

# **Reliant Mission**

## **2021 Cafeteria Plan – Adoption Agreement**

### **Effective Dates**

This Adoption Agreement is effective for the period of January 1, 2021 through December 31, 2021.

### **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.

### **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 2021 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 6<sup>th</sup> day of JANUARY, 2021.

By: 

Title: Director of Organizational Affairs & Treasurer