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# Sample Documents

**Caution & Use Restriction:** *These sample documents are for illustrative purposes. The documents are for a hypothetical employer that has interpreted “gray” areas of law in a manner that fits its risk tolerance. These sample documents may not be used “as is” for any purpose, but they may be used as a starting point to develop tailored documents that take into account an employer’s particular plan design, administrative choices, and risk tolerance. Any other use of these sample documents is strictly prohibited. Nothing contained in this publication is to be considered as the rendering of legal advice for specific cases, and readers are responsible for obtaining such advice from their own legal counsel. This publication and the sample documents herein are intended for educational and informational purposes only.*

**Note:** Because the 2007 proposed cafeteria plan regulations generally are not effective until final, the sample documents behind this Tab 10 have not been modified as a result of the proposed regulations. However, many provisions of the 2007 proposed regulations merely incorporate existing guidance and are already reflected in these sample documents.

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\* Updated item for 4th Qtr. 2011.

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\* Updated item for 1st Qtr. 2011.