Employment Security
Received 05/21/26

May 21, 2026

Via E-mail and Certified Mail

Employment Security Department
Grants Management Office
Attention: WARN Team
P.O. Box 9046
Olympia, WA 98507-9046
ESDGPWorkforceInitiatives@ESD.WA.GOV

Re WARN Notice - Announcement of Planned Action

Dear Commissioner Feek and WARN Team:

We are writing to give you notice that Terex USA, LLC and Terex Washington, Inc., (collectively, the "Company")[1] is closing its Aerials parts and logistics facility located at 47010 and 47020 SE 144th St, North Bend, Washington, no later than November 30, 2026. The entire facility will be closed and all team members at the facility will be impacted except to the extent the team member accepts an offer of employment by the Company at another Terex site. This closure is expected to be permanent. The expected date of the first separation will be July 20, 2026, if the impacted employee/temporary worker declines the Company's offer of alternative employment/placement.

All affected team members have been notified of their separation dates and that their separation from employment will be permanent. Affected team members are expected to be separated from employment beginning on July 20, 2026 (if the impacted employee/temporary worker declines the Company's offer of alternative employment/placement), with all separations accomplished by November 30, 2026.

Attached is a list of the job positions that will be affected by the business closing, the names and addresses of the workers currently holding those affected positions, the number of affected individuals in each job classification, and the anticipated schedule for job losses.

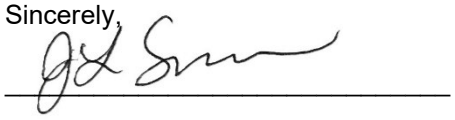
[1] Terex USA, LLC is a wholly owned subsidiary of Terex Corporation. Terex Washington, Inc. is a wholly owned subsidiary of Genie Industries, Inc., which is a wholly owned subsidiary of Terex Holdings I LLC, which is a wholly owned subsidiary of TOS Holding Company, Inc., which is a wholly owned subsidiary of Terex Corporation.

This closure is the result of the relocation and/or contracting out of company operations. More specifically, to better position the Company for long term sustainability and operational efficiency, North Bend's activities will be relocated to existing Terex facilities, including Redmond, WA, Southaven, MS, and Rock Hill, SC. As a result, some impacted team members may be able to relocate to other Terex facilities. Those who do not relocate to other facilities will be subject to layoff. Further, during the transition of warehousing operations to Southaven, MS, the Company will temporarily outsource some of this function to a third-party contractor.

There is no union representing affected employees. There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this closure.

If you have any questions or want additional information concerning this matter, please contact David Hill, Sr. Director Human Resources, at David.Hill@terex.com, 20021 120th Ave N, Bothell Washington 98011.

Sincerely,



Jenny Snow-Boscolo
Group VP of HR – Aerials

cc: The Honorable Mayor Mary Miller (via Facsimile [(425)-831-6200], E-mail [mayor@northbendwa.gov], and Certified Mail [920 SE Cedar Falls Way North Bend, WA 98045])

Enclosure: Attachment A

ATTACHMENT A

The following represents direct employees and workers placed at the North Bend facility by a temporary employment agency (“temporary worker”) who are being impacted by the plant closure for which an offer of alternative employment is not being made.

The first chart provides name, job title, address and anticipated separation date for these direct employees/temporary workers, while the second chart summarizes this information to show the number of affected individuals within each of those job titles.

Name	Job Title	Address	Anticipated Separation Date
[redacted]	Equipment Operator [Temporary Worker]	[redacted]	9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Equipment Operator [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026

[redacted]	Materials Distribution Specialist [Temporary Worker]	[redacted]	9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Materials Distribution Specialist [Temporary Worker]		9/10/2026
	Grief Clerk		9/24/2026
	Manufacturing Engineer II		9/24/2026
	Materials Distribution Specialist		9/24/2026
	Materials Distribution Specialist		9/24/2026
	Materials Distribution Specialist		9/24/2026

[redacted]	Materials Distribution Specialist	[redacted]	9/24/2026
	Materials Distribution Specialist		9/24/2026
	Materials Distribution Specialist		9/24/2026
	Materials Distribution Specialist		9/24/2026
	Aisle Maintenance Coordinator		10/23/2026
	Aisle Maintenance Coordinator		10/23/2026
	Cycle Count Maintenance Specialist		10/23/2026
	Equipment Operator		10/23/2026
	Expeditor		10/23/2026
	Manufacturing Engineer Tech - Continuous Improvement		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Production Supervisor		10/23/2026
	Team Leader I		10/23/2026
	Equipment Operator		November 2, 2026- November 13, 2026

[redacted]	Equipment Operator	[redacted]	November 2, 2026-November 13, 2026
	Production Supervisor		November 2, 2026-November 13, 2026
	Equipment Operator [Temporary Worker]		October 19, 2026-October 30, 2026

Job Title	Number of Affected Individuals	Anticipated Separation Date
Aisle Maintenance Coordinator	2	9/10/2026
Cycle Count Maintenance Specialist	1	10/23/2026
Equipment Operator	3	10/23/2026, November 2, 2026-November 13, 2026
Equipment Operator [Temporary Worker]	10	9/10/2026, October 19, 2026-October 30, 2026
Expeditor	1	10/23/2026
Grief Clerk	1	9/24/2026
Manufacturing Engineer II	1	9/24/2026
Manufacturing Engineer Tech - Continuous Improvement	1	10/23/2026
Materials Distribution Specialist	14	9/24/2026, 10/23/2026
Materials Distribution Specialist [Temporary Worker]	16	9/10/2026
Production Supervisor	2	10/23/2026, November 2, 2026-November 13, 2026
Team Leader I	1	10/23/2026

The following represents direct employees and workers placed at the North Bend facility by a temporary employment agency (“temporary worker”) who are being impacted by the plant closure for which an offer of alternative employment/assignment is being extended. To the extent the employee/temporary worker accepts the offer of alternative employment/placement, there will be no “separation date.” Accordingly, the anticipated separation date noted below applies to the extent the employee/temporary worker declines the offer of alternative employment/placement. The Company has provided notice to each of these employees/temporary workers even though, in most

cases, the offer of alternative employment/placement is at a different site of employment that is within a reasonable commuting distance.

The first chart provides name, job title, address and anticipated separation date for these direct employees/temporary workers, while the second chart summarizes this information to show the number of affected individuals within each of those job titles.

Name	Job Title	Address	Anticipated Separation Date
[redacted]	Production Specialist [Temporary Worker]	[redacted]	7/20/2026
	Production Specialist [Temporary Worker]		7/20/2026
	Production Specialist [Temporary Worker]		7/20/2026
	Production Specialist [Temporary Worker]		7/20/2026
	Production Specialist [Temporary Worker]		7/20/2026
	Weld Specialist [Temporary Worker]		7/20/2026
	Buyer I		7/31/2026
	Buyer I		7/31/2026
	Buyer II		7/31/2026
	Equipment Operator		7/31/2026
	Equipment Operator		7/31/2026
	Equipment Operator		7/31/2026
	Kanban Coordinator		7/31/2026

[redacted]	Machine Operator	[redacted]	7/31/2026
	Machine Operator		7/31/2026
	Machine Operator		7/31/2026
	Machine Operator		7/31/2026
	Machinist III		7/31/2026
	Machinist III		7/31/2026
	Maintenance Tech III		7/31/2026
	Maintenance Technician III		7/31/2026
	Manufacturing Engineer Supervisor		7/31/2026
	Manufacturing Engineering Tech II		7/31/2026
	Production Manager, Fab Shop		7/31/2026
	Production Scheduler		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026

[redacted]	Production Specialist	[redacted]	7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Specialist		7/31/2026
	Production Supervisor - FAB Shop		7/31/2026
	Quality Engineering Tech I		7/31/2026
	Shipping/Receiving Clerk		7/31/2026
	Team Leader I		7/31/2026
	Team Leader I		7/31/2026
	Team Leader III		7/31/2026
	Tool Designer IV		7/31/2026

[redacted]	Welder	[redacted]	7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Welder		7/31/2026
	Assistant Parts Operations Manager		10/23/2026
	Materials Distribution Specialist		10/23/2026
	Production Supervisor		10/23/2026

[redacted]	Team Leader II	[redacted]	10/23/2026
	Digital Asset Specialist		November 2, 2026-November 13, 2026
	Master Scheduler		November 2, 2026-November 13, 2026
	Traffic Coordinator		November 2, 2026-November 13, 2026

Job Title	**Number of Affected Individuals**	**Anticipated Separation Date**
Production Specialist [Temporary Workers]	5	7/20/2026
Quality Engineering Tech I	1	7/31/2026
Weld Specialist [Temporary Worker]	1	7/20/2026
Buyer I	2	7/31/2026
Buyer II	1	7/31/2026
Equipment Operator	3	7/31/2026
Kanban Coordinator	1	7/31/2026
Machine Operator	4	7/31/2026
Machinist III	2	7/31/2026
Maintenance Tech III	1	7/31/2026
Maintenance Technician III	1	7/31/2026
Manufacturing Engineer Supervisor	1	7/31/2026
Manufacturing Engineering Tech II	1	7/31/2026
Production Manager, Fab Shop	1	7/31/2026
Production Scheduler	1	7/31/2026
Production Specialist	14	7/31/2026
Production Supervisor - FAB Shop	1	7/31/2026
Shipping/Receiving Clerk	1	7/31/2026
Team Leader I	2	7/31/2026
Team Leader III	1	7/31/2026
Tool Designer IV	1	7/31/2026
Welder	12	7/31/2026
Assistant Parts Operations Manager	1	10/23/2026
Materials Distribution Specialist	1	10/23/2026
Production Supervisor	1	10/23/2026
Team Leader II	1	10/23/2026
Digital Asset Specialist	1	November 2, 2026-November 13, 2026
Traffic Coordinator	1	November 2, 2026-November 13, 2026