



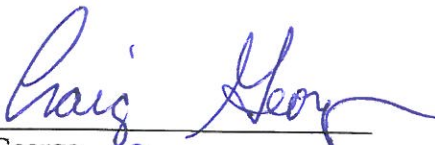
Employer VEBA Policy


Columbia County Public Transportation has adopted the HRA VEBA plans offered and administered by the Voluntary Employees' Beneficiary Association Trust for Public Employees in the Northwest (collectively the "Plans"): the Standard HRA Plan, which shall be integrated with the Employer's or another qualified group health plan and to which the Employer shall remit contributions on behalf of eligible employees who are enrolled in or covered by such qualified group health plan and any other contributions that may be permitted by applicable law from time to time; and the Post-separation HRA Plan to which the Employer may remit contributions on behalf of eligible employees who are not enrolled in or covered by the Employer's or another qualified group health plan, and which shall provide benefits only after a participant separates from service or retires. Employer shall contribute to the Plans on behalf of all non-represented employees ("Group") defined as eligible to participate in the Plans. Each eligible employee must submit a completed and signed Enrollment Form or Enroll online to become an eligible participant and become eligible for benefits under the Plans.

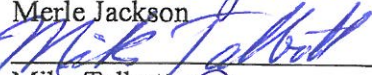
Contributions on behalf of each eligible employee shall be based on the following selected funding sources/formulas.

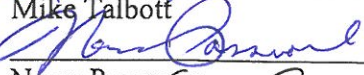
Excess monthly benefit Dollars. Eligibility is limited to employees with excess monthly benefit dollars provided by Employer. Employer contributions shall include all excess monthly benefit dollars on behalf of such employees.


This Policy will remain in effect until further amended.



Craig George


Merle Jackson


Mike Talbott


Norm Bassmore


Richard Ells



Attested: Dwight Robanske