

ADOPTING RESOLUTION

The undersigned authorized representative of Roanoke College (the Employer) hereby certifies that the following resolutions were duly adopted by the Employer on January 1, 2023, and that such resolutions have not been modified or rescinded as of the date hereof:

RESOLVED, that the form of Cafeteria Plan including a Health Flexible Spending Account and Dependent Care Flexible Spending Account effective January 1, 2023, presented to this meeting is hereby approved and adopted and that an authorized representative of the Employer is hereby authorized and directed to execute and deliver to the Administrator of the Plan one or more counterparts of the Plan.

The undersigned further certifies that attached hereto as Exhibits A and B, respectively, are true copies of Roanoke College Flexible Benefits Plan, and the Summary Plan Description approved and adopted in the foregoing resolutions.

Date: January 26, 2023

Signed: 

Caroline E. Anthony, Senior Benefits Administrator

[print name/title]