

SUPERIOR COURT FOR THE STATE OF WASHINGTON
IN AND FOR THE COUNTY OF KING

***Edith Ramirez v. Genie Industries Inc., and Joshua Gross, King County Superior Court,
24-2-23566-3 SEA***

— NOTICE OF SETTLEMENT —

A court authorized this notice. This is not a solicitation from a lawyer. This is not a lawsuit against you and you are not being sued. However, your legal rights are affected whether you act or not. Please read this notice carefully.

TO: All persons who, at any time between October 4, 2021, and March 31, 2025 were employed by Genie Industries Inc., Terex Washington, Inc., Terex USA, LLC and/or Joshua Gross, as a non-exempt hourly employee at the aforementioned entities’ Moses Lake, WA, North Bend, WA, and Redmond, WA, facilities.

- A former employee brought claims against Genie Industries, Inc. (“the Company”) and Joshua Gross (collectively, “Defendants”) alleging that the Company: (a) failed to provide compliant meal periods under Washington law and (b) failed to pay for all hours worked. Defendants strongly deny these claims. The parties have reached a proposed Class Action Settlement.
- Defendants strongly deny any fault, wrongdoing, or liability. If the Parties had not reached a Settlement, Defendants would have continued to vigorously defend against Plaintiff’s claims, including seeking a denial of class certification and a full defense verdict at trial. Defendants agreed to this Settlement to avoid the risk, burden, and expense of further litigation and to make its employees whole for even any arguable claims relating to the lawsuit.
- The Class Action Settlement includes a total maximum settlement payment by the Company of \$10,000,000.
- To qualify for a share of this payment: (A) you must have been employed by Genie Industries Inc., Terex Washington, Inc., Terex USA, LLC and/or Joshua Gross, and worked as a non-exempt, hourly employee at the aforementioned entities’ Moses Lake, WA, North Bend, WA, or Redmond, WA, facilities between October 4, 2021, and March 31, 2025 (the “Settlement Class Period”); and (B) you must not exclude yourself from the Class Action Settlement in the manner outlined below.
- **If you were employed by Genie Industries Inc., Terex Washington, Inc., Terex USA, LLC and/or Joshua Gross and worked as a non-exempt hourly employee at the aforementioned entities’ Moses Lake, WA, North Bend, WA, or Redmond, WA, facilities between October 4, 2021, and March 31, 2025, you do not have to do anything to be eligible to receive a share of the settlement payment.**

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
DO NOTHING	You will be eligible to get a payment for your share of the Class Action Settlement. (You may need to provide the Settlement Administrator any updated contact information to ensure you receive a payment). You will give up rights relating to the legal claims in this Case.
ASK TO BE EXCLUDED	Get no payment. This is the only option that allows you to ever be a part of any other lawsuit against the Released Parties with respect to the legal claims in this Case.
OBJECT	Write to the Court if you do not like the settlement and explain why. If the Settlement is approved, you will still receive a payment and you will give up rights relating to the legal claims in this Case.

Questions? Contact the Settlement Administrator toll-free at 1-888-330-4019

GO TO A HEARING	Ask to speak in Court about the fairness of the Class Action Settlement. If the Settlement is approved, you will still receive a payment and you will give up rights relating to the legal claims in this Case.
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- These rights and options—**and the deadlines to exercise them**—are explained in this Notice.
- The Court in charge of this Case still has to decide whether to finally approve the Settlement. If the Court approves the Settlement, payments will be made after any appeals are resolved. Please be patient.

BASIC INFORMATION

1. Why did I get this Notice?

The Company’s records show that you were employed by Genie Industries, Inc., Terex Washington, Inc. or Terex USA, LLC and worked as a non-exempt hourly employee at the Moses Lake, Redmond or North Bend facilities between October 4, 2021, and March 31, 2025. The Court has allowed this Notice to be sent to you to inform you about a proposed settlement of a class action lawsuit, and about your options, before the Court decides whether to finally approve the Settlement. If the Court approves the Settlement, and after any appeals are resolved, payments will be made to Settlement Class Members who do not affirmatively request to be excluded from the Settlement.

This Notice explains the Case, the Class Action Settlement, your legal rights, what benefits are available, who is eligible for them, and how to get them.

2. What is the Case about?

The Plaintiff, former employee Edith Angelica Ramirez Munoz (“Edith Ramirez”), claims that the Company violated Washington State wage and hour laws by: (a) failing to provide compliant meal periods under Washington law and (b) failing to pay for all hours. Defendants strongly deny these claims.

The Honorable David Whedbee of the Superior Court for the State of Washington in and for King County, is overseeing this Class Action. The lawsuit is known as *Edith Ramirez v. Genie Industries Inc., and Joshua Gross*, King County Superior Court, Case No. 24-2-23566-3 SEA.

3. What is a class action and who is involved?

In a class action lawsuit, one or more people called a “Class Representative” sues on behalf of other people whom they believe have similar claims. The people together are a “Class” or “Class Members.” The employee who sued, and who represents the Class, is called the Plaintiff (in this case, Plaintiff Edith Ramirez)

The person or people the Plaintiff sues is/are called the defendant(s) (in this case, Defendants Genie Industries Inc. and Joshua Gross). In a class action, one court resolves the issues for everyone in the Class—except for those people who choose to exclude themselves from the Class.

4. Why is there a Settlement?

The Court did not decide in favor of the Plaintiff or Defendants. Instead, both sides agreed to a Settlement. This allows the parties to avoid the cost of a trial, and the people affected will be entitled to compensation. The Class Representative and her attorneys think the Settlement is best for everyone in the Class.

WHO IS IN THE SETTLEMENT

5. How do I know whether I am part of the Settlement?

As part of the Settlement of the Case, the King County Superior Court has decided that everyone who fits the following description is a Class Member:

All individuals employed by Genie Industries, Inc., Terex Washington, Inc., Terex USA, LLC, and/or Joshua Gross at the Redmond, North Bend, and Moses Lake, Washington facilities in

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non-exempt positions paid on an hourly basis at any time during the Settlement Class Period (i.e., between October 4, 2021 and March 31, 2025).

If it is approved, the Settlement will cover all Settlement Class Members who have not timely and affirmatively excluded themselves from the Case. To be a part of and receive any money pursuant to the Settlement, Settlement Class Members need do nothing (other than refrain from affirmatively opting out of the Settlement).

THE TERMS OF THE SETTLEMENT

6. What claims are covered by the Settlement?

The Settlement will resolve all of the claims Settlement Class Members could have brought against Defendants, Terex Washington, Inc., and Terex USA, LLC, and their respective parents, subsidiaries, and affiliated companies, any of its or their successors and assigns, and any of the current or former officers, directors, employees or agents of any of them (“Released Parties”) for the duration of the Settlement Class Period and running through May 31, 2025 regarding any and all wage and hour claims (collectively, the “Released Claims”). The Released Claims include any and all claims, whether known or unknown, that were brought or that could have been brought based on any facts alleged in the Case with respect to the foregoing allegations, as well as any attendant claims for unpaid wages, overtime payments, premium payments, interest, exemplary damages, liquidated damages, and attorney’s fees and costs arising out of or relating to the same.

7. What are the basic terms of the Settlement?

Subject to Court approval, the essential terms of the Settlement are as follows:

The Company will pay a total of \$10,000,000 as part of the Settlement, apportioned as follows:

- **Class Fund:** The Company will pay \$6,955,000, which will be available for the payment of Settlement Awards to Settlement Class Members who do not timely opt out of this Settlement.
- **Service and Full Release Award:** The Company will pay \$10,000 to Plaintiff and Class Representative, Edith Ramirez, as a service and full release award in recognition of her efforts in prosecuting the Case.
- **Settlement Administration Expenses Award:** The Company will pay up to \$20,000 to the Settlement Administrator for the processing of the Settlement, including the expenses of providing notice of the Settlement to Class Members, handling the claims administration process, processing payments to Settlement Class Members, and handling tax reporting requirements.
- **Attorney’s Fees and Costs Award:** The Company will pay \$3,000,000 to Plaintiff’s attorney for the attorneys’ fees award and up to \$15,000 for the actual litigation costs they have incurred and will incur through final judgment in representing Plaintiff and the Settlement Class.

Monetary Relief: The amount available to the Settlement Class is intended to compensate Settlement Class Members for the wages and other compensation they allegedly lost and damages they are allegedly owed as a result of the practices alleged in the Case.

Distribution of Settlement Fund: Each Settlement Class Member who does not submit a valid and timely request for exclusion will automatically receive a settlement payment. Each Settlement Class Member who does not request exclusion shall receive a minimum settlement payment of \$25.00. The remaining monies from the \$6,955,000 class fund will be allocated to individual Settlement Class Members on a pro rata basis, based on weeks worked during the Settlement Class Period, with the amounts being calculated by dividing each Settlement Class Member’s weeks worked during the Settlement Class Period by the total aggregate weeks worked by all Settlement Class Members during the Settlement Class Period and then multiplying the resulting ratio by the portion of the Class Fund allocated to these payments. Checks will be mailed to Settlement Class Members by the Settlement Administrator. If any checks have not been negotiated within one hundred twenty (120) days after distribution, the funds from those checks will be sent in the corresponding Settlement Class Member’s name to the Unclaimed Property Fund for the State of

Washington pursuant to the Unclaimed Property Act (RCW 63.29 et seq). Defendants will not receive funds from any uncashed checks.

Tax Treatment of Settlement Awards: Fifty Percent (50%) of each Settlement Class Member's settlement award will be treated as wages and subject to normal tax withholding and shall be reported to the taxing authorities and the Settlement Class Member on an IRS Form W-2. Fifty Percent (50%) of each Settlement Class Member's settlement award will be treated as non-wages (a combination of penalties, enhancements, and prejudgment interest) on which there will be no tax withholding and for which an IRS Form 1099-MISC (marked "Other Income") shall be issued to the taxing authorities and the Settlement Class Member. In addition to the monies it is contributing to the Settlement Fund described above, the Company or the applicable Released Party is also paying all required employer-paid taxes incurred as part of the Settlement. The payment of these employer-paid taxes will not decrease the funds available to Settlement Class Members.

Release of Claims: Upon final approval by the Court, the Settlement Class and each Settlement Class Member who has not submitted a valid and timely written request to be excluded from the Settlement will irrevocably release all of the Released Claims against the Defendants and any of the Released Parties relating to the period from October 4, 2021, to May 31, 2025. This release specifically includes any wage and hour claims, including but not limited to those wage and hour claims (i) arising out of or relating to any alleged missed, interrupted, shortened, untimely, unpaid, and/or non-compliant meal periods, any alleged unpaid hours worked, and any alleged unpaid or improperly calculated overtime; and (ii) any attendant claims for unpaid wages, overtime payments, premium payments, interest, exemplary damages, liquidated damages, and attorney's fees and costs arising out of or relating to any of the foregoing. This Release requires you to waive and precludes you from bringing any Released Claims against Defendants Genie Industries Inc., Terex Washington, Inc., Terex USA, LLC and/or Joshua Gross, as well as any of their past, current, or future successors and assigns, together with each of their respective parent companies, subsidiaries, related or affiliated companies, members, shareholders, owners, officers, directors, employees, agents, attorneys, and insurers; and any other individual or entity who could be jointly or severally liable for any of the claims alleged in the Case or released by this Agreement.

Dismissal of Action: Upon final approval, the Court will enter a judgment of dismissal of the Case with prejudice, but shall retain jurisdiction to enforce the terms of the Settlement.

HOW YOU CAN GET PAYMENT

8. How can I get a payment?

To get a payment, you need do nothing. As long as you do not submit a written request to be excluded from the Settlement, you will be a Settlement Class Member and will be entitled to payment.

9. When would I get my payment?

The Court will hold a hearing to decide whether to finally approve the Settlement. If the King County Superior Court approves the Settlement, the parties will then have to wait to see whether there is an appeal. This will take at least thirty (30) days and, if there is an appeal, can take up to a year of more to resolve. If there is no appeal, we expect payments will go out within five (5) months of the Court's final approval of the Settlement. Please be patient.

THE LAWYERS REPRESENTING YOU

10. Do I have a lawyer in this case?

The Court has decided that lawyers from the law firm Hones Law PLLC are qualified to represent you and all Settlement Class Members. These lawyers are called "Class Counsel." You will not be charged for these lawyers. If you want to be represented by our own lawyer, you may hire one at your own expense.

11. How will the lawyers be paid?

As indicated above, Class Counsel will seek payment of their attorney's fees in the amount of \$3,000,000, and their litigation costs in an amount of up to \$15,000, each of which must be approved by the Court as part of the final approval

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of this Settlement. Class Counsel has been working on this case since approximately July of 2024 and have not received any fees or reimbursements for the costs of the lawsuit.

EXCLUDING YOURSELF FROM THE SETTLEMENT

12. How do I exclude myself from the Settlement?

If you fit the definition of a Settlement Class Member and want to exclude yourself from the Settlement, you must request exclusion in writing by August 18, 2025. You may be excluded as a member of the class by submitting a written request stating, “I request that I be excluded from the Class in the case of Edith Ramirez v. Genie Industries Inc. and Joshua Gross” The request must include your name, address, and signature. You must mail a copy of the letter to the Settlement Administrator at the following address postmarked no later than August 18, 2025:

Ramirez v. Genie Industries Inc.
c/o CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606

If you exclude yourself from the Settlement (i.e., opt out), you will not receive any payment from the Settlement. You will also not be entitled to object to the Settlement. If you exclude yourself, you will not be bound by the terms of the Settlement, including the Release described in Sections 6 and 7 above. This means you will retain the right at your own expense to pursue (or not pursue) any claims you may have against the Company.

OBJECTING TO THE SETTLEMENT

13. If I don’t like the Settlement, how do I tell the Court?

If you are a Settlement Class Member, have not excluded yourself from the Settlement, and do not like the Settlement or the fee request, you can object. You must do so in writing and you must state the reasons why you think the Court should not approve the Settlement. If you object, be sure to include your name, address, and telephone number, the name of the Case (*Edith Ramirez v. Genie Industries Inc., and Joshua Gross, King County Superior Court, Case No. 24-2-23566-3 SEA*), the reasons you object to the Settlement, and a signature. **You must mail a copy of the objection to the following address postmarked no later than August 18, 2025:**

Ramirez v. Genie Industries Inc.
c/o CPT Group, Inc.
50 Corporate Park
Irvine, CA 92606

THE COURT’S FAIRNESS HEARING

14. When and where will the Court decide to approve the Settlement?

The Court will hold a Fairness Hearing on August 27, 2025, at 11:00 AM, via Zoom using the following link:

Recurring Zoom
<https://kingcounty.zoom.us/j/83726036501>
Meeting ID: 837 2603 6501

If there are objections, the Court will consider them. Judge Whedbee will listen to people who have asked to speak at the hearing (see Section 16). After the hearing, the Court will decide whether to finally approve the Settlement, including Class Counsel’s request for Attorney’s Fees and Costs Award, Settlement Administration Expenses, and the Service and Full Release Award for the named Plaintiff. We do not know how long that decision will take.

15. Do I have to come to the hearing?

No. Class Counsel will answer any questions Judge Whedbee may have, but you are welcome to attend at your own expense. If you send an objection, you do not have to come to Court to talk about it. As long as you mailed your written objection on time, the Court will consider it. You may also pay your own lawyer to attend, but that is not necessary.

16. May I speak at the hearing?

You may ask the Court for permission to speak at the Fairness Hearing. To do so, you must send a letter saying it is your “Notice of Intention to Appear in *Edith Ramirez v. Genie Industries Inc., and Joshua Gross Case No. 24-2-23566-3 SEA*.” Be sure to include your name, address, phone number, and your signature. Your Notice of Intention to Appear must be **postmarked no later than August 18, 2025**, and be sent to the Court, Class Counsel, and Defense Counsel at the addresses set forth below:

COURT	CLASS COUNSEL	DEFENSE COUNSEL
Hon. David Whedbee King County Superior Court Department 1 516 Third Avenue Room C-203 Seattle, WA 98104	Ed Hones Ari Robbins Greene Hones Law PLLC 119 1 st Ave S, Suite 310 Seattle, WA 98104	Joshua D. Brittingham Carney Badley Spellman 701 5 th Ave #3600 Seattle, WA 98104 Kathleen M. Anderson Barnes & Thornburg LLP 888 S. Harrison Street Suite 600 Fort Wayne, IN 46802

IF YOU DO NOTHING

17. What happens if I do nothing at all?

If you do nothing—that is, if you do not mail or deliver a timely written request to exclude yourself from the Settlement—you will be part of the Settlement Class and will be entitled to a share of the Settlement. You will also be bound by the terms of the Settlement, including the Release described in Sections 6 and 7, above.

GETTING MORE INFORMATION

18. Are there more details about the Settlement?

This Notice summarizes the proposed Settlement. More details are in the Settlement Agreement. You can get a copy of the Settlement Agreement by visiting the website www.cptgroupcaseinfo.com/GenieIndustriesSettlement which has a copy of the Settlement Agreement posted. Plaintiffs’ motion for final approval of the settlement agreement, including Class Counsel’s request for attorney’s fees, costs, Settlement Administration Expenses, and a Service and Full Release Award for the named Plaintiffs will be available for you to review on August 15, 2025 at www.cptgroupcaseinfo.com/GenieIndustriesSettlement.