

SETTLEMENT AGREEMENT

BETWEEN

SARA HAMMOND

AND

LIFEWORKS TECHNOLOGY GROUP, LLC.

Sara Hammond ("Hammond") and Lifeworks Technology Group, LLC (herein referred to as "Lifeworks") (Hammond and Lifeworks are collectively referred to as the "Parties"), enter into this agreement ("Settlement Agreement") for the purpose of avoiding prolonged and costly litigation to settle Hammond's allegations that Lifeworks violated Proposition 65. The effective date of this Settlement Agreement shall be the date upon which it is fully executed by all Parties hereto (the "Effective Date").

1. Introduction

- 1.1. Hammond alleges she is an individual who seeks to promote awareness of exposures to toxic chemicals and improve human health by reducing or eliminating hazardous substances contained in consumer and industrial products.
- 1.2. Lifeworks previously sold, imported, distributed, or manufactured at various times armbands designed to hold electronic devices with clear plastic windows (for example RBX Performance Sports Sleeve, UPC #8 12350 051447) (referred to throughout as the "Covered Product").
- 1.3. Hammond alleges that the Covered Products contains Di(2-ethylhexyl)phthalate ("DEHP"). Also known as Diethyl Hexyl Phthalate and Bis (2-ethylhexyl) phthalate, and that Lifeworks did not provide a required warning in compliance

with the California Safe Drinking Water and Toxic Enforcement Act of 1986 (Cal. Health & Safety Code § 25249.5, *et seq.* ("Proposition 65")).

- 1.4. On January 1, 1988 the Governor of California added DEHP to the list of chemicals known to the State to cause cancer, and on October 24, 2003, the Governor added DEHP to the list of chemicals known to the State to cause developmental male reproductive toxicity. These additions took place more than twenty (20) months before Hammond served her "Sixty-Day Notice of Violation Sent in Compliance with California Health & Safety Code § 25249.7(d)" which is further described below.
- 1.5. DEHP is referred to hereafter as the "Listed Chemical".
- 1.6. On or about June 3, 2016 Hammond alleges she served Lifeworks and certain relevant public enforcement agencies with documents entitled "Sixty-Day Notice of Violation Sent in Compliance with California Health & Safety Code § 25249.7(d)" alleging the Covered Product contained the Listed Chemical (the "Notice").
- 1.7. The Notice alleged that Lifeworks violated Proposition 65 by failing to warn consumers in California that use of Covered Products exposes persons to the Listed Chemical.
- 1.8. The Parties enter into this Settlement Agreement to settle disputed claims between them concerning the Parties' and the Covered Products' compliance with Proposition 65 (the "Dispute").
- 1.9. Lifeworks disputes Hammond's allegations described in this Settlement Agreement and in the Notice.

1.10. By execution of this Settlement Agreement, the Parties do not admit any facts or conclusions of law, including, but not limited to, any facts or conclusions of law regarding any violation of Proposition 65, or any other statutory, regulatory, common law, or equitable doctrine. Nothing in this Settlement Agreement shall be construed as an admission by the Parties of any fact, conclusion of law, issue of law, or violation of law. Nothing in this Settlement Agreement, nor compliance with its terms, shall constitute or be construed, considered, offered, or admitted as evidence of an admission or evidence of fault, wrongdoing, or liability by Lifeworks, its officers, directors, employees, or parents, subsidiaries or affiliated corporations, licensees, licensors, suppliers, distributors or retailers of its products, in any administrative or judicial proceeding or litigation in any court, agency, or forum. Except for the allegations settled and compromised, nothing in this Settlement Agreement shall prejudice, waive, or impair any right, remedy, argument, or defense that Hammond or Lifeworks may have in any other legal proceeding as to allegations unrelated to the Dispute or claims released herein.

2. Release

2.1. This Settlement Agreement is a full, final, and binding resolution between Hammond, acting in her individual capacity, on the one hand, and (a) Lifeworks, and its current owners, parents, subsidiaries, affiliates, sister and related companies, licensees, licensors, suppliers, employees, shareholders, officers, directors, insurers, attorneys, predecessors, successors, and assigns (collectively "Releasees") and (b) all entities to whom Releasees directly or indirectly provide, distribute, or sell the Covered Products, including but not limited to distributors,

wholesalers, customers, retailers, franchisees, and cooperative members ("Downstream Releasees"), on the other hand, of any violation(s) or claimed violation(s) of Proposition 65 or any statutory or common law claim that has been, could have been or may in the future be asserted against the Releasees and Downstream Releasees regarding exposing persons to any Proposition 65 listed chemical or the failure to warn about exposure to any Proposition 65 listed chemical arising only in connection with the Covered Product sold, manufactured, shipped, and/or otherwise distributed prior to the Effective Date, even if sold by Downstream Releasees after the Effective Date.

- 2.2. Hammond, on behalf of herself and her past and current agents, representatives, attorneys, successors, and/or assignees, hereby waives and releases with respect to the Covered Product all rights to institute or participate in, directly or indirectly, any form of legal action, including, without limitation, all actions, and causes of action, in law or in equity, suits, liabilities, demands, obligations, damages, costs, fines, penalties, losses, or expenses (including, but not limited to, investigation fees, expert fees, and attorneys' fees) (collectively "Claims"), against Releasees and the Downstream Releasees that arise under Proposition 65 or any other statutory or common law claims that were or could have been asserted in connection with the Covered Product sold up to the Effective Date, including without limitation to the extent that such claims relate to Releasees' or Downstream Releasees' alleged exposure of persons to any Proposition 65 listed chemicals contained in the Covered Product or any failure by Releasees or

Downstream Releasees to warn about exposures to any Proposition 65 listed chemical contained in the Covered Product.

- 2.3. Hammond acknowledges that she is familiar with Section 1542 of Civil Code, which provides as follows:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR.

Hammond, on behalf of herself and her past and current agents, representatives, attorneys, successors, and/or assignees expressly waives and relinquishes any and all rights and benefits which she may have under, or which may be conferred on her by the provisions of Civil Code § 1542 as well as under any other state or federal statute or common law principle of similar effect, to the fullest extent that she may lawfully waive such rights or benefits pertaining to the released matters. The release in this section shall have no force or effect until the full amount of payments set forth in Section 4. below are paid in full.

3. Lifeworks' Duties

Lifeworks agrees, promises, and represents that it will cease selling the Covered Product in California, and will not manufacture, import or distribute the Covered Product into California in the future without prior reformulation to eliminate DEHP.

4. **Payments**

4.1. Lifeworks agrees to pay a total of twenty-three thousand dollars (\$23,000), in two installments, as follows:

4.1.1. Fifteen thousand dollars (\$15,000) shall be paid no later than September 30, 2016 by separate checks apportioned as follows:

- a. Civil Penalty: Lifeworks shall issue two separate checks for a total amount of two thousand dollars (\$2,000) as penalties pursuant to Health & Safety Code § 25249.12 as follows: (a) one check made payable to the State of California's Office of Environmental Health Hazard Assessment (OEHHA) in the amount of one thousand five hundred dollars (\$1,500), representing 75% of the total penalty; and (b) one check to Sara Hammond in the amount of five hundred dollars (\$500), representing 25% of the total penalty. Both checks shall be delivered to the Law Office of Joseph D. Agliozzo, PO Box 3582, Manhattan Beach, CA 90266. Additionally, two separate 1099's shall be issued for the above payments. The first 1099 shall be issued to OEHHA, PO Box 4010, Sacramento, CA 95184 (EIN: 68-0284486) in the amount of \$1,500. The second 1099 shall be issued in the amount of \$500 to Sara Hammond and shall be delivered to the Law Office of Joseph D. Agliozzo, PO Box 3582, Manhattan Beach, CA 90266. Hammond shall provide Lifeworks with her Social Security Number for completion of the Form 1099.

b. Attorneys' Fees and Costs: An initial payment of thirteen thousand dollars (\$13,000) shall be paid to The Law Office of Joseph D. Aglio as Hammond's attorney, for reasonable investigation fees and costs, attorneys' fees, and other costs incurred as a result of investigating and bringing this matter to Lifeworks' attention. The check shall be delivered to: Law Office of Joseph D. Aglio, PO Box 3582, Manhattan Beach, CA 90266.

4.1.2. Final payment of eight thousand dollars (\$8,000) shall be paid no later than November 30, 2016 as follows:

a. Attorneys' Fees and Costs Second Installment: A final payment of eight thousand dollars (\$8,000) shall be paid to Joe Aglio as Hammond's attorney, for reasonable investigation fees and costs, attorneys' fees, and other costs incurred as a result of investigating and bringing this matter to Lifeworks' attention. The check shall be delivered to: Law Office of Joseph D. Aglio, PO Box 3582, Manhattan Beach, CA 90266.

5. Authority to Enter Into Settlement Agreement

5.1. Hammond represents that she has full authority to enter into and legally bind Hammond to this Settlement Agreement.

5.2. The person signing this Settlement Agreement on behalf of Lifeworks represents and warrants that he/she has been granted full authority to enter into and legally bind Lifeworks to this Settlement Agreement.

6. **Report of the Settlement Agreement to the Office of the Attorney General of California**

Hammond shall report this Settlement Agreement to the Attorney General's Office within five (5) days of the Parties' execution of this Settlement Agreement.

7. **Execution in Counterparts and Facsimile**

This Settlement Agreement may be executed in counterparts, which taken together shall be deemed to constitute the same document. A facsimile or portable document format (PDF) signature shall be as valid as the original as an electronic record executed and adopted by a Party with the intent to sign the electronic record pursuant to Civil Code §§ 1633.1-1633.17.

8. **Entire Agreement**

This Settlement Agreement contains the sole and entire agreement and understanding of the Parties with respect to the subject matter hereof, and all related prior discussions, negotiations, commitments, and understandings. No other promises or agreements, oral or otherwise, exist to bind any of the Parties or are being relied on by any of the Parties in connection with the execution of this Settlement Agreement.

9. **Modification of Settlement Agreement**

Any modification to this Settlement Agreement shall be in writing and signed by the Parties.

10. **Application of Settlement Agreement**

This Settlement Agreement shall apply to, be binding upon, and inure to the benefit of, Hammond and the Releasees and Downstream Releasees identified in Section 2 above.

11. Enforcement of Settlement Agreement

Any party may file suit before the Superior Court of the County of Los Angeles, consistent with the terms and conditions set forth in this Settlement Agreement, to enforce the terms and conditions contained in this Settlement Agreement. The prevailing party shall be entitled to its reasonable attorneys' fees and costs associated with such enforcement.

12. Notification Requirements

Any notice required or permitted hereunder shall be effective only if given in writing and delivered in person, certified or registered mail return receipt requested, or traceable overnight delivery service, to the following designees:

For Hammond:

Joseph D. Aglio.
Law Office of Joseph D. Aglio.
PO Box 3582
Manhattan Beach, CA 90266

For Lifeworks:

Lifeworks Telecom, Inc.
Attn: _____

With a copy to:

Harlan Lazarus
Lazarus & Lazarus P.C.
240 Madison Avenue
New York, NY 10016

Any party may change its designee(s) for purposes of notification by providing written notice of such change pursuant to this section.

13. Severability


If, subsequent to the execution of this Settlement Agreement, any of the provisions of this Settlement Agreement are held by a court to be unenforceable, the validity of the enforceable provisions remaining shall not be adversely affected.

14. Governing Law

The terms of this Settlement Agreement shall be governed by the laws of the State of California and apply within the State of California. In the event that Proposition 65 is repealed, preempted or is otherwise rendered inapplicable by reason of law generally, or as to the Listed Chemical and/or the Covered Product, then Lifeworks shall provide written notice to Hammond of any asserted change in the law, and shall have no further obligations pursuant to this Settlement Agreement with respect to, and to the extent that, the Covered Product is so affected.

SARA HAMMOND

Date: September 23, 2016

By: 
Printed Name: Sara Hammond

LIFEWORKS TECHNOLOGY GROUP.

Date: Sept 26 16

By: 

Printed Name: Eddie Mizorich

Title: President