

Tooele City

125 CAFETERIA PLAN

INSURANCE PREMIUM PAYMENT PLAN

Summary Plan Document

The Insurance Premium Payment portion of the Cafeteria Plan allows Employees to participate in the employer's medical, dental, accident and other benefit programs allowable under the Code, and to pay the required portion of the eligible premiums with pre-tax dollars (i.e. salary which is allowed to be not subject to taxes).

This portion of the Cafeteria Plan will become effective July 1st for all eligible Employees. Unless an employee elects not to participate by June 15th, any eligible insurance premiums under the employer's vision, medical, and dental benefit programs, which are currently payable by the Employee will be paid by the Employer and the Employee's salary will be adjusted downward to reflect the premiums paid.

By reducing your salary (gross), all Federal and State withholdings are reduced, including Social Security (FICA) payments. Such reductions will not lower the retirement contributions made on your behalf.

All Employees enrolled in an eligible insurance plan are automatically enrolled in this plan unless an "Election Not to Participate" form is completed and returned to the payroll department by June 30th.

A copy of the Plan Document is available upon request.

If you have any questions about participating in or excepting yourself from the Insurance Premium Payment portion of the 125 Cafeteria Plan, please contact the payroll department.