

## SETTLEMENT AGREEMENT

### 1. INTRODUCTION

#### 1.1 Alicia Chin and Tingley Rubber Corporation

This Settlement Agreement is entered into by and between Alicia Chin ("Chin") and Tingley Rubber Corporation. ("Tingley"). Together, Chin and Tingley are collectively referred to as the "Parties". Chin is an individual residing in California who seeks to promote awareness of exposures to toxic chemicals and to improve human health by reducing or eliminating hazardous substances contained in consumer products.

Tingley employs ten or more individuals and is considered a person in the course of doing business for purposes of the Safe Drinking Water and Toxic Enforcement Act of 1986, Health and Safety Code § 25249.6, *et seq* ("Proposition 65")

#### 1.2 General Allegations

Chin alleges that Tingley imported, manufactured, distributed for sale, shipped for sale, sold, and/or offered for sale in California the Safetyflex Green Vinyl Sleeve #S41108 ("Products/s") that contain di(2-ethylhexyl)phthalate ("DEHP") without first providing the exposure warning required by Proposition 65. DEHP is listed pursuant to Proposition 65 as a chemical known to the State of California to cause birth defects and other reproductive harm.

#### 1.3 Notice of Violation(s)

On or about February 7, 2017, Chin served Tingley Rubber Corporation, Calolympic Glove & Safety Co., Inc. and certain requisite public enforcement agencies with a "60-Day Notice of Violation" ("Notice") alleging that Tingley Rubber Corporation, Calolympic Glove & Safety Co., Inc violated Proposition 65 by failing to warn its customers and consumers in California that the Product exposes users to DEHP. To the best of the Parties' knowledge, no public enforcer has commenced and is diligently prosecuting the allegations set forth in the Notice.

#### **1.4 No Admission**

Tingley denies the material, factual, and legal allegations contained in the Notice and Complaint, and maintains that all of the products it has imported, manufactured, distributed for sale, shipped for sale, sold, and/or offered for sale in California, including the Products, have been, and are, in compliance with all laws. Nothing in this Settlement Agreement shall be construed as an admission of any fact, finding, conclusion of law, issue of law, or violation of law, nor shall compliance with this Settlement Agreement constitute or be construed as an admission of any fact, finding, conclusion of law, issue of law, or violation of law. This Section shall not, however, diminish or otherwise affect Tingley's obligations, responsibilities, and duties under this Settlement Agreement.

#### **1.5 Effective Date**

For purposes of this Settlement Agreement, the term "Effective Date" March 31, 2017.


#### **2. INJUNCTIVE RELIEF: REFORMULATION**

##### **2.1 Reformulated Products**

Commencing on the Effective Date, and continuing thereafter, Tingley agrees to only import, manufacture, distribute for sale, ship for sale, sell, and/or offer for sale in California (a) "Reformulated Products" or (b) Products with a clear and reasonable warning, as defined by the California Code of Regulations, Title 27, Div. 4, Chap. 1, Art. 6 (commencing at §25600). For purposes of this Settlement Agreement, "Reformulated Products" are Products containing DEHP in concentrations of less than 0.1 percent (1,000 parts per million) when analyzed pursuant to U.S. Environmental Protection Agency testing methodologies 3580A and 8270C or other methodology utilized by federal or state government agencies for the purpose of determining DEHP content in a solid substance.

## 2.2 Clear and Reasonable Warning

For purposes of this Settlement Agreement and commencing on the Effective Date, Tingley shall, for all Products it imports, manufactures, distributes for sale, ships for sale, sell, and/or offer for sale in California that are not Reformulated Products, provide clear and reasonable warnings as set forth in subsections 2.2(a) or (b) below. Tingley shall employ the use of the warning symbol, which consists of a black exclamation point in a yellow equilateral triangle<sup>1</sup> with a bold black outline, provided in subsection 2.2(a) or (b) below. The warning symbol must be placed to the left of the text of the warning in a size no smaller than the height of the word "WARNING". The warning shall be prominently placed with such conspicuousness as compared with other words, statements, designs, or devices as to render it likely to be read and understood by an ordinary individual under customary conditions before purchase or use. Each warning shall be provided in a manner such that the customer or user understands to which specific Products the warning applies, so as to minimize the risk of customer confusion.

- (a)  **WARNING:** This product can expose you to chemicals including DEHP, which is known to the State of California to cause birth defects and other reproductive harm and cancer. For more information go to [www.P65Warnings.ca.gov](http://www.P65Warnings.ca.gov).

OR

- (b) **CALIFORNIA PROP 65 WARNING:** This product contains chemicals known to the State of California to cause cancer and birth defects or other reproductive harm

## 3. MONETARY SETTLEMENT TERMS

### 3.1 Civil Penalty Payments

Pursuant to Health & Safety Code § 25249.7(b), in settlement of all the claims referred to in this Settlement Agreement, Tingley shall pay a total of \$1200 in civil penalties in accordance with this section. Each penalty payment will be allocated in accordance with Health and Safety

---

<sup>1</sup> If the sign, label or shall tag for the product is not printed using the color yellow, the symbol may be provided in black and white:

Code § 25249.12(c)(1) and (d), with seventy-five percent (75%) to the California Office of Environmental Health Hazard Assessment ("OEHHA") and the remaining twenty-five (25%) to Chin.

Tingley shall issue two checks for its initial civil penalty payment. The civil penalty to be paid as follows:

- (i) a check shall be delivered to "OEHHA" in the amount of \$900, at the address of "Mike Gyurics, Fiscal Operations Branch Chief, Office of Environmental Health Hazard Assessment, P. O. Box 4010, Sacramento, CA 95812-4010";
- (ii) a check payable to Alicia Chin in the amount of \$300, at the address of "O'Neil Dennis, Esquire, 385 Grand Avenue, Suite 300, Oakland, California, 94610".

### **3.2 Reimbursement of Attorney's Fees and Costs**

The parties acknowledge that Chin and her counsel offered to resolve this dispute without reaching terms on the amount of fees and costs to be reimbursed to them, thereby leaving the issue to be resolved after the material terms of this Settlement Agreement had been settled. Shortly after the other settlement terms had been finalized, Tingley expressed a desire to resolve Chin's fees and costs. The Parties then attempted to, and did, reach an accord on the compensation due to Chin and her counsel under general contract principles and the private attorney general doctrine codified at California Code of Civil Procedure section 1021.5 for all work performed through the mutual execution of this Settlement Agreement. On or before the Effective Date, Tingley shall pay \$8,950 for the fees and costs incurred by Chin in investigating, bringing this matter to Tingley's attention, and negotiating a settlement in the public interest. The payment shall be paid to "O'Neil Dennis" and delivered to:



O'Neil Dennis, Esq.  
385 Grand Avenue, Suite 300  
Oakland, CA 94610

4. **CLAIMS COVERED AND RELEASED**

4.1 **Chin's Individual Release of Claims**

This Settlement Agreement is a full, final, and binding resolution between Chin, in her individual capacity and not on behalf of the public, and Tingley of any violation of Proposition 65 that was or could have been asserted by Chin against Tingley, its successors, assignees, parents, subsidiaries, affiliated entities under common ownership, directors, officers, employees, attorneys, and each entity to whom Tingley directly or indirectly distributes or sells the Products, including, without limitation, Calolympic Glove & Safety Co., Inc., and Tingley's downstream distributors, wholesalers, customers, retailers, franchisees, cooperative members, and licensees (collectively, "Releasees"), based on unwarned exposures to DEHP in Products manufactured, sold or distributed for sale in California by Releasees prior to the Effective Date.

In further consideration of the promises and agreements herein contained, Chin, in her individual capacity and not on behalf of the public hereby waives all rights to institute or participate in, directly or indirectly, any form of legal action, and releases all claims that she may have against Releasees, including, without limitation, all actions and causes of action, suits, liabilities, demands, obligations, damages, costs, fines, penalties, losses, or expenses, including, without limitation, investigation fees, expert fees, and attorneys' fees arising under Proposition 65 for unwarned exposures to DEHP from Products manufactured, sold, or distributed for sale in California by Releasees prior to the Effective Date.

4.2 **Tingley's Release of Chin**

Tingley, on its own behalf, and on behalf of its past and current agents, representatives, attorneys, successors, and assignees, hereby waives any and all claims against Chin and her attorneys and other representatives, for any and all actions taken or statements made by Chin and her attorneys and other representatives, whether in the course of investigating claims, otherwise seeking to enforce Proposition 65 against it in this matter, or with respect to the Products.

5. **SEVERABILITY**

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

6. **GOVERNING LAW**

The terms of this Consent Judgment 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 Products, then Tingley shall provide written notice to Chin of any asserted change in the law, and shall have no further injunctive obligations pursuant to this Settlement Agreement with respect to, and to the extent that, the Products are so affected. Nothing in this Settlement Agreement shall be interpreted to relieve Tingley from any obligation to comply with any pertinent state or federal toxics control laws.

7. **NOTICE**

Unless specified herein, all correspondence and notice required by this Settlement Agreement shall be in writing and sent by: (i) personal delivery; (ii) first-class, registered, or certified mail, return receipt requested; or (iii) a recognized overnight courier to the following addresses:

For Tingley Rubber Corporation.:

Michael Zedalis  
President  
Tingley Rubber Corporation  
1551 South Washington Avenue, Suite 403  
Piscataway, NJ 08854

With a copy to:

Anthony J. Reitano, Esq.  
Herold Law, Professional Association  
25 Independence Blvd.  
Warren, NJ 07059

For Chin:

O'Neil Dennis, Esq.  
385 Grand Avenue, Suite 300  
Oakland, CA 94610

Any Party may, from time to time, specify in writing to the other, a change of address to which all notices and other communications shall be sent.

**8. COUNTERPARTS; FACSIMILE SIGNATURES**

This Settlement Agreement may be executed in counterparts and by facsimile or portable document format (PDF) signature, each of which shall be deemed an original, and all of which, when taken together, shall constitute one and the same document.

**9. POST EXECUTION ACTIVITIES**

Chin agrees to comply with the reporting form requirements referenced in Health and Safety Code § 25249.7(f).

**10. MODIFICATION**

This Settlement Agreement may be modified only by written agreement of the Parties.

**11. AUTHORIZATION**

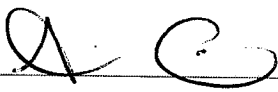
The undersigned are authorized to execute this Settlement Agreement and have read, understood, and agree to all of the terms and conditions contained herein.

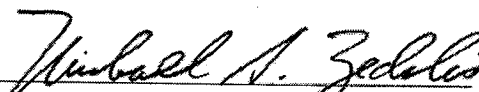
**AGREED TO:**

**AGREED TO:**

Date: April 17, 2017

Date: April 17, 2017

By:   
Alicia Chin

By:   
Tingley Rubber Corporation