

## SETTLEMENT AGREEMENT

### 1. INTRODUCTION

#### 1.1 Parties

This Settlement Agreement is entered into by and between Kim Embry (“Embry”), on the one hand, and Fastenal Company (“Fastenal”), on the other hand, with Embry and Fastenal each individually referred to as a “Party” and collectively as the “Parties.” Embry is an individual residing in the State of California who seeks to promote awareness of exposures to toxic chemicals and to improve human health by reducing or eliminating hazardous substances used in consumer products. Fastenal employs ten or more individuals and is a person in the course of doing business for purposes of the Safe Drinking Water and Toxic Enforcement Act of 1986, California Health and Safety Code § 25249.6 *et seq.* (“Proposition 65”).

#### 1.2 General Allegations

Embry alleges that Fastenal manufactures, sells, and distributes for sale in California, yellow heavy-duty rain suits with suspenders and detachable hood that contains lead (Pb) (“lead”) and that it does so without first providing the health hazard warning required by Proposition 65. Lead is listed pursuant to Proposition 65 as a chemical known to cause cancer, birth defects, and other reproductive harm.

#### 1.3 Product Description

The Product covered by this Settlement Agreement is defined as, and expressly limited to, a yellow heavy-duty rain suit with suspenders and detachable hood (“Product”) that presently contains lead and that is sold or distributed for sale in California by Fastenal.

#### 1.4 Notice of Violation

On August 24, 2018, Embry served Fastenal, the California Attorney General and other requisite public enforcers with a 60-Day Notice of Violation (“Notice”), alleging that Fastenal violated Proposition 65 when it failed to warn its customers and consumers in California of the health risks associated with exposures to lead from the Product. To the best of the Parties’

knowledge, no public enforcer has commenced and is diligently prosecuting an action to enforce the violation alleged in the Notice.

### **1.5 No Admission**

Fastenal denies the material, factual, and legal allegations in the Notice and maintains that all Product sold and/or distributed for sale in California has complied with all laws. Nothing in this Settlement Agreement shall be construed as an admission by Fastenal of any fact, finding, conclusion, issue of law or violation of law, nor shall compliance with this Settlement Agreement constitute or be construed as an admission by Fastenal of any fact, finding, conclusion, issue of law or violation of law, such being specifically denied by Fastenal. This Section shall not, however, diminish or otherwise affect Fastenal's obligations, responsibilities and duties under this Settlement Agreement.

### **1.6 Effective Date**

For purposes of this Settlement Agreement, the term "Effective Date" shall mean ninety (90) days following the execution of this Settlement Agreement by the Parties.

## **2. INJUNCTIVE RELIEF**

### **2.1 Reformulation and Clear and Reasonable Warnings**

Commencing on the Effective Date, and continuing thereafter, Fastenal agrees to only purchase for sale, import for sale, or distribute for sale in or into California the either Reformulated Products or Products that are sold with a health hazard warning as provided for in Section 2.2. As used in this Agreement, the phrase "Reformulated Products" are defined as those Products containing lead in concentrations less than 0.06 percent (600 parts per million) when analyzed pursuant to any methodology utilized by federal or state agencies for the purpose of determining the lead content in a solid substance.

### **2.2 General Warning Requirements**

Fastenal agrees that each 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 consumer or user understands to which *specific* Product the warning applies, so as to minimize the risk of consumer confusion.

For purposes of this Settlement Agreement, a clear and reasonable warning for the Product shall consist of a warning affixed to the packaging, label, tag, or directly to each Product sold in California by Fastenal that contains one of the following statements:

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

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

**WARNING:** Cancer and Reproductive Harm. [www.P65Warnings.gov](http://www.P65Warnings.gov).

The warning shall also include a symbol consisting of a black exclamation point in a yellow equilateral triangle with a bold black outline, or, if the label is not printed using the color yellow, the symbol may be printed in black and white. The symbol shall be placed to the left of the text of the warning, in a size no smaller than the height of the word "WARNING". The same warning shall be posted on any websites where the Product is sold in California.

### **2.3 Changes in Warning Regulations or Statutes**

In the event that the Office of Environmental Health Hazard Assessment or another authorized agency promulgates one or more regulations requiring or permitting warning text and/or methods of transmission different than those set forth above, or legislation is enacted by the California legislature, United States Congress or voters with such requirements or permission, Fastenal shall be entitled to use, at its discretion, such other warning text and/or method of transmission without being deemed in breach of this Agreement. If regulations or legislation are enacted providing that warnings as to lead in this product are no longer required, a lack of warning by Fastenal will not thereafter be a breach of this Agreement.



## **2.4 Grace Period for Existing Inventory of Products**

The injunctive requirements of Section 2 shall not apply to Products that are already in Fastenal's inventory or in the stream of commerce as of the Effective Date, which Products are expressly subject to the releases provided in Section 4.1.

## **3. MONETARY SETTLEMENT TERMS**

### **3.1 Civil Penalty Payment**

Pursuant to Health and Safety Code § 25249.7(b)(2), and in settlement of all claims alleged in the Notice or referred to in this Settlement Agreement, Fastenal agrees to arrange for payment (from its source of the Product) of \$3,000 in civil penalties. The penalty payment will be allocated in accordance with California Health and Safety Code §§ 25249.12(c)(1) & (d), with 75% of the penalty amount paid to the California Office of Environmental Health Hazard Assessment ("OEHHA") and the remaining 25% of the penalty amount retained by Embry. Within ten (10) days of the date this Settlement Agreement is executed by the Parties, Fastenal shall arrange for the issuance of two separate checks for the initial civil penalty payment to (a) "OEHHA" in the amount of \$2,250 and (b) Kim Embry, payable to the Glick Law Group Client Trust Account, in the amount of \$750.

All payments owed to OEHHA (EIN: 68-0284486), pursuant to this Section shall be delivered directly to OEHHA (Memo Line "Prop 65 Penalties") at the following addresses:

For United States Postal Service Delivery:

Mike Gyurics  
Fiscal Operations Branch Chief  
Office of Environmental Health Hazard Assessment  
P.O. Box 4010  
Sacramento, CA 95812-4010

For Non-United States Postal Service Delivery :

Mike Gyurics  
Fiscal Operations Branch Chief  
Office of Environmental Health Hazard Assessment

1001 I Street  
Sacramento, CA 95814

All penalty payments owed to Embry shall be sent to:

Noam Glick  
Glick Law Group  
225 Broadway, Suite 2100  
San Diego, CA 92101

### **3.2 Attorney Fees and Costs**

The Parties reached an accord on the compensation due to Embry and her counsel under the private attorney general doctrine and principles of contract law. Under these legal principles, within ten (10) days of the date this Settlement Agreement is executed by the Parties, Fastenal shall arrange for payment by its source of the Product of \$21,000 to Embry and her counsel for all fees and costs incurred in investigating, bringing this matter to the attention of Fastenal's management and negotiating a settlement. Said payment shall be delivered in the form of two checks: (1) one check for \$10,500 payable to "Glick Law Group"; and (2) one check for \$10,500 payable to "Nicholas & Tomasevic LLP."

### **3.3 Payment Address**

All attorney fee and cost payments required under this Section shall be delivered to:

Noam Glick  
Glick Law Group  
225 Broadway, Suite 2100  
San Diego, CA 92101

Craig Nicholas  
Nicholas & Tomasevic, LLP  
Broadway, Suite 1900  
San Diego, CA 92101

## **4. CLAIMS COVERED AND RELEASED**

### **4.1 Embry's Release of Fastenal Company**

This Settlement Agreement is a full, final, and binding resolution between Embry, on her own behalf and not on behalf of the public, and Fastenal of any violation of Proposition 65 that was or could have been asserted by Embry, on her own behalf, on behalf of her past and current

agents, representatives, attorneys, successors and assignees, against Fastenal and each of its respective parents, subsidiaries, affiliated entities under common ownership, directors, officers, members, employees, attorneys, each upstream entity from whom the Product was purchased by Fastenal, and each entity to whom Fastenal directly or indirectly distributes or sells the Product, including, but not limited to, its downstream distributors, wholesalers, customers, retailers, franchisees, cooperative members and licensees (“Releasees”), based on the failure to warn about exposures to lead in the Product manufactured, sold or distributed for sale in California by Fastenal before the Effective Date, as alleged in the Notice.

In further consideration of the promises and agreements herein contained, Embry on her own behalf and not on behalf of the public, on behalf of her past and current agents, representatives, attorneys, successors and assignees hereby waives any and all rights she may have to institute or participate in, directly or indirectly, any form of legal action and releases all claims against Fastenal and Releasees including, without limitation, all actions and causes of action, suits, liabilities, demands, obligations, damages, costs, fines, penalties, losses or expenses including, but not exclusively, investigation fees, expert fees and attorney fees arising under Proposition 65 with respect to the alleged or actual failure to warn about exposures to lead in the Product manufactured, distributed, sold or offered for sale by Fastenal, before the Effective Date.

#### **4.2 Fastenal Company’s Release of Embry**

Fastenal, 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 Embry and her attorneys and other representatives, for any and all actions taken or statements made by Embry 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 Product.

#### **4.3 California Civil Code Section 1542**



It is possible that other claims not known to the Parties arising out of the facts alleged in the Notice and relating to the Product will develop or be discovered. Embry on behalf of herself only, on one hand, and Fastenal on behalf of itself only, on the other hand, acknowledge that this Settlement Agreement is expressly intended to cover and include all such claims up through the Effective Date. The Parties acknowledge that the claims released in Sections 4.1 and 4.2 may include unknown claims, and nevertheless waive California Civil Code section 1542 as to any such unknown claims. California Civil Code section 1542 reads as follows:

**A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS THAT THE CREDITOR OR RELEASING PARTY DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, AND THAT IF KNOWN BY HIM OR HER WOULD HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR OR RELEASED PARTY.**

**5. SEVERABILITY**

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

**6. 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.

**7. NOTICE**

Unless specified herein, all correspondence and notice required to be provided pursuant to this Settlement Agreement shall be in writing and sent by: (a) personal delivery; (b) first-class, registered or certified mail, return receipt requested; or (c) a recognized overnight courier on any Party by the other at the following addresses: For Fastenal Company:

Bruce Nye  
Scali Rasmussen  
1901 Harrison St., 14<sup>th</sup>  
Oakland, CA 94612

For Embry:

Noam Glick  
Glick Law Group  
225 Broadway, Suite 2100  
San Diego, CA 92101

Any Party may, from time to time, specify in writing to the other a change of the name and/or 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. COMPLIANCE WITH HEALTH & SAFETY CODE § 25249.7(f)**

Embry and her attorneys agree to comply with the reporting form requirements referenced in California 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 on behalf of their respective Parties and have read, understood, and agree to all of the terms and conditions of this Settlement Agreement.

**AGREED TO:**

**AGREED TO:**

Dated: May 13, 2019

Dated: May 13, 2019



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KIM EMBRY

FASTENAL COMPANY



By: John Milek - VP General Counsel