



CAFETERIA PLAN- Election Form and Compensation Reduction Agreement

Employer: Oak Ridge Schools

Employee Name: _____

Employee Address: _____

Employee SSN: _____ Eligibility Date: _____

Plan Year: _____ through _____

<input type="checkbox"/> I accept the following benefits under the Cafeteria Plan (premiums deducted pre- tax):				
<input type="checkbox"/> Health Insurance		<input type="checkbox"/> Dental Insurance		<input type="checkbox"/> Vision Insurance
TO BE COMPLETED BY PAYROLL				
COVERAGE	TYPE	Premium PPP	# PP	Annual Amount
Health	_____	\$ _____ x _____	=	\$ _____
Dental	_____	\$ _____ x _____	=	\$ _____
Vision	_____	\$ _____ x _____	=	\$ _____
<input type="checkbox"/> I decline to participate in the Cafeteria Plan (benefit premiums deducted post-tax).				

- I understand all of the benefit options available under the Plan
- I decline to participate in the Plan and elect to pay for my eligible benefits with after tax compensation for the current plan year.
- I understand that prior to each plan year I will be offered the opportunity to change my benefit election for the plan year.

THIS AGREEMENT IS SUBJECT TO THE TERMS OF THE COMPANY’S CAFETERIA PLAN AS AMENDED FROM TIME TO TIME IN EFFECT, SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH APPLICABLE LAWS, SHALL TAKE EFFECT AS A SEALED INSTRUMENT UNDER APPLICABLE LAWS, AND REVOKES ANY PRIOR ELECTION AND COMPENSATION REDUCTION AGREEMENT RELATING TO SUCH PLAN(S).

Employee Signature

Date

Cafeteria Plans allow employees to choose the benefits they want or need from a package of programs offered by an employer. Cafeteria plans may include health, dental or vision insurance and reimbursement accounts that employees can use to pay for out-of-pocket health or dependent care expenses. In a cafeteria plan, employees contribute to the cost of these benefits through a payroll deduction of their before-tax income, reducing the employer’s contribution. In addition, the ability to pay for benefits with pre-tax income lowers an employee’s taxable income while raising the amount of their take-home pay-an added “benefit.”

Oak Ridge Schools
Attn: HR Department
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Oak Ridge, TN 37830
865-425-9008

US Able Life, Inc.
3200 West End Ave.
Suite 306
Nashville, TN 37203
1-800-852-3293

TASC
2302 International Lane
Madison, WI 53704-3140
1-800-422-4661
Fax: 608-245-3623