

Stark County Schools COG  
Flexible Benefit Plan

ELECTION FORM AND COMPENSATION REDUCTION AGREEMENT

Name:	
Street Address:	
City, State, Zip:	
First Payroll Date:	JANUARY 5, 2010
Payroll Schedule:	BI-MONTHLY
Building:	

In accordance with my rights under the plan, I elect the following benefits and designate the following amount for the plan year 2010. The Employer and I agree that my cash compensation will be reduced by the amount set forth below for each pay period and plan year (Or during such portion of the year as remains after the date of this agreement).

	Annual Amount	Amount Per Pay Period
<b>Medical Care</b> Reimbursement Account (maximum amount \$3,500)	\$	\$
<b>Dependent Care</b> Reimbursement Account (maximum amount \$5,000)	\$	\$

**With regard to my salary redirection agreement and my election of benefits, I understand that:**

1. I may not change elections during the Plan Year unless there is a qualified change in my family status. A change in group health (medical, dental) plan coverage does not qualify as a change in family status. Terminated employees who are rehired during the same plan year may not participate in the flexible benefit plan until the beginning of the next plan year.
2. The administrator is authorized to adjust the amount of my salary redirection and benefit if it is necessary to satisfy certain provisions of the Internal Revenue Code or as a result of changes in premiums for benefits that are insured
3. My right to any benefits hereunder is subject to all terms and conditions of the Plan and the terms and conditions of any other Plan through which a particular benefit is provided.
4. Any amounts that are not used during a Plan Year to provide benefits will be forfeited and may not be paid to me in cash or used to provide benefits in a later year.
5. By electing coverage under an Employer sponsored group health plan, I will automatically have my premium contribution payroll deducted on a pretax basis under the Plan.

Employee's Signature \_\_\_\_\_ Dated: \_\_\_\_\_