

## 3.9.10 Supplemental Benefits Plan

Policy Tracking	Date
Approved	October 1, 2002
Revised	
Reviewed	

- I. The supplemental benefits plan, sometimes referred to as the “cafeteria plan,” permits qualified participants to elect to receive coverage for themselves and their eligible dependents under various component plans, which provide dental, accident, and health benefits.
- II. This plan qualifies as a cafeteria plan under the guidelines of Section 125 of the Internal Revenue Service Code.
- III. Newly hired full-time employees will be asked to review information about the cafeteria plan and will be required before the end of their first pay period to accept or decline the plan.
- IV. Benefits must be chosen and entered before the new hire’s first pay-cycle.