

The undersigned Secretary or Principal of the City of Jasper (the Employer) hereby certifies that the following resolutions were duly adopted by the Mayor and Council of the City on or before April 1, 2011, and that such resolutions have not been modified or rescinded as of the date hereof:

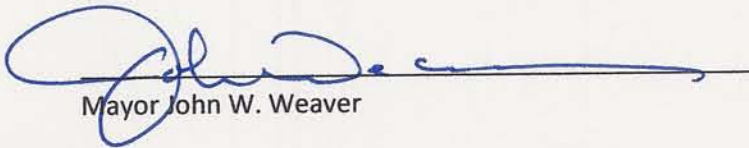
RESOLVED, that the form of Amended Section 125 Cafeteria Plan effective April 1, 2011, presented to this meeting is hereby approved and adopted and that the proper officers of the Employer are hereby authorized and directed to execute and deliver to the Administrator of the Plan on or more counterparts of the Plan.

RESOLVED, that the Administrator shall be instructed to take such actions that are deemed necessary and proper in order to implement the amended Plan, and to set up adequate accounting and administrative procedures to provide benefits under the Plan.


RESOLVED, that the proper officers of the Employer shall act as soon as possible to notify the employees of the Employer of the adoption of the amended Plan by delivering to each employee a copy of the summary description of the Plan in the form of the Summary Plan Description presented to this meeting, which form is hereby approved.

The undersigned further certifies that true copies of the Adoption Agreement, Plan Document, and the Summary Plan Description, approved and adopted in the foregoing resolutions, are attached herewith.

Hereby resolved this 7<sup>th</sup> day of March, 2011.



Mayor John W. Weaver



Tacie J. Williams, City Clerk



Stella Brewer, Human Resources Coordinator, Plan Secretary