

Federal law significantly restricts the ability for employers to recapture funds mistakenly transferred to their employees' Health Savings Accounts. Simple mistakes can result in overpayments that the employer is legally unable to correct. For this reason, Admin America strongly encourages its HSA clients to review each and every upload file for accuracy before it is uploaded for processing.

Admin America's Evolution1 HSA platform does enable employers to set up automatic recurring contribution files. Despite the convenience this feature offers, Admin America recommends against the use of this file upload method because of the laws against correcting mistaken contributions. Coupled with the multiple day advance lead time required to modify pre-set contribution files, employers may find themselves in a situation where they are unable to make needed corrections in advance and unable to correct an overpayment after it occurs. This might occur for example if an employee is terminated a few days before the HSA contribution is scheduled to post.

Therefore, Admin America requires employers who wish to utilize automatic contribution files to acknowledge their understanding of these issues in the waiver below. If you have any further questions regarding this issue, please contact your Admin America HSA service representative.

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I, the undersigned authorized representative of the employer named below, understand and acknowledge:

- That utilizing the automatic recurring contribution upload feature in Admin America's Evolution1 HSA platform may result in irreversible excess HSA contributions;
- Unless Admin America is notified one week prior to the scheduled deposit date for recurring HSA contribution, the scheduled contribution may not be amendable; and
- Admin America shall assume no liability for uploaded contribution files that result in overpayments to our HSA account holders.

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(Signature)

(Date)

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(Print Name)

(Title)

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(Employer)