

**SUMMARY ANNUAL REPORT FOR THE
LOCAL NO. 8 IBEW RETIREMENT PLAN AND TRUST**

TO ALL PARTICIPANTS

This is a summary of the annual report Form 5500 Annual Return/Report of Employee Benefit Plan for the Local No. 8 IBEW Retirement Plan and Trust, I.D. #34-6596899 for the Plan year beginning January 1, 2024 and ending December 31, 2024. The Form 5500 annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 [ERISA]. Your plan is a defined contribution benefit plan with participant directed investments, including a 401(k) feature.

BASIC FINANCIAL STATEMENT

Benefits under the Plan are provided by Trust Investments. Plan expenses were \$30,627,549. These expenses included \$2,331,703 in administrative expenses and \$28,295,846 in benefits paid to participants and beneficiaries. A total of 2,945 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of Plan assets, after subtracting liabilities of the Plan, was \$650,471,091 as of December 31, 2024, compared to \$596,389,019 as of December 31, 2023. During the Plan year, the Plan experienced an increase in its net assets of \$54,082,072. This increase included unrealized appreciation in the value of Plan assets; that is, the difference between the value of the Plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. The Plan had total income of \$84,709,621 including employer contributions of \$20,611,581, participant contributions of \$5,787,512, and income from investments of \$58,310,528.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report.

1. Independent Auditors' Report
2. Financial Statements
3. Supplemental Schedules

To obtain a copy of the full annual report, or any part thereof, write or call the office of Board of Trustees, Local No. 8 IBEW Retirement Plan and Trust, who is the Plan Administrator, at 727 Lime City Road, Rossford, OH 43460, (419) 666-4450.

There will be a reasonable charge to cover copying costs if a copy is requested.

You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the net assets available for plan benefits of the Plan, and accompanying notes, or a statement of changes in net assets available for plan benefits, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover the copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual report at the main office of the Plan Administrator, 727 Lime City Road, Rossford, OH 43460, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to:

U.S. Department of Labor
Employee Benefit Security Administration
Public Disclosure Room
200 Constitution Ave., N.W., Suite N-1513
Washington, D.C. 20210