

**RESOLUTION NO. 18/19-22**

**APPROVING ADOPTION OF FLEXIBLE BENEFITS PLAN**

**WHEREAS**, William S. Hart Union High School District (the "Employer") previously adopted a flexible benefits plan, intended to permit certain eligible employees to make contributions related to participation in specified health and welfare benefits offered by the Employer on a pre-tax basis in compliance with section 125 of the Internal Revenue Code of 1986, as amended (the "Plan"); and

**WHEREAS**, the Employer desires to use the attached Security Benefit Flexible Benefits Plan Basic Plan Document and accompanying Adoption Agreement completed by the Employer to serve as a governing document for the Plan (the "Plan Document");

**THEREFORE, BE IT RESOLVED**, that the Employer hereby adopts the Plan Document;

**FURTHER RESOLVED**, that the Plan will be known from this date forward as the Security Benefit Flexible Benefits Plan. ;

**FURTHER RESOLVED**, that, to the extent the Employer had previously adopted another plan document containing similar terms, including an earlier version of one or more documents provided by Security Benefit, the Plan Document is intended to amend and restate such plan document;

**FURTHER RESOLVED**, that, if so specified in the attached Adoption Agreement that makes up part of the Plan Document, the benefits funded through the Plan on a pre-tax basis will include certain flexible spending arrangements, that permit an eligible employee to reduce his or her salary for reimbursement of eligible medical care and dependent care expenses, as applicable;

**FURTHER RESOLVED**, that the appropriate officers, employees and representatives of the Employer are hereby authorized, empowered, and directed to take those actions necessary or appropriate to effectuate the foregoing, including, but not limited to, executing the Plan Document; and

**FURTHER RESOLVED**, that any and all the acts and doings of the appropriate officers, employees and representatives of the Employer which are consistent with the purposes and intent of these resolutions will be, and the same hereby are in all respects, ratified, confirmed, approved, and adopted.

Adopted this 16 day of January, 2019.

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Robert N. Jensen, Jr.  
President, Governing Board of the  
William S. Hart Union High School District