

Reliant Mission

2020 Cafeteria Plan – Adoption Agreement

Effective Dates

This Adoption Agreement is effective for the period of June 2, 2020 through December 31, 2020. The Cafeteria Plan was amended on June 2, 2020.

Eligibility

All Reliant employees are eligible for the Cafeteria Plan who are regularly working five (5) or more hours each week will be eligible to participate in the Plan. An Employee will become a Participant on the later of (a) the Effective Date or (b) the first day of the month following the date he becomes eligible to participate under the preceding sentence.

Cessation of Participation/eligibility. A Participant will cease to be a Participant as of the earlier of (a) the date on which the Plan terminates or (b) the date on which he ceases to be an employee eligible to participate as listed about.

Benefits to be Offered for the Year

- (a) Dependent Care Assistance Plan.
- (b) A contribution to a Health Savings Account for benefits eligible employees.
- (c) Payment of insurance premium for vision care sponsored by Reliant Mission.
- (d) Non-taxable treatment of the additional monthly premiums by any benefits eligible Reliant Office Staff for any health or dental insurance plan buy-up.

Health Savings Account Contributions

Participant may choose to contribute a portion of Participant's salary to the Health Savings Account, provided that the contribution shall not exceed the maximum contribution amount established in the Code.

Reliant Mission will contribute the following employer contributions to the employee's Health Savings Account for 2020 for these separate classes:

Class 1: Reliant Field Missionaries

For Health Saver 2000 Plan

| | |
|-------------------------|------------|
| Employee- | \$25/month |
| Employee + Spouse - | \$50/month |
| Employee + Child(ren) - | \$50/month |
| Family - | \$75/month |

For Health Saver 3000 Plan

| | |
|-------------------------|------------|
| Employee- | \$25/month |
| Employee + Spouse - | \$50/month |
| Employee + Child(ren) - | \$50/month |
| Family - | \$75/month |

For Health Saver 5000 Plan

| | |
|-------------------------|------------|
| Employee- | \$25/month |
| Employee + Spouse - | \$50/month |
| Employee + Child(ren) - | \$50/month |
| Family - | \$75/month |

Class 2: Reliant Office Staff

For Health Saver 2000 Plan

| | |
|-------------------------|------------|
| Employee- | \$25/month |
| Employee + Spouse - | \$50/month |
| Employee + Child(ren) - | \$50/month |
| Family - | \$75/month |

For Health Saver 3000 Plan

| | |
|-------------------------|------------|
| Employee- | \$25/month |
| Employee + Spouse - | \$50/month |
| Employee + Child(ren) - | \$50/month |
| Family - | \$75/month |

For Health Saver 5000 Plan

| | |
|-------------------------|-------------|
| Employee- | \$65/month |
| Employee + Spouse - | \$140/month |
| Employee + Child(ren) - | \$140/month |
| Family - | \$200/month |

This Cafeteria Plan – Adoption Agreement is hereby adopted by Reliant Mission management this 4th day of JUNE, 2020.

By: 

Title: Director of Organizational Affairs & Treasurer