

COMMISSIONERS'

§

STATE OF TEXAS

§

COURT

§

COUNTY OF TAYLOR

RESOLUTION 03-23/24

The Secretary of a duly authorizing Officer of Taylor County (hereinafter referred to as "Employer"), hereby certifies that the Taylor County Cafeteria Plan (the "Plan"), and component plans including the Taylor County Medical Reimbursement Plan ("MRP"), were adopted by Taylor County on the 24th day of October, 2023 to be effective as of November 1, 2023 (the "Effective Date").

WITNESSETH

Whereas, this Plan is in a form intended to constitute a "cafeteria plan" within the meaning of Section 125 of the Internal Revenue Code of 1986 (the "Code"), as amended; and the MRP is in a form intended to constitute a "medical reimbursement plan" within the meaning of Section 105(h) of the Code, as amended; and

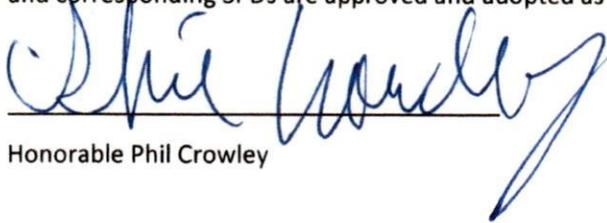
Whereas, this Plan and component plans are established for the benefit of its employees. The Plan Year shall mean the 12-consecutive month period to commence as of each November 1 and end on each October 31.

Whereas, except as otherwise expressly provided herein or otherwise required by federal law, the provisions of this Plan and component plans are intended to be effective as of the Effective Date noted above; and

Whereas, the Administrator shall control and manage the operation and administration of the Plan. The Administrator shall take steps necessary to implement this Plan and component plans in accordance with the terms and provisions as set forth in the Plan and component plans, and to notify each eligible employee of their rights and duties under the Plan and component plans. Furthermore, each eligible employee shall receive a copy of the Summary Plan Description (hereinafter referred to as "SPD") of this Plan and component plans; and

Whereas, the (i) Plan and component plans and (ii) corresponding SPDs shall be attached to this Resolution for review by employees of the Employer, during normal business hours.

The undersigned, an authorized representative of Taylor County, the Employer, certifies that this Resolution and the accompanying Plan and component plans and corresponding SPDs are approved and adopted as stated above.



Honorable Phil Crowley



Taylor County Judge

Title

October 24, 2023

Date

Attest:



Brandi DeRemer, Taylor County Clerk