

Benefit Premium Pre-Tax Agreement

San Marcos Unified School District Employee Benefit Contributions

Employee Name (First, Middle Initial, Last)

Employee Identification # or SS #

Employee Address

Check Here

Election of Pre-Tax Benefits

I understand that an amount equal to the annual contributions for the coverage I have elected divided by the number of pay periods (monthly or tenthly) in the Plan Year, will be deducted on a pre-tax basis from each of my paychecks to pay for the coverage that I elect.

On a separate enrollment form(s), I have enrolled in certain insurance coverage(s) and I have received a schedule showing my share of the contributions for such coverage(s).

In accordance with my rights under the Plan, I authorize salary reductions in the amount of current premiums being charged for the insurance coverage(s) I have elected.

I understand that:

- If my required contributions to pay premiums for the elected benefits are increased or decreased while this agreement remains in effect, my salary reductions will automatically be adjusted to reflect that increase or decrease.
- My employer may reduce or cancel my salary reduction or otherwise modify this agreement in the event he/she believes it advisable in order to satisfy certain provisions of the Internal Revenue Code.
- The reduction in my salary under this agreement shall be in addition to any reductions under other agreements or benefits programs maintained by my employer.
- Pre-tax contributions are not subject to state or federal income or Social Security ("FICA") taxes. This could result in a reduction in the Social Security benefits I receive at retirement if I earn less than the annual FICA "taxable wage base". (Consult your tax advisor).
- Prior to the first day of each Plan Year. If I do not complete and return a new enrollment form at that time, I will be treated as having elected to continue this benefit election for the new Plan Year. In addition, this salary reduction agreement will continue by its terms in the amount of the required contribution for the benefit option for the new Plan Year.
- This Agreement is subject to the terms of the employer's Section 125 cafeteria plan, as amended for 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 and reduction agreement relating to such plan.

Employee Signature

Date