

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

NOTICE OF CLASS ACTION SETTLEMENT

You may be eligible for an estimated payment of \$1,292.77 from a class action settlement relating to your application for employment with Belcan Engineering Group, LLC or Belcan Services Group, LLC.

A Washington State Superior Court authorized this Notice. You are not being sued. This is not a solicitation from an attorney.

- John Milito (“Plaintiff” or “Class Representative”), filed a lawsuit against Belcan Engineering Group, LLC (“Defendant,” and collectively with Plaintiff, the “Parties”) on behalf of himself and a class of similarly situated applicants for employment. The lawsuit, *John Milito v. Belcan Engineering Group, LLC*, Case No. 24-2-20265-0 SEA (the “Lawsuit”) is currently pending in King County Superior Court before Judge Haydee Vargas. Plaintiff claimed in the lawsuit that Defendant’s job postings for open positions in Washington did not disclose the wage scale or salary range being offered. Defendant disputes Plaintiff’s claims and contends it has not violated any law and Plaintiff’s claims are without merit.
- The Court has not made any determinations regarding the merits of the Plaintiff’s claims, and it has not decided whether Defendant violated the law. Defendant disputes Plaintiff’s claims, including liability under RCW 49.58.110.
- The Parties to the Lawsuit have reached a proposed Class Action Settlement. The Proposed Class Action Settlement includes a maximum payment by Defendant of \$1,650,000.00 (“Maximum Settlement Fund”), depending on how many Class Members submit a claim. On August 21, 2026, the Court issued an order preliminarily approving the settlement and authorizing the Settlement Administrator Simpluris, Inc. (“Settlement Administrator”) to issue this Notice and Claim Form.
- You are receiving this Notice because Defendant’s records indicate you are eligible to participate in the Class Action Settlement as a member of the Settlement Class. “Settlement Class Members” include “Plaintiff and all individuals who, from January 1, 2023, through the date of preliminary approval, applied for a job opening in the State of Washington with Belcan, where the job posting did not disclose the wage scale or salary range to be offered to the hired applicant.”
- The Court still has to decide whether to approve the settlement. No settlement benefits or payments will be provided unless the Court approves the settlement, and it becomes final.
- Please read this Notice carefully. Your legal rights are affected regardless of whether you act or do not act. For complete details, please see the Settlement Agreement, the terms of which control, available at www.EPOASettlementBEG.com.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT

SUBMIT A CLAIM FORM	This is the only way you are eligible to receive a payment from this settlement. The deadline to submit a Claim Form is December 4, 2026. You may submit your claim online by visiting www.EPOASettlementBEG.com and using the following information: LoginID: «ClaimLoginID» PIN: «ClaimLoginPIN»
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	You may also submit your Claim Form to the Settlement Administrator by mail or email.
EXCLUDE YOURSELF FROM THE SETTLEMENT	If you wish to be excluded, you must submit your opt-out request in accordance with the instructions below. You will no longer be in the Settlement Class and will not receive a settlement payment. This is the only option that allows you to keep any right to sue Defendants about the same legal claims in this Lawsuit. The deadline to request exclusion from the settlement is December 4, 2026 .
OBJECT TO THE SETTLEMENT	Write to the Court explaining why you do not agree with the settlement. You must not exclude yourself from the settlement if you wish to object. The deadline to object is December 4, 2026 .
ATTEND THE FINAL APPROVAL HEARING	You may ask the Court for permission for you or your attorney to speak about your objection at the Final Approval Hearing. The Final Approval Hearing will be held before Judge Haydee Vargas on January 7, 2027, at 9:00 A.M. For hearing location information, please see below in section 20 . To attend remotely via Zoom, you may use the following link: Zoom Link: https://kingcounty.zoom.us/j/83824578207 Meeting ID: 838 2457 8207
DO NOTHING	If you do nothing, you will remain in the Settlement Class, but you will forfeit the opportunity to receive any compensation and give up any right to sue Defendants, and certain parties related to Defendants, about the claims that have been or could have been asserted based on the facts alleged in this Lawsuit.

BASIC INFORMATION

1. What is this Notice and why should I read it?

The Court authorized this Notice to inform you about a proposed settlement with Defendants. You have legal rights and options that you may act on before the Court decides whether to approve the proposed settlement. You may be eligible to receive a cash payment as part of the settlement. This Notice explains the Lawsuit, the Class Action Settlement Agreement (“Settlement Agreement”), and your legal rights.

Judge Haydee Vargas of King County Superior Court is overseeing this class action. The case is titled *John Milito v. Belcan Engineering Group, LLC*, Case No. 24-2-20265-0 SEA.

John Milito is the Plaintiff or Class Representative. The company he sued, Belcan Engineering Group, LLC, is the Defendant. Belcan Services Group, LLC is affiliated with Belcan Engineering Group, LLC and is the entity which Mr. Milito applied to. Both entities are referred to as “Defendants.”

2. What is a class action lawsuit?

A class action is a lawsuit in which one or more plaintiffs sue on behalf of a group of people who have similar claims. Together, this group is called a “Settlement Class” and consists of “Settlement Class Members.” In a class action, the court resolves the issues for all class members, except those who exclude themselves from the class.

3. What is this lawsuit about?

Plaintiff claims that Defendants violated Washington law, RCW 49.58.110, when they allegedly did not disclose the wage scale or salary range being offered on job postings for open positions.

Defendants deny that they are or can be held liable for the claims made in the Lawsuit. More information about the Lawsuit can be found in the “Documents” section of the Settlement Website at www.EPOASettlementBEG.com.

4. Why is there a settlement?

The Court has not decided whether the Plaintiff or Defendants should win this case. Instead, both sides agreed to this settlement. That way, they can avoid the uncertainty, risks, and expense of ongoing litigation, and Settlement Class Members will get compensation now rather than years later—if ever. The Plaintiff and Class Counsel, attorneys for the Settlement Class Members, agree the settlement is in the best interests of the Settlement Class Members. The settlement is not an admission of wrongdoing by Defendants.

5. How do I know if I am in the Settlement Class?

Defendants’ records show you are part of the Settlement Class because you applied for a job opening in Washington with Belcan between January 1, 2023, and August 21, 2026 (the “Settlement Class Period”), where the job posting did not disclose the wage scale or salary range for the position.

If you are still not sure whether you are included, you can contact the Settlement Administrator by calling toll-free at (866) 606-6610, emailing Info@EPOASettlementBEG.com, or by visiting the Settlement Website at www.EPOASettlementBEG.com.

THE SETTLEMENT BENEFITS

6. What does the settlement provide?

All Settlement Class Members who submit a timely, valid Claim Form are eligible to receive an equal share of the Net Settlement Fund. Your estimated payment amount is on the Claim Form you received with this Notice.

Settlement payments will be characterized as non-wage damages (1099).

7. How do I receive a payment?

To qualify for a settlement payment, you must complete the enclosed Claim Form and submit it by email or mail, **postmarked on or before December 4, 2026**, to the Settlement Administrator:

John Milito v. Belcan Engineering Group, LLC
c/o Simpluris, Inc.
P.O. Box 26170
Santa Ana, CA 92799
Info@EPOASettlementBEG.com

You can also complete your claim form online at Info@EPOASettlementBEG.com by using LoginID: «ClaimLoginID», PIN: «ClaimLoginPIN».

Claims will be subject to a verification process, and the Settlement Administrator may request additional information. **All Claim Forms must be submitted or postmarked on or before December 4, 2026.**

To ensure you receive your payment, you must contact the Settlement Administrator if your address or phone number changes at any time.

8. When will I get my payment?

The hearing to consider the fairness of the settlement is scheduled for **January 7, 2027, at 9:00 A.M.** If the Court approves the settlement, eligible Settlement Class Members who submitted a timely, valid Claim Form will be mailed a check after all appeals and other reviews, if any, are completed. Please be patient. All checks will expire and become void 180 days after the date of issuance. Uncashed checks will be sent to the State of Washington pursuant to Washington's Revised Unclaimed Property Act.

9. Will Defendants retaliate against me if I participate in the settlement?

No. Defendants support the settlement and will not retaliate in any way against any Settlement Class Member for participating in the settlement. Your decision to participate, not participate, or object to the settlement will not affect any application for employment with Defendants or Defendants' treatment of you as a current or former employee.

THE ATTORNEYS REPRESENTING YOU

10. Do I have an attorney in this case?

Yes, the Court appointed Timothy W. Emery, Patrick B. Reddy, and Paul Cipriani of Emery Reddy, PC as Class Counsel to represent the Settlement Class. Their contact information is:

Emery Reddy, PC
600 Stewart Street, Suite 1100
Seattle, WA 98101
Phone: (206) 442-9106

Should I get my own attorney? You don't need to hire your own attorney because Class Counsel are working on your behalf. These attorneys and their firm are experienced in handling similar cases. You will not be charged for these attorneys. You can ask your own attorney to appear in Court for you, at your own cost, if you want someone other than Class Counsel to represent you.

11. How will Class Counsel and the Class Representative be paid?

Class Counsel will ask the Court to approve, and Defendants agree not to oppose, an award of attorneys' fees in the amount of \$486,750.00, plus costs and expenses in an amount not to exceed \$5,000.00, to be paid from the Maximum Settlement Fund. Class Counsel will also request a service award for Plaintiff in the amount of \$20,000.00, to be paid from the Maximum Settlement Fund. The Court will determine the proper amount of any attorneys' fees, costs, and expenses to award Class Counsel and the proper amount of any service award to Plaintiff. The Court may award less than the amounts requested. Whether the settlement will be finally approved does not depend on whether or how much the Court awards in attorneys' fees, costs, and expenses or service award.

YOUR RIGHTS AND OPTIONS

12. What claims do I give up by participating in this settlement?

If the Court approves the settlement, the Court will enter a final judgment dismissing the Lawsuit "with prejudice." This means that the claims in the Lawsuit will be permanently dismissed. Specifically, Defendants and Released Parties will be "released" from claims as described in Paragraph 18 of the Settlement Agreement, which states that upon final approval of this Settlement Agreement by the Court, each Settlement Class Member who does not submit a valid and timely request for exclusion:

“...will be deemed for all purposes to have released, waived, and forever discharged Defendants, and Defendants’ owners, parents, subsidiaries, affiliates, related companies/corporations and/or partnerships (defined as a company/corporation and/or partnership that are, directly or indirectly, under common control with Defendants or any of their parents and/or affiliates), joint venturers, joint employers, alter-egos, divisions, insurers, reinsurers, insurance policies and benefits plans, each of the past, present, and future officers, directors, agents, employees, equity holders (shareholders, holders of membership interests, etc.), owners, representatives, administrators, insurers, reinsurers, fiduciaries and attorneys of the entities and plans described in this sentence, and the predecessors, successors, transferees, and assigns of each of the persons and entities described in this sentence (the “Released Parties”) of and from any and all claims during the period from January 1, 2023, through the date of preliminary approval, that were alleged by Plaintiff against Defendants in the Complaint (the “Released Class Claims”), and any attendant claims for relief, such as interest, liquidated damages, exemplary damages, statutory damages, and attorneys’ fees and costs.”

By being part of the settlement, Settlement Class Members agree that they cannot sue or seek recovery against Defendants as described in the Settlement Agreement for any released claims. Participating in the settlement does not, however, waive claims outside the release.

Any potential Settlement Class Member who does not request exclusion by the applicable deadline will be a Settlement Class Member and will be considered to have accepted the above release and to have waived any and all of the released claims against the Released Parties. Any potential Settlement Class Member who requests exclusion by the applicable deadline is not a Settlement Class Member, will not be subject to the release, and will not receive any payment.

13. What happens if I do nothing?

If you do nothing, you will receive no payment under the settlement. You will still be in the Settlement Class, and, if the Court approves the settlement, you will be bound by all orders and judgments of the Court, the Settlement Agreement, and its included release. You will be deemed to have participated in the settlement and will be subject to the provisions of Section 12 above. Unless you exclude yourself, you won’t be able to file a lawsuit or be part of any other lawsuit against Defendants for the claims or legal issues resolved in this settlement.

14. What happens if I request to be excluded?

If you submit a timely, valid request for exclusion from the settlement, you will receive no benefits or payment under the settlement. However, you will not be in the Settlement Class, will not release claims against Defendants, and will not be legally bound by the Court’s judgments in this Lawsuit.

15. How do I request to be excluded?

To request to be excluded from the settlement, you must send a letter, postmarked no later than **December 4, 2026**, to the Settlement Administrator at the following address:

John Milito v. Belcan Engineering Group, LLC
c/o Simpluris, Inc.
P.O. Box 26170
Santa Ana, CA 92799

To be considered valid, a request for exclusion **must** include: (i) your full name; (ii) your address; (iii) a statement that you wish to be excluded from the settlement (for example, “I request to be excluded from the class action settlement in *John Milito v. Belcan Engineering Group, LLC*, Case No. 24-2-20265-0 SEA.”); and (iv) your (or your attorney’s) signature and date signed.

Mailing Date: October 5, 2026

You cannot exclude yourself by phone or email. Each individual who wants to be excluded from the settlement must submit his or her own request for exclusion. Group requests for exclusion are not permitted.

16. If I don't exclude myself, can I sue Defendants for the same thing later?

No. Unless you exclude yourself, you give up any right to sue Defendants for the claims being resolved by this settlement even if you do nothing.

17. If I exclude myself, can I get anything from this settlement?

No. If you exclude yourself, do not submit a Claim Form to ask for a payment.

18. How do I object to the settlement?

If you do not exclude yourself from the Settlement Class, you can object to the settlement if you disagree with any part of it. You can give reasons why you think the Court should deny approval of the settlement by filing an objection. To object, you must file written notice with the Court stating that you object to the settlement in *John Milito v. Belcan Engineering Group, LLC*, Case No. 24-2-20265-0 SEA, no later than **December 4, 2026**. Your objection must be filed with the Court, which you can do by mailing your objection and any supporting documents to King County Superior Court at the following address:

King County Superior Court
516 Third Avenue, Room E-609
Seattle, WA 98104

If you are represented by an attorney, the attorney may file your objection through the Court's e-filing system.

To be valid, your objection must be in writing and include: (i) your full name, address, telephone number, and e-mail address; (ii) the case name and number; (iii) the reasons why you object to the settlement; (iv) the name and address of your attorney, if you have retained one; (v) a statement confirming whether you and/or your attorney intend to personally appear at the Final Approval Hearing; (vi) a list, by case name, court, and docket number, of all other cases in which you (directly or through an attorney) have filed an objection to any proposed class action settlement within the last three years; (vii) a list, by case name, court, and docket number, of all other cases in which your attorney (on behalf of any person or entity) has filed an objection to any proposed class action settlement within the last three years; and (viii) your (or your attorney's) signature and date signed.

In addition to filing your objection with the Court, you must also mail copies of your objection and any supporting documents to both Class Counsel and Defendants' attorneys at the addresses listed below, postmarked no later than **December 4, 2026**:

Class Counsel	Defendants' Counsel
Timothy W. Emery Patrick B. Reddy Paul Cipriani Emery Reddy, PC 600 Stewart Street, Suite 1100 Seattle, WA 98101	Alexander A. Wheatley Kylene Slocum Fisher & Phillips LLP 1700 Seventh Avenue, Suite 2200 Seattle, WA 98101

19. What's the difference between objecting and excluding myself from the settlement?

Objecting simply means telling the Court that you don't like something about the settlement. You can object only if you stay in the Settlement Class. Excluding yourself from the Settlement Class is telling the Court that you don't want to be part of the Settlement Class. If you exclude yourself, you have no basis to object because the case no longer affects you.

THE COURT'S FINAL APPROVAL HEARING

20. When and where will the Court hold a hearing on the fairness of the settlement?

The Court will hold the Final Approval Hearing on **January 7, 2027, at 9:00 A.M.** in King County Superior Court, King County Courthouse, 516 Third Avenue, Courtroom W-764, Seattle, WA 98104. To attend remotely via Zoom, you may use the following link:

Zoom Link: <https://kingcounty.zoom.us/j/83824578207>

Meeting ID: 838 2457 8207

The purpose of the hearing is for the Court to determine whether the settlement is fair, reasonable, adequate, and in the best interests of the Settlement Class. At the hearing, the Court will hear any objections and arguments concerning the fairness of the proposed settlement, including those related to the amount requested by Class Counsel for attorneys' fees, costs, and expenses and the service award for Plaintiff.

Note: The date and time of the Final Approval Hearing are subject to change by court order. Any changes will be posted at the Settlement Website, **www.EPOASettlementBEG.com**, or through the Court's publicly available docket. You should check the Settlement Website to confirm the date and time have not been changed.

21. Do I have to come to the hearing?

No. Class Counsel will answer any questions the Court may have, but you are welcome to attend the hearing at your own expense. If you send an objection, you don't have to come to the hearing to talk about it. As long as your written objection was filed or mailed on time and meets the other criteria described in the settlement, the Court will consider it. You may also hire an attorney to attend on your behalf at your own expense, but you don't have to.

22. May I speak at the hearing?

Yes. If you do not exclude yourself from the Settlement Class, you may ask the Court for permission to speak at the Final Approval Hearing concerning any part of the proposed settlement.

GETTING MORE INFORMATION

23. Where can I get additional information?

This Notice summarizes the proposed settlement. More details are in the Settlement Agreement, which is available at **www.EPOASettlementBEG.com**.

You may contact the Settlement Administrator by phone, email, or in writing at:

John Milito v. Belcan Engineering Group, LLC
c/o Simpluris, Inc.
P.O. Box 26170
Santa Ana, CA 92799

PLEASE DO NOT CALL THE COURT, THE CLERK OF THE COURT, THE JUDGE, OR DEFENDANTS WITH QUESTIONS ABOUT THE SETTLEMENT OR CLAIMS PROCESS.