

**SCHOOL DISTRICT OF MENOMONEE FALLS  
FLEXIBLE BENEFIT PLAN**

**SUMMARY OF MATERIAL MODIFICATIONS**

The purpose of this Summary of Material Modifications is to inform you of a change that has been made to the School District of Menomonee Falls Flexible Benefit Plan. This change has affected the information previously provided to you in the Plan's Summary Plan Description. The Summary Plan Description is modified as described below effective 01/01/2019.

**COMPANY CONTRIBUTIONS**

Election to Receive Cash

You may make an election to have the Company contribution described above be paid to you rather than having the contribution credited to your account. The election is subject to the following terms and conditions: The Plan Sponsor offers additional taxable cash compensation in lieu of participation in the Employer Sponsored Group Health Plan. The benefit is offered to eligible employees as defined by the Employer's policies and is subject to change each Plan Year. Please contact your Employer's Human Resources department for the eligibility provisions regarding the additional taxable cash compensation benefit option. Any election to receive the contribution paid in cash must be returned to the Plan Administrator by the date specified on the form.