QUALITY SERVICES INTERNATIONAL, LLC 401(K) PLAN
PLAN HIGHLIGHTS

IMPORTANT: *This is a summary of the plan features. For full details, please refer to the Summary Plan Description.*

Eligibility	
Excluded Employees:	You are excluded from the Plan if you are a member of any of the following classes of employees: • Any leased employee, for purposes of Elective Deferral Contributions and Employer Matching Contributions. • Non-resident aliens, for purposes of Elective Deferral Contributions and Employer Matching Contributions.
Elective Deferral Contributions and Employer Matching Contributions:	You must meet the following criteria to become eligible to participate in the Plan: • Complete 1 hours of service within a twelve month period (the period commences on your first day of employment and the service requirement is deemed met at the time 1 hours of service are completed).
Elective Deferral Contributions and Employer Matching Contributions:	You will enter the Plan on the date you meet the eligibility criteria specified above.
Contributions	
Elective Deferral:	You may elect to defer up to 90% of your Plan Compensation on a pre-tax basis. You may elect to change your elections to contribute to the Plan on the dates established pursuant to Plan Administrator procedures. Federal law also limits the amount you may elect to defer under the Plan ($24,500 in 2026). However, if you are age 50 or over, you may defer an additional amount up to $8,000 (in 2026). If you are between the ages of 60 - 63 as of the end of the calendar year, you may be able to defer an additional amount, increasing your catch-up limit to the "enhanced catch-up limit" of up to $11,250 (for 2026). These dollar limits are indexed; therefore, they may increase each year for cost-of-living adjustments.
Employer Matching Contributions:	The Employer may, in its sole discretion, make an Employer Matching Contribution on your behalf in an amount determined by the Employer. You must complete at least 1,000 hours of service during the Applicable Period and be employed by the Employer on the last day of the Applicable Period in order to receive an Employer Matching Contribution. For purposes of this section, the Applicable Period for determining satisfaction of service requirements for an allocation of Employer Matching Contributions will be each Plan Year.
Rollovers:	The Plan may accept a Rollover Contribution made on behalf of any Employee not excluded from the Plan, regardless of whether such Employee has met the age and service requirements of the Plan.
Vesting	
Fully Vested Accounts:	You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution Account, Qualified Non-Elective Contribution Account and Employer Matching Contribution Account.
Investing Plan Contributions	
Investments:	You may direct the investment of all of your Accounts in one or more of the available Investment Funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. The Plan Administrator may restrict investment transfers to the extent required to comply with applicable law. The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.

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Distributions and Loans	
Distributions from the plan:	You may receive a distribution from your account under the following circumstances: • Immediately after your employment terminates • Hardship • After age 59-1/2 • From the Rollover Contribution Account at any time • Death
Loans:	The minimum loan amount is $1,000 and the maximum number of loans outstanding is determined by the plan sponsor; a maximum of 2 (two) loans consisting of either general purpose loans or residential loans. Please see your Loan Procedures for additional details on taking a loan from the Plan.

Contact Information

Plan Administrator:
Name: TAG Resources, LLC

Plan Sponsor Contact Information:
Address: 219 N. Alamo, STE 200, San Antonio, TX 78205
Phone number: 210-212-7690
Employer Identification Number: 74-2977783

Plan Administrator Contact Information:
Address: 6501 Deane Hill Drive, Knoxville, TN 37919
Phone number: 865-670-1844

Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.

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