

RESOLUTION ADOPTING A FLEXIBLE BENEFITS PLAN

The undersigned hereby certifies that the following described Resolution was officially and legally adopted at the duly authorized official meeting of the body with legal authority (hereafter "Authority") to pass said Resolution. Said meeting was held on the date set forth below.

WHEREAS, the Authority wishes to adopt a cafeteria plan within the context of Section 125 of the Internal Revenue Code for the benefit of the employer's eligible employees.

NOW, THEREFORE, BE IT RESOLVED, that the Authority hereby adopts the flexible benefits plan (consisting of the flexible benefits plan document, the Adoption Agreement, and component benefit plans and Policies) for the Employer named herein below effective as of the date specified in the Adoption Agreement.

RESOLVED FURTHER, that any officer of the employer may, without a further resolution, execute the Adoption Agreement and any related documents or amendments which may be necessary or appropriate to adopt the plan or maintain its compliance with applicable federal, state and local law.

Name: Weakley County General Fund - 501

Body With Legal Authority Of Employer To Pass Resolution: Weakley County Board of County Commissioners
(Examples - Board of Directors, Board of Commissioner, etc.)

Date of Official Meeting of Authority at which Resolution was Legally Passed: January 23, 1996

ATTESTED:

[Signature]
Signature of Person with Authority to certify that Resolution was legally passed

[Signature]
Secretary
Pat Scarbrough, County Clerk

Ron Gifford, County Executive
Print Name and Title of Person above

[OFFICIAL SEAL]

Date: 01/23/96

*Note: Legal requirements for a valid Board of Directors Resolution vary from state to state. This document is merely a suggested form. Each Employer should consult with its own legal counsel to ensure compliance with applicable law.

SPONSORED BY:
Mac Buckley

SPONSORED BY:
[Signature]

Motion made by Commissioner Salmon, seconded by Commissioner Buckley.
Motion carried. Eighteen for and two absent.
This the 23rd day of January, 1996.

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Name: Weakley County Highway Department - 502

Body With Legal Authority Of Employer To Pass Resolution: WEAKLEY COUNTY BOARD OF COUNTY COMMISSIONERS
(Examples - Board of Directors, Board of Commissioner, etc.)

Date of Official Meeting of Authority at which Resolution was Legally Passed: January 23, 1996

ATTESTED:


Signature of Person with Authority to certify that Resolution was legally passed


Secretary
Pat Scarbrough, County Clerk

Ron Gifford, County Executive
Print Name and Title of Person above

[OFFICIAL SEAL]

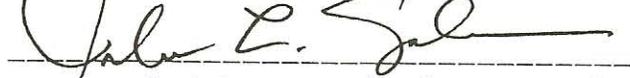
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SPONSORED BY:

Mac Buckley

SPONSORED BY:



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Name: Weakley County Board of Education 503

Body With Legal Authority Of Employer To Pass Resolution: Weakley County Board of County Commissioners
(Examples - Board of Directors, Board of Commissioner, etc.)

Date of Official Meeting of Authority at which Resolution was Legally Passed: January 23, 1996

ATTESTED:

[Signature]
Signature of Person with Authority to certify that Resolution was legally passed

[Signature]
Secretary
Pat Scarbrough, County Clerk

Ron Gifford, County Executive
Print Name and Title of Person above

[OFFICIAL SEAL]

Date: 01/23/96

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SPONSORED BY:

SPONSORED BY:

Mac Buckley

[Signature]

Motion made by Commissioner Salmon, seconded by Commissioner Buckley.
Motion carried. Eighteen for and two absent.
This the 23rd day of January, 1996