



**SAI BUSINESS SOLUTIONS, LLC (SBS Corp)**

5757 Flewellen Oaks Lane, Suite 704

Fulshear, Texas, 77441

## **SAI Business Solutions LLC**

### **401K Enrollment - WAIVER OF COVERAGE**

Having met the eligibility requirements, you are being offered the opportunity to enroll in 401K coverage offered by Sai Business Solutions, LLC. You have the right to decline, or waive coverage. If you do waive coverage for yourself, you may not cover dependents under the Employer's health plan.

The decision to waive coverage has consequences for you. For example:

If you waive this coverage and do not obtain coverage on your own, you will be subject to a penalty under the individual responsibility requirement of the 401K.

If you waive coverage, you cannot enroll in Sai Business Solutions, LLC 401K plan until the next open enrollment, unless you experience a qualified change in status. Examples include if you are covered under another plan, but that coverage is lost, or if you gain a new dependent through birth, adoption, or marriage. However, you must request to enroll in your plan within 30 days of the qualified change in status. If you miss the 30-day enrollment deadline, you must wait until open enrollment.

I acknowledge that the Employer has offered me affordable minimum essential coverage, as defined under the 401K, for the enrollment period from January 1<sup>st</sup>, 2025, to December 31<sup>st</sup>, 2025.

I have read the above and I understand the consequences of my waiver of coverage.

\_\_\_\_\_  
Name of Employee

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Date



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