



HSA Service Agreement

Ormat Technologies

Effective: 01/01/2024

Scope of Services

Services Included

HRPro will perform HSA administrative duties as described in this section's Scope of Services. Final deliverable of this signed document will be in PDF format. Scope of services include:

To Ensure Compliance

- Cafeteria plan document/SPD available (if requested: additional fee)
- Non Discrimination Testing Available (if requested: additional fee)

Ease of Access

- Mobile app
- Online portal for both employers and employees
- Debit card can be stacked with multiple tax-advantaged accounts
- Single account manager for personal support services
- Support available via email, phone or webchat
- Distributions by debit card, online bill payment or reimbursement

Educational/Enrollment Services

- Onsite enrollment meetings (extra fee may be required)
- Remote enrollment meetings
- Standard or customized enrollment materials
- Online enrollment platform for employees

Plan Includes

- HSA standard monthly and/or quarterly reports
- Direct Deposit Distributions
- No excess transaction fees
- Documents pertaining to the HSA will be provided by the trustee

Definition of Roles

Ormat Technologies is offering to its employees a Health Savings Account (HSA) as described in Internal Revenue Code § 223. The HSA is funded by a related trust (the "Trust") which is intended to satisfy the requirements of code § 223 and for which Healthcare Bank, a division of Bell Bank serves as trustee ("Trustee").

Ormat Technologies's employees may elect to enroll in the HSA under the terms set forth in the Healthcare Bank Health Savings Account (HSA) enrollment forms and agreement, accessed through HRPro's HSA

employee portal.

Administrative Services

Employer may desire HRPro to provide, in conjunction with the Trustee, certain assistance and administrative services to Employer in connection with the HSA, all as more fully described in this Agreement.

Employer understands and agrees that HRPro's sole function under this Agreement is to act as recordkeeper or provide other administrative services in accordance with the terms of this Agreement. Under the terms of this Agreement, HRPro does not render investment advice, is not the "plan administrator," trustee or a fiduciary, as these terms or other analogous terms may be defined under applicable state, local, or federal law, and does not provide legal, tax or accounting advice with respect to the creation, adoption or operation of the HSA and the Programs or the Trust.

HRPro is not an insurer or guarantor of any benefits provided under the Program and in no event will HRPro be obligated to use any of its own funds to provide benefits under the Program. Providing adequate funding for benefits and expenses due under, or in connection, with the Program is the sole responsibility of Employer.

HRPro will also perform the following activities:

- Provide Administrative Resource Material
- Provide Employee Communications Material
- Provide Distribution Forms and instructions for online access/distribution requests
- On a Monthly basis, provide:
 - Employee HSA Statement

Responsibilities of Plan Sponsor

Ormat Technologies is solely responsible for ensuring that the HSA and the Program comply with all applicable provisions of the Code and any applicable federal, state, and local laws governing the HSA and the Program. HRPro is responsible for ensuring that the Services are provided in a manner compliant with all applicable provisions of the Code and any applicable federal, state, and local laws governing the Services.

All services provided by HRPro hereunder shall be based on information supplied by Employer or any other designee or agent of Employer (as designated by Employer). Employer acknowledges that the timely provision of accurate, consistent and complete HSA and Program Data in the format specified by HRPro is essential to its delivery of services, and Employer is responsible for ensuring such timely and accurate data is delivered to HRPro in HRPro's approved format.

For these purposes, "HSA and Program Data" means all data and records supplied to HRPro, obtained by HRPro or produced by HRPro (based on data or records supplied to, or obtained by, HRPro) in connection with performing the services pursuant to this Agreement. HSA and Program Data include current participant names, addresses, status and contribution amounts.

Ormat Technologies will provide support, information, reports and data necessary to propose, administer, report and otherwise administer the HSA to HRPro to assist with the administration of the Plan. More specifically these include but are not limited to:

- Employer Set-up documentation and signed master business agreement must be completed a minimum of 45 days prior to effective date in order for HRPro to provide debit cards to participants by effective date.
- Sign and return ACH authorization form to initiate employer contributions to HSA.
- Provide management support in planning enrollment, meeting facilities, and scheduling.
- Provide document storage for Administrative Files and Records for up to seven years.

Transfer of HSA funds

Employer agrees to establish a payroll deduction for the HSA. Employer will upload employee as well as employer contributions to HRPro system in advance of contribution dates. From this data file, HRPro will initiate transfer via Automated Clearing House (ACH) Electronic Funds Transfer (EFT) from Employer's designated bank account the cumulative HSA funds processed for that period.

HRPro will remit the funds to the Trustee for deposit into each employee's HSA in accordance with an agreement between HRPro and the Trustee. HRPro will retain funds only for as long as necessary to complete the transfer of funds to the Trustee.

Participant Account with Trustee

Each participant in the HSA must establish his or her own HSA Trust Account with the Trustee. The Trustee will establish and maintain a participant HSA account for each program participant for whom it receives complete enrollment information. HRPro is not responsible for determining if such participants are eligible under the terms of the program or for maintaining such accounts.

Participant Files

HRPro maintains electronic records for all participants for whom participant accounts have been established.

Customer Service

Customer Service Representatives

For HSA accounts, customer service representatives will be available at a toll-free telephone number with extended office hours to assist participants. HRPro reserves the right to change the customer service representatives' hours of availability upon reasonable advance notice to the Employer.

Internet Services

HRPro will provide access to HRPro's website to allow participants and Employer to access certain account information and for participants to request distributions.

Participant Statement of Account

Participants will have access to their accounts through their participant account portal.

Basic Benefits Portal System Services

Participant Portal



HRPro will provide participants with access to HRPro's portal system. This system will allow online account review. The participant will have online access to the following:

1. Account management with transaction history and account balance
2. Anytime, anyplace access to your HSA via web and mobile
3. Integrated investment portal, meaning only *one* username and password to remember
4. Choice of multiple recognized mutual funds in several investment categories
5. Automatic transfers between cash and investment accounts so your funds are always available, and you don't need to remember to move funds between accounts
6. Easy access to your funds with debit card and direct deposit online distributions
7. Paperless administration, including online Account Summary Reports
8. Contribution data
9. Change beneficiaries
10. Educational tools

HRPro's Benefit Debit Card

HRPro will provide participants with a healthcare payment card integrated with the participant's account. The payment card will allow the participant's account balance to automatically transfer to the payment card. The payment card can be used at any eligible merchant provided the merchant has properly configured the merchant code to identify itself correctly. Cardholders are subject to the terms and conditions described in the cardholder agreement, which will be provided with the payment card.

Reports and Data

All reports and data remain the property of Ormat Technologies. On request, HRPro will provide Ormat Technologies all data in the electronic or printed format used by HRPro.

Payment Fees and Terms

In consideration for the services provided hereunder, Employer (or employee) shall pay HRPro in accordance with the fee schedule listed on the signed proposal. HRPro may amend the schedule for services not yet rendered upon giving notice in writing.

Upon approval of this proposal, as part of the implementation process, automatic payments will be set up in our HSA platform on both the employer and employee levels.

As each account is set-up online (by participant) corresponding set-up fees will be debited from either the employer or the employee accounts, depending how account has been designed.

Monthly service fees will be debited from the appropriate account on the 27th of each month.

If cancelling this account after participants have enrolled, but prior to first months billing, Ormat Technologies or the participant will be billed for set-up fees, depending on plan design.



HRPro has the right to change the fee schedule above by giving at least sixty (60) day notice to Ormat Technologies and/or its employees. The fees above shall be guaranteed for a minimum of 1 year.

Terms of this Agreement

This agreement will be effective from the date the parties execute this agreement until it is terminated by either party with 30 days advanced notice.

Next Steps

Please read the scope of services and terms on the previous pages to make sure you understand all the details involved with us working together. It is important to us that everything is transparent and understood from the beginning so that we lay a solid foundation for a great working relationship.

If you have any questions, please let us know. We're happy to clarify any points and there may be some items that we can sort out together. We're committed to finding the best way to work together.

Once you feel confident about everything and are ready to move forward, please click the 'sign here' button below.

Once we receive notification of your acceptance, we'll send you the applicable set up forms. Once those are completed, our implementation team will be in touch to sort out next steps and get the project rolling.

If you'd like to speak to us by phone, don't hesitate to call. Your representative's information is found on your signed proposal page.

Please note that we will work diligently to get cards out to participants as soon as possible. However, if enrollments, set-up documentation and agreements are not received 30 days prior to effective date of the plan, (45 days for a 1/1 start) we cannot guarantee cards will be participant's hands by plan start date.

Acceptance

The undersigned signature for Ormat Technologies hereby warrants and represents that he/she is duly authorized by Ormat Technologies to execute this Agreement on behalf of Ormat Technologies, and that he/she as read the Agreement in its entirety.

Plan Sponsor/Plan Administrator: Ormat Technologies


Signed by: 

Full Name:

Title:

Date Signed:

Plan Service Provider: HRPro

Signed by: 

Full Name:

Title:

Date Signed: