended December 31, 2024 and 2023, the Plan had the following employers which individually represented 10% or more of total contributions:

	<u>2 0 2 4</u>	<u>2 0 2 3</u>
Employer A	20%	16%

In the event this participating employer was 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, 2024

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	493,750 5.00%	\$ 493,750	\$ 493,750	
Fidelity Colchester Str Tr Govt Pt Inst 0	4,167,130 3.50%	4,167,130	4,167,130	
Fidelity Inv Trsry Only-I Fidelity Inv Trsry	1,248,841 1.60%	1,248,841	1,248,841	
Signature Bank N.A. Reciprocity Checking Account	297,988 0.14%	297,988	297,988	
Total Interest Bearing Cash Accounts		<u>6,207,709</u>	<u>6,207,709</u>	
U.S. Government Securities:				
FHLMC CMO Float Ser.5473	52,796 Var 11/25/54	52,755	52,573	
FHLMC CMO Ser.2174	2,879 6.00% 07/15/29	2,935	2,888	
FHLMC Pool #G03601	6,952 6.00% 07/01/37	7,043	7,217	
FHLMC Pool #G08849	9,317 5.00% 11/01/48	9,749	9,180	
FHLMC Pool #QD2128	337,707 2.50% 11/01/51	288,950	277,834	
FHLMC Pool #RA4242	525,711 2.50% 01/01/51	446,690	433,494	
FHLMC Pool #RA5855	588,497 2.50% 09/01/51	502,246	483,063	
FHLMC Pool #RA6507	602,570 2.00% 12/01/51	491,095	471,403	
FHLMC Pool #SD7503	141,694 3.50% 08/01/49	149,686	127,159	
FHLMC Pool #SD8152	413,466 3.00% 06/01/51	366,952	354,257	
FHLMC Pool #SD8161	678,498 2.50% 08/01/51	580,116	557,324	
FHLMC Pool #SD8199	128,621 2.00% 03/01/52	112,765	100,395	
FHLMC Pool #SD8213	688,995 3.00% 04/01/52	590,894	585,972	
FHLMC Pool #SD8245	56,055 4.50% 09/01/52	53,323	52,829	
FHLMC Pool #SD8328	265,827 4.50% 06/01/53	251,330	250,464	
FNMA CMO Float Ser.2019-79	41,622 Var 01/25/50	41,498	40,899	
FNMA CMO Ser.2001-52	8,788 6.50% 10/25/31	8,944	9,052	
FNMA Pool #545191	368 7.00% 09/01/31	382	378	
FNMA Pool #582521	2,695 7.00% 05/01/31	2,826	2,792	
FNMA Pool #764388 Harm	2,247 Var 03/01/34	2,248	2,243	
FNMA Pool #AL0851	7,722 6.00% 10/01/40	8,375	8,003	
FNMA Pool #BN7755	102,603 3.00% 09/01/49	108,418	88,826	
FNMA Pool #BR4035	287,503 2.00% 02/01/51	235,393	227,325	
FNMA Pool #BU8763	143,674 3.00% 04/01/52	126,473	122,394	
FNMA Pool #BV4133	585,103 2.50% 03/01/52	498,618	480,556	
FNMA Pool #CA1710	13,486 4.50% 05/01/48	14,019	12,844	
FNMA Pool #CA2208	15,318 4.50% 08/01/48	15,932	14,549	
FNMA Pool #CB0458	144,293 2.50% 05/01/51	122,243	119,050	
FNMA Pool #FM2318	26,550 3.50% 09/01/49	28,157	23,827	
FNMA Pool #FS1334	430,563 2.00% 11/01/51	353,667	335,997	
FNMA Pool #FS1598	337,323 2.00% 04/01/52	286,150	263,091	
FNMA Pool #FS2646	145,024 3.00% 06/01/52	129,479	123,647	
FNMA Pool #FS6380	304,917 2.50% 02/01/52	262,966	248,593	
FNMA Pool #FS7252	118,142 5.00% 11/01/53	115,004	114,239	
FNMA Pool #MA1527	8,750 3.00% 08/01/33	8,700	8,224	
FNMA Pool #MA1982	7,430 3.50% 08/01/34	7,744	7,084	
FNMA Pool #MA3537	8,210 4.50% 12/01/48	8,525	7,831	
FNMA Pool #MA3811	24,294 3.00% 10/01/49	24,385	20,531	
FNMA Pool #MA4152	120,200 2.00% 10/01/40	124,116	100,585	

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, 2024

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	216,338 2.00% 10/01/50	178,310	169,933	
FNMA Pool #MA4176	36,817 2.00% 11/01/40	37,958	30,760	
FNMA Pool #MA4281	460,361 2.00% 03/01/51	378,072	361,109	
FNMA Pool #MA4305	530,705 2.00% 04/01/51	436,754	416,205	
FNMA Pool #MA4333	36,256 2.00% 05/01/41	36,848	30,277	
FNMA Pool #MA4562	474,147 2.00% 03/01/52	384,504	369,483	
FNMA Pool #MA4577	815,445 2.00% 04/01/52	658,854	636,002	
FNMA Pool #MA4626	286,704 4.00% 06/01/52	278,282	262,665	
FNMA TBA FN30	1,800,000 2.00% 01/01/55	1,445,977	1,400,203	
FNMA TBA FN30	800,000 2.50% 01/01/55	670,594	651,500	
FNMA TBA FN30	1,825,000 3.00% 01/01/55	1,589,838	1,549,824	
FNMA TBA FN30	3,550,000 3.50% 01/01/55	3,211,210	3,139,680	
FNMA TBA FN30	3,125,000 4.00% 01/01/55	2,934,600	2,857,432	
FNMA TBA FN30	3,225,000 4.50% 01/01/55	3,109,592	3,033,023	
FNMA TBA FN30	1,575,000 5.00% 01/01/55	1,549,930	1,519,992	
FNMA TBA FN30	1,125,000 5.50% 01/01/55	1,126,225	1,110,092	
GNMA CMO Float Ser.2010-4	40,277 Var 01/16/40	7,793	3,964	
GNMA CMO Float Ser.2024-30	175,681 Var 02/20/54	175,572	176,506	
GNMA CMO Ser.2011-146	40,176 5.00% 11/16/41	10,065	6,394	
GNMA CMO Ser.2019-1	100,000 3.50% 01/20/49	88,293	87,567	
GNMA CMO Ser.2019-119	2,297 3.00% 09/20/49	2,317	1,995	
GNMA Pool #80968 Harm	2,405 Var 07/20/34	2,418	2,420	
GNMA Pool #MA4454	15,531 5.00% 05/20/47	16,625	15,319	
GNMA Pool #MA4838	11,154 4.00% 11/20/47	11,695	10,415	
GNMA Pool #MA4901	3,068 4.00% 12/20/47	3,166	2,864	
GNMA Pool #MA5399	20,813 4.50% 08/20/48	21,555	19,947	
GNMA Pool #MA5466	4,285 4.00% 09/20/48	4,392	3,995	
GNMA Pool #MA5530	9,251 5.00% 10/20/48	9,662	9,112	
GNMA Pool #MA6209	21,863 3.00% 10/20/49	22,007	18,643	
GNMA Pool #MA8201	402,008 4.50% 08/20/52	383,179	380,850	
GNMAII TBA GNII30	1,125,000 2.50% 01/01/55	955,122	939,375	
GNMAII TBA GNII30	900,000 4.00% 01/01/55	846,738	828,884	
GNMAII TBA GNII30	850,000 4.50% 01/01/55	819,125	803,383	
GNMAII TBA GNII30	1,075,000 5.00% 01/01/55	1,061,540	1,042,792	
GNMAII TBA GNII30	675,000 5.50% 01/01/55	677,457	669,420	
Los Angeles Dept Wtr & Pwr Revenue Bonds	100,000 5.52% 07/01/27	117,976	102,472	
Massachusetts St Sch Bldg Auth Revenue	50,000 2.97% 10/15/32	54,051	43,737	
Massachusetts St Spl Oblg Rev Revenue Bonds	55,441 4.11% 07/15/31	55,142	54,162	
Miami-Dade Cnty FL Aviation Re Revenue Bonds	50,000 3.50% 10/01/31	53,342	45,886	
New York City NY Transitional Revenue Bonds	120,000 5.27% 05/01/27	137,740	121,108	
New York NY General Obligation Bonds	50,000 3.62% 04/01/31	55,780	46,716	
New York St Dorm Auth St Perso Revenue Bonds	45,000 1.95% 03/15/29	45,724	40,485	

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, 2024

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>	
New York St Urban Dev Corp Sal Revenue Bonds	40,000 2.01% 03/15/30	33,854	34,977	
New York St Urban Dev Corp Sal Revenue Bonds	10,000 2.54% 03/15/40	9,560	8,249	
New York St Urban Dev Corp Sal Revenue Bonds	50,000 2.54% 03/15/34	47,803	40,728	
United States of America Treasury	1,175,000 4.13% 08/15/44	1,171,234	1,063,340	
United States of America Treasury	3,770,000 4.50% 11/15/54	3,790,824	3,594,424	
United States of America Treasury	3,590,000 4.63% 11/15/44	3,644,148	3,480,899	
United States of America Treasury	5,155,000 4.25% 11/15/34	5,132,427	5,020,643	
United States of America Treasury	9,765,000 4.25% 11/15/34	9,773,767	9,763,058	
United States of America Treasury	13,505,000 4.13% 11/30/29	13,448,843	13,351,567	
United States of America Treasury	3,330,000 4.00% 12/15/27	3,321,992	3,304,390	
United States of America Treasury	2,955,000 4.25% 12/31/26	2,954,314	2,955,243	
Univ of Michigan Ni Revenue Bonds	85,000 3.46% 04/01/32	85,000	78,315	
University of California Revenue Bonds	85,000 2.25% 05/15/34	87,115	67,426	
Total U.S. Government Securities		<u>73,607,696</u>	<u>71,928,462</u>	
Corporate Bonds:				
AbbVie Inc	100,000 3.60% 05/14/25	102,184	99,586	
AerCap Ireland Cap	94,000 2.45% 10/29/26	91,405	89,986	
AerCap Ireland Cap	80,000 3.30% 01/30/32	65,300	69,706	
Air Lease Corp	35,000 3.25% 10/01/29	31,917	32,307	
Air Lease Corp	95,000 2.20% 01/15/27	93,860	90,181	
Air Lease Corp	20,000 5.85% 12/15/27	19,793	20,501	
Aligned Data Centers	210,000 6.00% 08/17/48	213,675	213,049	
Allegro Clo Ltd	179,735 Var 04/20/32	179,735	179,814	
Amazon.Com Inc	85,000 3.60% 04/13/32	84,844	78,678	
Amcor Finance USA	80,000 3.63% 04/28/26	85,173	78,646	
American Assets Trust	60,000 3.38% 02/01/31	53,267	52,193	
American Homes 4 Rent	100,000 3.38% 07/15/51	64,021	65,811	
American Tower Corp	85,000 2.30% 09/15/31	68,575	70,672	
American Tower Corp	80,000 5.65% 03/15/33	79,635	81,027	
American Tower Corp	50,000 5.55% 07/15/33	50,069	50,372	
Aon Corp	70,000 4.50% 12/15/28	69,639	68,971	
Aon Corp	85,000 2.80% 05/15/30	87,492	75,739	
Apidos Clo Ltd	157,973 Var 04/15/31	157,973	158,136	
Apple Inc	45,000 3.25% 02/23/26	44,902	44,457	
Arizona Public Service Co	105,000 6.35% 12/15/32	108,466	110,879	
AT&T Inc	70,000 3.80% 02/15/27	69,731	68,675	
Bank 2020-Bn25	270,000 2.84% 01/15/63	228,530	234,745	
Bank of America Corp Sr Unsec Adj Med Term	55,000 Var 03/05/29	51,165	53,340	
Bank of America Corp Sr Unsec Adj Med Term	135,000 Var 10/22/30	119,690	121,999	
Bank of America Corp Sr Unsec Global Adj	30,000 Var 10/24/31	24,131	25,063	
Bank of America Corp Sr Unsec Global Adj	160,000 Var 03/11/27	143,589	154,174	
Bank of America Corp Sr Unsec Global Adj	15,000 Var 02/04/28	13,323	14,302	
Bank of America Corp Sr Unsec Global Adj	310,000 Var 02/04/33	259,691	266,456	

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, 2024

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>	
Bank5	324,000 Var 08/15/57	333,719	333,844	
Bat Capital Corp	29,000 3.56% 08/15/27	30,474	28,060	
Bat Capital Corp	50,000 3.46% 09/06/29	50,000	46,589	
Bat Capital Corp	35,000 2.73% 03/25/31	35,000	30,203	
Baylor Scott & White Holdings	115,000 2.65% 11/15/26	107,465	109,969	
Bbcms Mtge Tr	200,000 5.72% 02/15/57	192,055	199,332	
Bbcms Mtge Tr 2024-5c25	300,000 Var 03/15/57	310,230	309,632	
Bbcms Mtge Tr 2024-C24	225,000 5.87% 02/15/57	229,781	229,735	
Becton Dickinson & Co	80,000 2.82% 05/20/30	82,654	71,661	
Black Hills Corp	50,000 3.95% 01/15/26	49,849	49,482	
Bmo Mortgage Trust 2023-5c1	220,000 Var 08/15/56	228,697	231,758	
Bmo Mortgage Trust 2024-5c3	225,000 Var 02/15/57	230,880	231,283	
Bmo Mortgage Trust 2024-5c4	150,000 Var 02/15/57	153,260	157,056	
Boeing Co	80,000 5.81% 05/01/50	74,006	74,412	
Bon Secours Mercy Health	80,000 2.10% 06/01/31	80,000	66,604	
Bravo Res Funding	367,929 Var 01/25/60	360,800	354,356	
Broadcom Inc	155,000 4.30% 11/15/32	151,022	146,187	
Cd Comm Mortgage Tr	115,000 Var 11/10/49	108,388	107,372	
Cedar Funding Ltd	212,480 Var 01/20/31	212,480	212,633	
Centene Corp	106,000 3.00% 10/15/30	107,918	91,467	
Charter Comm Opt LLC/Cap	200,000 2.80% 04/01/31	159,718	168,660	
Charter Comm Opt LLC/Cap	228,000 3.70% 04/01/51	141,259	142,422	
Charter Comm Opt LLC/Cap	65,000 2.30% 02/01/32	56,365	51,476	
Charter Comm Opt LLC/Cap	127,000 3.90% 06/01/52	79,320	81,700	
Cigna Corp	110,000 2.40% 03/15/30	109,815	96,265	
Cim Trust 2021-R3	294,898 Var 06/25/57	255,087	262,049	
Cim Trust 2023-R3	373,900 Var 01/25/63	341,184	338,733	
Citigroup Com Mtg Tr	240,000 Var 06/10/51	228,263	230,090	
Citigroup Inc	10,000 3.52% 10/27/28	9,290	9,624	
Citigroup Inc	25,000 Var 05/01/32	20,336	21,160	
Citigroup Inc	50,000 Var 11/03/32	42,387	41,692	
Citigroup Inc	20,000 Var 11/05/30	17,332	18,038	
Citigroup Mtge Ln Tr	91,385 Var 10/25/36	90,243	91,127	
Cloud Capital Hold Co	130,000 5.78% 11/22/49	130,000	129,564	
Comm Mtge Tr 2015-Cr25	128,908 3.51% 08/10/48	136,879	128,308	
Commonspirit Health	145,000 2.78% 10/01/30	141,589	128,352	
Commonwealth Edison Co	115,000 6.45% 01/15/38	122,790	124,210	
Commonwealth Edison Co 1st Lien	115,000 3.15% 03/15/32	114,853	101,037	
Credit Suisse Mtg Tr 2022-Nqm5	352,078 Var 05/25/67	349,658	350,496	
Credit-Based Asset 2003-Cb3	30,866 Var 12/25/32	27,498	29,549	
Crown Castle Intl Corp	45,000 3.30% 07/01/30	44,631	40,887	
Crown Castle Intl Corp	100,000 2.10% 04/01/31	80,080	82,766	
Crown Castle Intl Corp	65,000 5.10% 05/01/33	65,135	63,305	
CVS Health Corp	85,000 2.88% 06/01/26	84,268	82,542	
CVS Health Corp	6,000 4.30% 03/25/28	5,997	5,813	
CVS Health Corp	95,000 5.05% 03/25/48	81,094	78,332	
CVS Health Corp	110,000 5.25% 02/21/33	109,805	105,452	

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, 2024

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>	
Databank Issuer LLC	225,000 2.40% 10/25/51	211,034	212,754	
Delta Airlines Inc 1st Lien	116,948 2.00% 06/10/28	116,948	107,666	
Discover Bank	110,000 3.45% 07/27/26	120,129	107,530	
Dollar Tree Inc	80,000 4.00% 05/15/25	86,444	79,702	
Dolp Trust 2021-Nyc	391,000 2.96% 05/10/41	328,257	334,742	
Duke Energy Carolinas LLC 1st Lien	100,000 5.35% 01/15/53	100,494	95,130	
Duke Energy Carolinas LLC 1st Lien 1st	125,000 5.40% 01/15/54	125,128	119,726	
Duke Energy Corp	75,000 2.65% 09/01/26	74,769	72,597	
Duke Energy Florida LLC 1st Lien 1st	15,000 5.88% 11/15/33	14,973	15,611	
Elevance Health Inc	35,000 5.20% 02/15/35	34,876	34,182	
Evergy Missouri West Inc	115,000 5.65% 06/01/34	114,895	116,248	
Eversource Energy	115,000 3.38% 03/01/32	112,933	100,655	
Extra Space Storage Inc	5,000 3.90% 04/01/29	4,994	4,780	
Extra Space Storage Inc	159,000 2.20% 10/15/30	146,889	135,286	
Farmers Ins Exchange Subordinated	115,000 Var 10/15/64	115,000	118,561	
FirstEnergy Transmission	160,000 5.00% 01/15/35	159,728	154,583	
Global Payments Inc	45,000 5.30% 08/15/29	44,977	45,079	
Glp Capital LP/Fin	10,000 5.38% 04/15/26	11,116	10,000	
Glp Capital LP/Fin	23,000 4.00% 01/15/30	20,122	21,422	
Glp Capital LP/Fin	5,000 4.00% 01/15/31	4,292	4,573	
Goldentree Ln Mgt Clo	250,000 Var 10/20/34	250,000	250,951	
Goldman Sachs Group Inc	130,000 Var 04/23/29	122,607	125,033	
Goldman Sachs Group Inc	105,000 Var 09/10/27	104,931	99,285	
Goldman Sachs Group Inc	110,000 Var 10/21/27	105,498	104,366	
Gs Mtg Securities Tr 2020-Gsa2	290,000 2.01% 12/12/53	241,957	238,976	
HCA Inc 1st Lein	45,000 5.25% 04/15/25	43,807	45,044	
HCA Inc Secured	80,000 2.38% 07/15/31	69,950	66,395	
Healthcare Trust of Amer Hldgs	50,000 3.10% 02/15/30	44,144	44,934	
Hsbc Holdings Plc Sr	580,000 Var 06/04/26	539,133	573,161	
Hudson Pacific Properties	119,000 3.95% 11/01/27	124,182	103,282	
Humana Inc Senior	85,000 1.35% 02/03/27	74,954	79,027	
Icahn Enterprises/Fin	32,000 9.00% 06/15/30	31,794	30,711	
Illumina Inc	135,000 5.75% 12/13/27	134,815	138,529	
Impac Cmb Trust 2004-5	133,680 Var 10/25/34	129,836	132,128	
Indymac Indx Mortgage Loan Tru Cmo Float	4,136 Var 11/25/34	4,136	3,748	
Indymac Indx Mtge Ln 2004-Ar6	3,570 Var 10/25/34	3,562	3,307	
Interstate Power & Light Co	110,000 5.70% 10/15/33	106,504	111,770	
Interstate Power & Light Co	125,000 5.45% 09/30/54	124,516	118,235	
Intl Flavors & Fragrances Inc	60,000 4.38% 06/01/47	42,295	46,924	
Intl Flavors & Fragrances Inc	65,000 5.00% 09/26/48	54,727	55,790	
Invitation Home Operating LP	70,000 2.00% 08/15/31	51,614	56,797	
Invitation Home Operating LP	4,000 2.30% 11/15/28	3,299	3,610	
Invitation Home Operating LP	15,000 5.50% 08/15/33	14,171	14,912	
JP Morgan Mtg	400,000 Var 11/25/36	399,500	417,453	
Jpmbb Comm Mtg Sec Tr	201,000 3.53% 10/15/48	194,585	199,563	
JPMorgan Chase & Co	85,000 Var 11/19/26	81,756	82,276	
JPMorgan Chase & Co	125,000 Var 02/04/32	100,669	103,609	

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, 2024

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>	
JPMorgan Chase & Co	75,000 Var 02/04/27	69,525	72,055	
JPMorgan Chase & Co	120,000 Var 04/22/32	99,466	102,938	
Lexington Realty Trust	80,000 2.38% 10/01/31	68,073	65,041	
Long Beach Mtg Loan Tr	300,310 Var 09/25/34	295,055	297,059	
Magnetite Clo Ltd 2020-25a	196,740 Var 01/25/32	196,740	197,057	
Marsh & McLennan Companies Inc	65,000 2.25% 11/15/30	58,627	56,089	
Morgan Stanley Sr	55,000 Var 04/28/26	52,831	54,509	
Morgan Stanley Sr	175,000 Var 01/21/33	147,053	149,934	
Mortgageit Trust 2005-3	210,498 Var 08/25/35	202,605	206,767	
Navient Student Ln Tr	43,228 Var 06/25/31	43,228	42,700	
Netflix Inc	105,000 5.88% 02/15/25	116,288	105,105	
New York Life Global Funding	115,000 3.00% 01/10/28	107,905	109,249	
NextEra Energy Capital	65,000 1.90% 06/15/28	57,439	58,842	
NextEra Energy Capital	25,000 4.63% 07/15/27	24,990	24,966	
NiSource Inc	110,000 5.40% 06/30/33	109,590	110,108	
Novastar	100,010 Var 01/25/36	97,197	99,105	
Opteum Mtge Accept Corp	298,257 Var 12/25/35	288,563	291,099	
Oracle Corp	10,000 3.25% 11/15/27	9,989	9,615	
Oracle Corp	135,000 2.88% 03/25/31	137,543	118,792	
Petroleos Mexicanos	25,000 5.35% 02/12/28	21,263	22,849	
Petroleos Mexicanos	10,000 6.35% 02/12/48	6,215	6,570	
Physicians Realty LP	32,000 3.95% 01/15/28	29,566	31,052	
Pilgrims Pride Corp	285,000 6.25% 07/01/33	287,142	290,377	
PNC Financial Services	5,000 Var 01/24/34	4,810	4,871	
PNC Financial Services	35,000 Var 01/22/35	35,000	35,404	
Premier Health Partners	90,000 2.91% 11/15/26	81,640	86,079	
Progress Resident Tr	210,000 3.50% 06/17/41	193,676	190,796	
Progressive Corp	100,000 3.20% 03/26/30	94,046	92,345	
Public Service Co of Oklahoma	120,000 5.20% 01/15/35	119,980	116,175	
Rckt Mortgage Trust 2024-Ces6	343,853 Var 09/25/44	343,846	342,089	
Rckt Mortgage Trust 2024-Ces9	230,000 Var 12/25/44	229,997	230,000	
Regatta Funding Ltd	200,000 Var 07/17/37	200,000	200,503	
Relx Capital Inc	50,000 4.00% 03/18/29	49,420	48,263	
Resident Accredited	36,837 Var 10/25/45	24,443	29,107	
Residential Asst Mtg	2,775 7.00% 11/25/31	2,868	2,442	
Rexford Industrial Realty	35,000 2.13% 12/01/30	26,304	29,312	
Sequoia Mortgage	381,790 Var 10/25/54	375,169	374,125	
Slm Student Loan Tr 2006-8	56,043 Var 01/25/41	49,710	54,877	
Slm Student Loan Tr 2008-2	25,000 Var 01/25/83	22,220	25,900	
Slm Student Loan Tr 2008-3	25,000 Var 04/26/83	24,269	25,880	
Slm Student Loan Tr 2008-4	25,000 Var 04/25/73	22,654	26,102	
Slm Student Loan Tr 2008-5	25,000 Var 07/25/73	21,746	25,847	
Slm Student Loan Tr 2008-6	25,000 Var 07/26/83	23,912	25,713	
Slm Student Loan Tr 2008-7	25,000 Var 07/26/83	24,037	25,772	
Slm Student Loan Tr 2012-7	27,618 Var 05/26/26	27,618	26,845	
Soundview Hel Tr 2006-Opt3	233,859 Var 06/25/36	224,724	229,297	
Southern Co Gas Capital	160,000 3.88% 11/15/25	176,035	158,527	

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, 2024

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>	
Southern Co Gas Capital	5,000 5.15% 09/15/32	4,986	4,991	
Southern Co Gas Capital	195,000 5.75% 09/15/33	198,599	199,833	
Southern Co Gas Capital	30,000 4.95% 09/15/34	29,896	29,032	
Southwestern Electric Pwr Co	100,000 3.25% 11/01/51	66,080	63,315	
Sprint Capital Corp	45,000 8.75% 03/15/32	54,888	53,726	
Sprint Spectrum 1st Lien	52,000 5.15% 03/20/28	51,090	52,203	
Starbucks Corp	80,000 2.00% 03/12/27	79,672	75,580	
Switch Abs Issuer LLC	175,000 6.28% 03/25/54	177,666	177,509	
Symphony Clo Ltd	248,015 Var 07/23/33	248,015	248,443	
Take Two Interactive Software	55,000 4.00% 04/14/32	54,232	50,761	
Time Warner Cable Inc	50,000 4.50% 09/15/42	37,501	37,405	
T-Mobile USA Inc	155,000 2.25% 02/15/26	153,838	150,548	
T-Mobile USA Inc	68,000 3.50% 04/15/31	67,320	61,647	
Towd Point Mortgage	226,546 Var 09/25/64	226,544	224,385	
Trinity Acquisition Plc	55,000 4.40% 03/15/26	61,328	54,613	
Uber Technologies Inc	115,000 4.80% 09/15/34	114,917	110,063	
Ubs Commercial Mtg Tr 2018-C10	310,000 4.31% 05/15/51	292,647	300,582	
Ubs Commercial Mtg Tr 2018-C12	11,018 4.15% 08/15/51	11,238	10,961	
United Airlines 2023-1 Ptt	102,654 5.80% 07/15/25	102,654	104,685	
UnitedHealth Group Inc	155,000 5.15% 07/15/34	162,217	152,932	
US Airways	34,466 4.63% 12/03/26	36,694	34,351	
US Bancorp	65,000 Var 02/01/34	61,246	62,220	
Ventas Realty LP	165,000 2.65% 01/15/25	174,050	164,736	
Verus Securitization 2022-2	183,112 Var 02/25/67	176,159	170,346	
Vici Properties	110,000 4.75% 02/15/28	109,456	109,075	
Wamu Mortgage Ser.2005-Ar11	205,458 Var 08/25/45	189,021	201,846	
Wamu Mortgage Ser.2005-Ar8	310,677 Var 07/25/45	285,336	293,496	
Warnermedia Holdings Inc	64,000 5.05% 03/15/42	51,409	51,384	
Warnermedia Holdings Inc	415,000 5.14% 03/15/52	333,836	308,347	
Wells Fargo & Co	250,000 Var 03/02/33	215,189	219,162	
Wells Fargo & Co	35,000 Var 07/25/33	33,854	33,802	
Wells Fargo & Co	110,000 Var 07/25/29	107,825	111,682	
Willis North America Inc	55,000 2.95% 09/15/29	49,091	49,998	
Xcel Energy Inc	35,000 4.60% 06/01/32	34,987	33,308	
Total Corporate Bonds		<u>22,960,767</u>	<u>22,830,508</u>	
Common Stocks:				
3m Company	1,043	101,517	134,641	
AbbVie Inc	1,844	229,194	327,679	
Abercrombie & Fitch Co	3,834	451,418	573,068	
Aci Worldwide Inc	4,680	141,195	242,939	
Acuity Brands Inc	461	58,338	134,672	
Adobe Inc	4,539	1,348,037	2,018,403	
Advance Auto Parts Inc	3,974	257,958	187,930	
Advanced Micro Devices Inc Common	9,971	1,046,587	1,204,397	
Aerborne Funding Limited	4,421	425,589	423,090	

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, 2024

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>
	Agco Corp	1,539	126,629	143,866
	Air Transport Services Grp Inc	10,648	208,408	234,043
	Alight Inc	40,492	374,351	280,205
	Allison Transmission Holdings	1,175	48,707	126,971
	Ally Financial Inc	13,237	553,921	476,664
	Alphabet Inc	4,529	793,341	857,340
	Alphabet Inc	13,998	2,151,545	2,649,820
	Amazon.Com Inc	20,036	2,072,545	4,395,698
	Amtcor Plc	7,193	76,129	67,686
	Amdocs Ltd	9,445	809,657	804,147
	Ameriprise Financial Inc	831	228,552	442,449
	Amphenol Corp	10,623	673,842	737,767
	Apple Inc	3,092	408,263	774,299
	Applied Materials Inc	8,664	1,498,634	1,409,026
	Argan Inc	2,128	84,214	291,621
	Arista Networks Inc	7,244	226,139	800,679
	Armstrong World Industries	2,108	139,747	297,924
	Asbury Automotive Group	684	128,694	166,233
	Assured Guaranty Ltd	4,064	321,181	365,800
	Atkore International Group Inc	4,350	254,438	363,008
	Atkore International Group Inc	1,583	185,880	132,101
	Autoliv Inc	1,377	103,506	129,149
	Axis Capital Holdings Ltd	7,588	307,421	672,449
	Baker Hughes A Ge Co LLC	5,924	166,799	243,002
	Berry Plastics Group Inc	1,262	64,133	81,614
	Bio Rad Labs Inc	1,049	342,650	344,607
	Biogen Inc	2,166	500,866	331,225
	Bluelinx Holdings Inc	807	85,212	82,443
	Boise Cascade Company	961	100,997	114,224
	Booking Holdings Inc	379	532,890	1,883,031
	Booz Allen Hamilton Hldg Corp	5,383	617,519	692,792
	BorgWarner Inc	3,952	135,195	125,634
	BP Plc	8,673	291,846	256,374
	Brady Corporation	2,113	123,088	156,045
	Brinker International Inc	4,692	579,186	620,705
	Bristol Myers Squibb Co	6,024	288,394	340,717
	Builders Firstsource Inc	483	48,705	69,035
	Cadence Design Systems Inc	2,669	293,572	801,928
	Cannae Hldg	23,029	464,883	457,356
	Cardinal Health Inc	2,826	316,780	334,230
	Carlisle Food Srv Products Inc	299	62,414	110,283
	Carnival Corp	23,528	585,207	586,318
	Caseys General Stores Inc	1,510	380,284	598,307
	Cencora Inc	1,532	202,176	344,210
	Centene Corp	5,568	414,190	337,309
	Cf Industries Holdings Inc	880	71,470	75,082
	Chipotle Mexican Grill Inc	26,171	1,021,722	1,578,111

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, 2024

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>
	Cigna Corp	991	266,925	273,655
	Cisco Systems Inc	13,200	749,464	781,440
	Citigroup Inc	6,771	322,502	476,611
	Clarivate Plc	7,677	50,559	38,999
	Commercial Metals Co	1,312	57,303	65,075
	Core & Main Inc	2,523	98,034	128,446
	Corecivic Inc	40,800	376,750	886,992
	Costar Group Inc	19,510	1,406,823	1,396,721
	Costco Wholesale Corp	1,399	488,563	1,281,862
	CrowdStrike Holdings Inc	3,041	351,293	1,040,509
	CSX Corp	4,275	145,919	137,954
	Cummins Inc	379	46,711	132,119
	DaVita Healthcare Partners Inc	2,400	223,607	358,920
	Deckers Outdoor Corp	2,730	276,315	554,436
	Delek US Holdings Inc	14,658	414,888	271,173
	Dick's Sporting Goods Inc	2,794	462,148	639,379
	Dole Plc	25,295	369,960	342,494
	Dominion Energy Inc	2,740	144,240	147,576
	Dover Corp	688	56,797	129,069
	Eastman Chemical Co	821	61,038	74,974
	Eli Lilly & Co	2,436	544,915	1,880,592
	Embecka Corp	17,670	342,537	364,886
	Emcor Group Inc	276	16,798	125,276
	Emerson Electric Co	1,068	68,327	132,357
	Enovis Corp	7,157	326,846	314,049
	Eplus Inc	2,741	120,618	202,505
	Equitable Holdings Inc	9,518	436,724	448,964
	Evergy Inc	2,365	134,587	145,566
	Evertec Inc	9,564	317,026	330,245
	Evolution Petroleum Corp	19,102	120,347	99,903
	Expand Energy Corp	2,349	189,512	233,843
	F5 Networks Inc	3,211	693,686	807,470
	Fabrinet	3,426	829,837	753,309
	FirstEnergy Corp	3,623	150,197	144,123
	FNF Group	6,913	287,652	388,096
	Fortinet Inc	8,437	452,237	797,128
	Fox Corp	12,572	550,376	575,043
	Fs Kkr Capital Corp	10,601	226,314	230,254
	Garmin Ltd	2,756	484,700	568,453
	Gartner Inc	1,587	511,849	768,854
	Gentex Corp	4,494	105,969	129,113
	Genuine Parts Co	976	125,656	113,958
	Genworth Finl Inc	75,673	250,844	528,954
	Geo Group Inc	23,002	220,902	643,596
	Gilead Sciences Inc	4,016	299,601	370,958
	GoDaddy Inc	3,950	608,219	779,612
	Goldman Sachs Group Inc	779	271,548	446,071

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, 2024

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>
	GXO Logistics Inc	6,878	293,198	299,193
	H&R Block Inc	9,747	627,113	515,030
	Halliburton Co	8,242	312,726	224,100
	Hartford Finl Svcs Group Inc	3,879	290,056	424,363
	HCA Holdings Inc	921	250,608	276,438
	Hologic Inc	4,530	340,798	326,568
	Howard Hughes Holdings Inc	3,059	242,367	235,298
	Hub Group Inc	5,111	220,733	227,746
	Ingles Markets Inc	5,544	260,986	357,255
	Ingredion Inc	543	51,726	74,695
	Inmode Ltd	6,139	109,798	102,521
	Insperty Inc	3,072	246,487	238,111
	Insulet Corporation	5,076	1,157,056	1,325,191
	Intuit	2,402	726,437	1,509,657
	Intuit	1,211	552,407	761,114
	Intuitive Surgical Inc	4,756	1,111,868	2,482,442
	Ituran Location & Control Ltd	4,745	112,021	147,807
	Jackson Financial Inc	5,007	420,360	436,010
	Jacobs Solutions Inc	979	68,957	130,814
	Janus International Group Inc	26,701	266,642	196,252
	Jazz Pharmaceuticals Plc	2,910	327,238	358,367
	Kar Auction Services Inc	22,110	375,233	438,662
	KB Home	8,043	531,378	528,586
	Kelly Services Inc	5,030	104,218	70,118
	KKR & Co Inc	6,130	734,229	906,688
	Kla Tencor Corp	1,268	621,884	798,992
	Knight Swift Transportation Ho	2,612	143,725	138,540
	LabCorp Holdings Inc	1,434	293,938	328,845
	Lear Corp	1,446	166,597	136,936
	Leidos Holdings Inc	5,359	795,766	772,018
	LGI Homes Inc	3,770	363,788	337,038
	Lithia Motors Inc	1,544	562,956	551,872
	Lockheed Martin Corp	1,632	850,651	793,054
	Louisiana Pacific Corp	705	60,360	73,002
	LyondellBasell Industries Nv	1,026	86,363	76,201
	Masco Corp	1,764	68,011	128,013
	Matson Inc	856	138,969	115,423
	McGrath Rentcorp	6,523	508,300	729,402
	McKesson Corporation	556	166,134	316,870
	Mercadolibre Inc	577	1,168,194	981,154
	Meritage Homes Corp	3,250	611,020	499,915
	Meta Platforms Inc	1,316	667,218	770,531
	MetLife Inc	5,055	309,136	413,903
	Microsoft Corp	8,785	2,945,616	3,702,878
	Microsoft Corp	1,771	721,615	746,477
	Molina Healthcare Inc	1,212	385,241	352,753
	Molson Coors Brewing Co	5,530	342,381	316,980
	MSC Indl Direct Inc	1,608	122,843	120,102

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, 2024

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>
	Msci Inc	1,780	276,315	1,068,018
	Mueller Inds Inc	1,784	79,882	141,578
	Murphy Oil Corp	7,737	285,236	234,122
	Murphy USA Inc	1,396	152,453	700,443
	Murphy USA Inc	1,023	327,732	513,290
	Ncr Voyix Corp	10,179	193,150	140,877
	Netapp Inc	6,339	589,609	735,831
	Nomad Foods Ltd	18,437	337,902	309,373
	Northrop Grumman Corp	1,612	828,721	756,495
	Northwestern Corp	7,476	421,043	399,667
	Norwegian Cruise Line Holdings	20,227	558,454	520,441
	Now Inc/De	7,212	72,178	93,828
	NRG Energy Inc	1,620	89,544	146,156
	Nucor Corp	564	61,127	65,824
	Nvidia Corp	27,134	232,215	3,643,825
	O Reilly Automotive Inc	1,756	1,733,360	2,082,265
	OGE Energy Corp	3,507	125,750	144,664
	On Semiconductor Corp	15,355	1,193,128	968,133
	Oshkosh Corp	1,363	139,017	129,580
	Ovintiv Inc	5,795	280,910	234,698
	Owens Corning	416	42,101	70,853
	P10 Inc	26,566	225,510	334,997
	Packaging Corp of America	341	40,499	76,769
	Palo Alto Networks Inc	9,700	983,757	1,765,012
	Papa Johns Intl Inc	8,394	399,530	344,742
	Park Aerospace Corp	16,917	223,518	247,834
	Parker Hannifin Corp	199	21,023	126,570
	Parsons Corp	8,016	740,981	739,476
	Patterson Companies Inc	4,878	146,279	150,535
	Paychex Inc	5,191	600,925	727,882
	Pfizer Inc	12,924	362,650	342,874
	PG&E Corp	7,179	151,221	144,872
	Philp Morris Intl Inc	2,869	261,831	345,284
	Pinnacle West Cap Corp	1,649	124,546	139,786
	Pnm Res Inc	9,004	370,893	442,727
	Post Holdings Inc	2,792	252,081	319,572
	Ppl Corp	4,443	125,389	144,220
	Pricesmart Inc	2,530	242,078	233,190
	Progyny Inc	20,563	293,734	354,712
	Prudential Financial Inc	3,514	383,359	416,514
	Quanta Services Inc	2,850	332,805	900,743
	Quest Diagnostics Inc	2,111	299,522	318,465
	Radian Group Inc	6,784	135,363	215,188
	Regions Financial Corp	19,611	342,994	461,251
	Reliance Steel & Aluminum Co	256	30,029	68,931
	Repay Holdings Corp	32,911	277,108	251,111
	Royal Caribbean Cruises Ltd	2,488	218,879	573,957
	Royal Dutch Shell Plc	3,572	193,145	223,786

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, 2024

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	857	80,681	134,429
	SeaWorld Entertainment Inc	8,474	437,223	476,154
	ServiceNow Inc	2,612	530,431	2,769,033
	SM Energy Co	10,069	342,055	390,274
	SM Energy Co	5,508	216,640	213,490
	Snap On Inc	381	83,027	129,342
	Sonoco Products Co	1,548	87,560	75,620
	Southwest Gas Corp	4,718	315,470	333,610
	State Street Corp	4,680	342,163	459,342
	Steel Dynamics Inc	639	37,637	72,891
	Summit Materials Inc	9,274	289,746	469,264
	Synchrony Financial	6,620	232,883	430,300
	Synovus Financial Corp	8,518	309,392	436,377
	T Mobile Us Inc	637	76,241	140,605
	Talen Energy Corp	3,092	362,664	622,945
	Taylor Morrison Home Corp	8,859	522,799	542,259
	Tenet Healthcare Corp	2,329	215,593	293,990
	Timken Company	1,740	139,336	124,184
	Tko Group Holdings Inc	6,806	805,366	967,201
	Totalenergies Se	4,371	241,832	238,220
	Trade Desk Inc/The	16,025	1,439,230	1,883,418
	Trane Technologies Plc	2,169	267,132	801,120
	Trimas Corp	9,280	233,774	228,195
	Trinet Group Inc	1,385	147,844	125,716
	Trip Advisor Inc	15,928	293,452	235,257
	Ufp Industries Inc	593	53,225	66,801
	Ugi Corp	5,257	139,691	148,405
	Unifirst Corp Mass	3,392	425,125	580,337
	United Parcel Service Inc	1,077	139,131	135,810
	United Rentals Inc	168	38,872	118,346
	United Therapeutics Corp	1,028	252,432	362,720
	Unum Group	6,746	291,796	492,660
	Veeva Sys Inc	7,103	1,326,145	1,493,406
	Verizon Communications Inc	3,443	140,848	137,686
	Vertiv Holdings Co	12,254	989,297	1,392,177
	Viad Corp	10,678	360,150	453,922
	Visa Inc	6,977	1,027,113	2,205,011
	Vistra Energy Corp	1,030	52,057	142,006
	Vontier Corp	11,474	305,646	418,457
	Vontier Corp	3,596	112,632	131,146
	Warrior Met Coal Inc	3,424	199,202	185,718
	Wells Fargo & Co	6,728	280,418	472,575
	Western Union Company	29,704	367,374	314,862
	Westlake Chemical Corp	592	56,259	67,873
	White Mountains Insurance Grp	496	341,286	964,750
	Xcel Energy Inc	2,160	136,977	145,843
	Yelp Inc	5,925	207,581	229,298
	Zions Bancorporation	7,735	314,809	419,624
	Total Common Stocks		<u>91,826,477</u>	<u>126,889,483</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, 2024

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>
Limited Partnerships:				
	Blackstone	163,630	16,362,981	25,959,870
	Rocket Ventures, LLC	60	3,000,000	673,670
	Total Limited Partnerships		<u>19,362,981</u>	<u>26,633,540</u>
Common Collective Trusts:				
	IBEW-NECA Equity Index Fund	3,148,355	3,926,092	24,381,750
	Multi-Employer Property Trust	1,755	12,540,706	22,034,126
	Wilmington Trust Cit EBP Intl Fundamental Value Fund	383,884	26,129,407	36,104,397
	Total Common Collective Trusts		<u>42,596,205</u>	<u>82,520,273</u>
Registered Investment Companies:				
	AFL-CIO Housing Investment	13,956	14,719,007	14,508,783
	American Funds Growth Fund of America R6	360,989	6,209,002	11,300,232
	Baird Core Plus Bond Inst	524,501	368,658	5,228,534
	Blackrock Strategic Income Opps K	2,956,196	550,461	28,363,674
	Brandes Intl Eq Fund	98,395	770,510	1,451,992
	Janus Henderson Triton N	913,598	404,554	24,228,221
	* Metropolitan West Mutual Fund	77,985	720,855	722,918
	MFS New Discovery Value Fund	96,505	584,569	1,662,134
	MFS Value	116,542	584,004	2,633,636
	* MM Select Trp Ret 2015	261,318	619,735	3,473,783
	* MM Select Trp Ret 2020	174,997	361,962	2,370,114
	* MM Select Trp Ret 2025	335,027	845,587	4,674,620
	* MM Select Trp Ret 2030	609,096	2,067,973	8,810,265
	* MM Select Trp Ret 2035	597,659	2,667,648	8,990,598
	* MM Select Trp Ret 2040	636,762	3,107,324	9,918,954
	* MM Select Trp Ret 2045	433,530	1,564,743	6,916,769
	* MM Select Trp Ret 2050	253,274	1,313,970	4,059,668
	* MM Select Trp Ret 2055	209,036	1,061,494	3,348,452
	* MM Select Trp Ret 2060	163,526	1,359,450	2,591,416
	NYLI Mackay Short Duration High Income Fund	123,937	1,178,642	1,178,642
	Pimco Inflation Response Multiasset Inst	97	833	791
	RBC Small Cap Core I	16,226	283,772	222,452
	T. Rowe Price Balanced	154,478	166,267	2,363,700
	TCW Emerging Markets Income Fund LP Limited	480,750	570,205	608,483
	* TCW Metropolitan West Intermediate Bond I	263,391	2,259,872	2,449,535
	TCW Senior Loan ETF Common Stock	24,586	1,137,782	1,164,054
	Vanguard Mid Cap Index Admiral	953	220,563	311,346
	WCM Focused International Growth Inst	1,595,173	397,682	34,365,174
	Total Registered Investment Companies		<u>46,097,124</u>	<u>187,918,940</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, 2024**

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>
103-12 Investment Entity:				
	Parametric Defensive Equity Fund LLC	57,346,974	<u>57,346,974</u>	<u>56,816,316</u>
Guaranteed Investment Contract:				
	* Empower Sagic	84,258,407 3.250%	<u>84,258,407</u>	<u>84,258,407</u>
	*Participant Loans	Various Maturities 4.25% - 9.50%	<u>--</u>	<u>1,997,747</u>
	Totals		<u>\$ 444,264,340</u>	<u>\$ 668,001,385</u>

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

See Independent Auditors' Report.

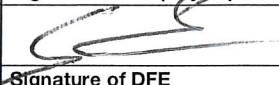
Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210 - 0110 1210 - 0089 2024 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
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			SHAUN ENRIGHT
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		10/2/2025	TODD T. MICHAELSEN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE		10/2/2025	
	Signature of DFE	Date	Enter name of individual signing as DFE