



9/24/25

Dear Associate :

On September 11th, we received a Demand Letter from the Teamsters Local 322 requesting that Genesis recognize the Teamsters as the representative of our warehouse and customer service associates without holding a secret ballot election under the NLRB's (National Labor Relations Board) process. The following week, on September 17th the Union filed a representation petition with the NLRB. There will now be a secret ballot election in which you can privately voice whether or not you want the union to represent you. We are currently working out the details of the election with the NLRB. Once that is done, we will let you know who will be able to vote and the dates and times when the election will happen.

For those eligible to vote, the NLRB's rules require us to provide the union your name, job title, work location, and contact information, including your home address, cell phone number, and personal e-mail address. We respect your privacy and would never voluntarily disclose your private information to a third party. However, we have no choice in this situation. We hope that others will respect your privacy, but, unfortunately, we have no control over how the union uses your information.

We take this very seriously because the decision you make in the election will affect you, your future, your family and our company. Similar to what you may have experienced earlier this year; you will begin to see Genesis share informational fliers and offer voluntary informational sessions for you to continue to learn about what union representation means for you and your family. As I have been doing since joining the site a few months ago, I will continue working hard to listen to employee questions and/or concerns. I want to thank you for your openness and time. These discussions will continue, and we will publish your union-related questions and answers on an informational website, www.genesisstaffordbeinformed.com.

The decision to have union representation is an important one for you and your family. Think about what you currently have without paying union dues. Think about someone else speaking on your behalf. You should ask yourself: Are the reasons why some people want to bring in a union worth giving up your individual voice and/or potentially impacting your ability to address individual circumstances directly with management? Are union promises really guaranteed?

Remember, you have the right to join a union or NOT join a union. You have the right to vote NO or yes. Currently, you have a compensation package better than many union contracts provide without paying union dues (as the union will expect) and without being under the union's membership rules.

Whatever your decision, we encourage you to make an INFORMED one and VOTE the day(s) of the election.

Yours truly,

A handwritten signature in black ink that reads "Max Zapata". The signature is written in a cursive, flowing style.

Max Zapata
Site Director