

Hand Composite Employee Benefit Trust
Ullico J for Jobs Collective Investment Fund
Independent Auditor's Report and Financial Statements
December 31, 2021



Hand Composite Employee Benefit Trust

December 31, 2021

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Independent Auditor's Report

To the Unitholders and Board of Directors
Hand Composite Employee Benefit Trust
Houston, Texas

Opinion

We have audited the accompanying financial statements of the selected fund, Ullico J for Jobs Collective Investment Fund, included in the Hand Composite Employee Benefit Trust (Trust), which comprise the statement of assets and liabilities, including the schedule of investments, as of December 31, 2021, and the related statements of operations and changes in net assets for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the selected fund, included in the Hand Composite Employee Benefit Trust, as of December 31, 2021, and the results of its operations and the changes in its net assets for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit 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 the Trust and the selected fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 the Trust's and the selected fund's ability to continue as going concerns within one year after the date that these financial statements are available to be issued.

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 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 the Trust's and the selected fund'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 the Trust's and the selected fund's ability to continue as going concerns 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.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the selected fund's basic financial statements. The schedule of investment purchases and sales listed in the table of contents is presented for purposes of additional analysis and is not a required part of the basic financial statements. 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 basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

BKD, LLP

Houston, Texas
May 27, 2022

Hand Composite Employee Benefit Trust
Statement of Assets and Liabilities – Selected Fund
December 31, 2021

	Ullico J for Jobs Collective Investment Fund
Assets	
Investments, at cost	\$ 24,847,253
Investments, at fair value	\$ 27,158,278
Cash	2,014
Receivable for:	
Capital shares sold	247,993
Investment advisor	27,065
Dividends and interest	11
Total assets	\$ 27,435,361
Liabilities	
Payable for investment securities purchased	\$ 3,386
Accounts payable and accrued liabilities	65,666
Total liabilities	\$ 69,052
Net assets held for participants:	
Class R	\$ 810,451
Class R1	26,555,858
Total net assets held for participants	\$ 27,366,309
Units outstanding:	
Class R	74,508
Class R1	2,387,806
Total units outstanding	2,462,314
Net asset value per unit:	
Class R	\$ 10.88
Class R1	\$ 11.12

Hand Composite Employee Benefit Trust
Schedule of Investments
Ullico J for Jobs Collective Investment Fund
December 31, 2021

Number of Shares		Cost	Fair Value
<u>Short Term Investment</u>			
1,827,202	Blackrock Liquid Treasury Institutional	\$ 1,827,202	\$ 1,827,202
	Total Short Term Investment	6.73% <u>1,827,202</u>	<u>1,827,202</u>
<u>Guaranteed Annuity Contract</u>			
1,112,159	Ullico J For Jobs Separate Account	17,058,721	18,769,364
	Total Guaranteed Annuity Contract	69.11% <u>17,058,721</u>	<u>18,769,364</u>
<u>Common Trust Fund</u>			
<i>Fixed Income</i>			
41,035	Bank of NY Mellon Aggregate Bond	5,961,330	6,561,712
	Total Fixed Income	24.16% <u>5,961,330</u>	<u>6,561,712</u>
	Total Common Trust Fund	24.16% <u>5,961,330</u>	<u>6,561,712</u>
	Total Investments	100.00% <u>\$ 24,847,253</u>	<u>\$ 27,158,278</u>

Hand Composite Employee Benefit Trust
Statement of Operations – Selected Fund
Year Ended December 31, 2021

	Ullico J for Jobs Collective Investment Fund
Income	
Interest	\$ 135
Expenses	
Investment management and administrative	142,076
Custody fees	137,499
Audit	18,000
Total expenses before reimbursement of fees	297,575
Reimbursement of fees	(162,623)
Net expenses	134,952
Net Investment Loss	(134,817)
Change in Net Unrealized Appreciation/Depreciation on Investments	562,014
Net Increase in Net Assets Resulting From Operations	\$ 427,197

Hand Composite Employee Benefit Trust
Statement of Changes in Net Assets – Selected Fund
Year Ended December 31, 2021

	Ullico J for Jobs Collective Investment Fund
Operations	
Net investment loss	\$ (134,817)
Change in unrealized appreciation/depreciation	562,014
Net increase in net assets from operations	427,197
Net Increase in Net Assets From Participant Transactions	1,721,163
Increase in Net Assets Held for Participants	2,148,360
Net Assets Held for Participants	
Beginning of year	25,217,949
End of year	\$ 27,366,309

Hand Composite Employee Benefit Trust

Notes to Financial Statements

December 31, 2021

Note 1: Nature of Operations and Summary of Significant Accounting Policies

Nature of Operations

Hand Composite Employee Benefit Trust ("HB&T" or "the Trust") was created in order to provide broad and uniform diversification programs for pension and profit sharing plans which, having complied with the requirements of the Internal Revenue Code (the IRC), are exempt from taxation under the provisions of the IRC. The Trust is comprised of 63 portfolios (the Funds); the financial statements of one of those funds are included in this report.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of investment income and expenses during the reporting period. Actual results could differ from those estimates.

Investment Valuation

All investments in securities are recorded at their estimated fair value. Transfers in and out of Level 1 (quoted market prices), Level 2 (significant other observable inputs) and Level 3 (significant unobservable inputs) are recognized on the period ending date.

Investment Transactions

Investment transactions are accounted for on trade date. Realized gains and losses from investment transactions and unrealized appreciation or depreciation of investments are reported on the identified cost basis.

Investment Income and Distribution of Income

Dividend income less foreign taxes withheld, if any, is recorded on the ex-dividend date and interest income is recorded on the accrual basis. Investment income is allocated ratably on the valuation dates among all participants. No distributions are made to participants in the Fund until units owned are redeemed, at which time the market value of redeemed units is distributed. Investment income and realized gains (if any) earned by the Fund are reinvested, thereby increasing the respective unit values.

Hand Composite Employee Benefit Trust

Notes to Financial Statements

December 31, 2021

Valuation of Participants' Interest

Units of participation may be purchased or redeemed on the valuation dates at the fair value per unit on such valuation dates. The Fund is valued daily.

Federal Income Taxes

The Fund complies with the requirements under Section 501(a) of the IRC and apportions all of its taxable income to its participants. Therefore, no federal income tax provision is required.

Subsequent Events

Subsequent events have been evaluated through May 27, 2022, which is the date the financial statements were available to be issued.

Investment Management Advisor

The investment management advisor for the Fund is Ullico Investment Advisors, Inc.

Note 2: Investment Advisory Fees and Other Transactions With Affiliates

The Fund is charged an administrative fee by HB&T for trustee/administrative services (fund accounting services, transfer agency services, trustee services, etc.). The Fund also entered into investment advisory and service agreements with a third-party advisor. These fees compensate the advisor for the services it provides and for expenses borne by the advisor under the agreement.

During the year ended December 31, 2021, the investment advisor voluntarily reimbursed the Fund for a portion of its expenses.

The following table indicates the fees charged to the Fund and the various classes of units within the Fund (as a percentage of net assets). These charges are calculated using the Fund's average daily net assets:

Fund	Trustee/ Administrative Fees	Investment Advisory Fees	Custody Fees	Fund Accounting Fees	Audit	Total Fees
Ullico J for Jobs Collective						
Investment Fund:						
Class R	0.0800%	0.0000%	0.0127%	0.3750%	0.0900%	0.5577%
Class R1	0.0800%	0.4725%	0.0127%	0.3750%	0.0900%	1.0302%

Hand Composite Employee Benefit Trust

Notes to Financial Statements

December 31, 2021

Note 3: Financial Highlights

	Ullico J for Jobs Collective Investment Fund	
	Class R	Class R1
Net asset value, beginning of year	\$ 10.71	\$ 10.94
Net investment loss	(0.06)	(0.06)
Unrealized appreciation	0.23	0.24
Net increase from investment operations	0.17	0.18
Net asset value, end of year	\$ 10.88	\$ 11.12
Total return	1.59%	1.65%
Ratio to average net assets:		
Net investment loss	(0.54)%	(0.51)%
Expenses without reimbursements	1.20%	1.12%
Expenses with reimbursements	0.54%	0.51%

Note 4: Participant Unit Transactions

	Ullico J for Jobs Collective Investment Fund	
	Units	Dollars
Class R:		
Proceeds from sales of units	17,475	\$ 187,823
Cost of units redeemed	(15,568)	(166,454)
Net change in Class R from participant transactions	1,907	21,369
Class R1:		
Proceeds from sales of units	245,275	2,696,422
Cost of units redeemed	(90,565)	(996,628)
Net change in Class R1 from participant transactions	154,710	1,699,794
Net increase in net assets from participant transactions		\$ 1,721,163

Note 5: Disclosures About Fair Value of Financial Instruments

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. Fair value measurements must maximize the use of observable inputs and minimize the use of unobservable inputs. There is a hierarchy of three levels of inputs that may be used to measure fair value.

Hand Composite Employee Benefit Trust

Notes to Financial Statements

December 31, 2021

- Level 1:** Quoted prices in active markets for identical assets or liabilities that the Fund can access at the measurement date.
- Level 2:** Observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets or liabilities.
- Level 3:** Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities.

Following is a description of the valuation methodologies and inputs used for assets measured at fair value on a recurring basis and recognized in the accompanying statement of assets and liabilities, as well as the general classification of such assets pursuant to the valuation hierarchy. There have been no significant changes in the valuation techniques during the year ended December 31, 2021.

Short Term Investments. Short term investments, including money market funds for which market quotations are readily available, are valued at the last reported sales price or official closing price as reported by an independent pricing service on the primary market or exchange on which they are traded and are categorized as Level 1 in the hierarchy.

The following table presents the fair value measurements of assets recognized in the accompanying statement of assets and liabilities measured at fair value on a recurring basis and the level within the fair value hierarchy in which the fair value measurements fall at December 31, 2021:

	Fair Value	Fair Value Measurements Using		
		Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Ullico J for Jobs Collective Investment Fund				
Short Term Investment	\$ 1,827,202	\$ 1,827,202	\$ -	\$ -
Guaranteed Annuity Contract (A)	18,769,364			
Common Trust Fund – Fixed Income (A)	6,561,712			
Total	<u>\$ 27,158,278</u>			

(A) Certain investments that are measured at fair value using net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts included above are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statement of assets and liabilities.

Hand Composite Employee Benefit Trust

Notes to Financial Statements

December 31, 2021

Note 6: Risk Factors

Investment Securities Risk

The Fund 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 accompanying statement of assets and liabilities.

Supplemental Information

Hand Composite Employee Benefit Trust
Schedule of Investment Purchases and Sales – Selected Fund
Ullico J for Jobs Collective Investment Fund
Year Ended December 31, 2021

Purchases	
Investment Class	Cost
Common Trust Fund – Fixed Income	\$ 673,800
Guaranteed Annuity Contracts	<u>1,205,883</u>
Total Investments Purchased	<u><u>\$ 1,879,683</u></u>

Sales

There were no investment sales during the year.