ATTACHMENT 1-H

SAMPLE CONTRACTS

Sample Contract: Please attach the following sample contracts and documents for review:

- An HSA custodial agreement
- Other HSA-related agreements, if applicable, including employer enrollment and funding agreements
- Third party administration agreements for FSAs and HRAs
- Cafeteria plan documents and HRA plan documents
- A services agreement for administration of the VEBA for execution by the VEBA Committee, which includes fee exhibits for uniform statewide pricing of VEBA, HRA, FSA and HSA

The VEBA agreements must include acceptable indemnification provisions protecting the VEBA Plan, VEBA Committee, MHC participating Member Employers, and their respective officers, employees, agents, and successors from all liability and expense (including attorney's fees) arising from third party claims or adverse regulatory action due to the administrator's wrongful or negligent acts or omissions. A similar indemnity must be included in agreements for Member Employers.

MidAmerica has submitted the following sample documents as exhibits:

- Exhibit E - Flexible Benefits (FSA) Plan Document
- Exhibit F - HRA Plan Document
- Exhibit G - VEBA Trust Document
- Exhibit H - MidAmerica Service Agreement

Health Savings Accounts (HSAs) are individual accounts and would not require a signed agreement between MidAmerica and MHC. We can provide copies of individual account enrollment forms upon request.