

RESOLUTION 10

A RESOLUTION OF THE GOVERNING BOARD OF NORCOM, ADOPTING THE NORCOM 911 PREMIUM CONVERSION PLAN.

WHEREAS, the Governing Board of NORCOM desires to adopt a benefits plan for its employees and their families; and

WHEREAS, NORCOM desires to adopt a benefits plan which qualifies as a "Cafeteria Plan" within the meaning of Section 125 of the Internal Revenue Code so that the benefits an employee selects to receive under the plan are excludable from the Employee's income under Section 125 of the Internal Revenue Code of 1986, as amended; and

WHEREAS, the benefits plan presented in the NORCOM 911 Premium Conversion Plan (the "Plan") provides a benefits plan to NORCOM's employees and qualifies as a "Cafeteria Plan" under Section 125 of the Internal Revenue Code; and

WHEREAS, the Plan requires NORCOM to appoint a program administrator to carry out the administration of the Plan; and

WHEREAS, NORCOM shall inform all of its employees of the plan as soon as possible so that they may enroll in and take advantage of the Plan's benefits.

NOW, THEREFORE, BE IT RESOLVED by NORCOM that:

Section 1. NORCOM adopts the Plan.

Section 2. NORCOM appoints the Finance Manager as the Plan's Administrator. The Administrator shall take such actions as required to implement and manage the Plan as necessary to provide NORCOM employees benefits under the Plan.


Section 3. NORCOM shall distribute to all employees a copy of the Plan's Summary Plan Description which is, hereby, approved and adopted.

Passed by majority vote of the Governing Board in an open meeting on March 13, 2009.

Signed in authentication thereof on March 13, 2009.



Chair

Attest: 

Secretary