

SETTLEMENT AGREEMENT AND RELEASE

CA Citizen Protection Group, LLC (“CCPG”) and Acco Brands Corporation (“ACCO”) enter into this Settlement Agreement and Release (this “**Agreement**”). This Agreement is effective on the date on which it is fully executed (“**Effective Date**”). CCPG and ACCO are referred to individually as a “**Party**” and collectively as the “**Parties.**” The Parties agree as follows:

1. The “**Matter**” arises out of the Sixty-Day Notice of Intent to Sue for violations of the Safe Drinking Water and Toxic Enforcement Act of 1986, codified under California Health & Safety Code (“**HSC**”) §25249.5, *et seq.* (referred to as “**Proposition 65**”), that CCPG served on ACCO, and other alleged violators, on December 11, 2018 (the “**Notice**”). The Notice claims that Proposition 65 warnings are required for alleged Diisononyl Phthalate (“**DINP**”) and Di-(2-ethylhexyl) Phthalate (“**DEHP**”) exposures to a product tested by CCPG. The following product manufactured, distributed and/or sold by ACCO is a “**Covered Product**” under this Agreement:

- **Kensington ComboSaver Combination Portable Laptop Lock**

2. The Parties enter into this Agreement as a full, final and binding resolution of all claims, demands, and allegations regarding the Matter and for the purpose of avoiding prolonged litigation. Nothing in this Agreement shall be construed as an admission of the Parties of any fact, issue of law, or violation of law, nor shall compliance with this Agreement constitute or be construed as an admission by the Parties of any fact, issue of law, or violation of law including but not limited to Proposition 65. Nothing in this Agreement or any document referred to shall be construed as giving rise to any presumption or inference of admission or concession by the Parties as to any fault, wrongdoing or liability. This Section 2 shall not diminish or otherwise affect the obligations, responsibilities, and duties of the Parties under this Agreement.


3. DINP and DEHP Standards; Warnings.

3.1 On and after the date that is ninety (90) days after the Effective Date, ACCO shall not sell in the State of California any Covered Product which does not qualify as a Reformulated Covered Product under Section 3.3, unless such Covered Product complies with the warning requirements of Section 3.2.

3.2 On and after ninety (90) days after the Effective Date, ACCO shall provide on the Covered Product (to the extent it does not constitute a Reformulated Covered Product) sold in California, a warning that complies with the requirements of Sections 3.2.1, 3.2.2, or 3.2.3. The warning shall be displayed on the packaging of such Covered Product with such conspicuousness, as compared with other words, statements, or designs so as to render it likely to be read and understood by an ordinary individual purchasing or using the Covered Product.

Respecting the warnings defined in Sections 3.2.2, the warning must be in a type size no smaller than the largest type size used for other consumer information, as defined in Title 27, California Code of Regulations, Section 25600.1(c), on the product. In no case shall the warning appear in a type size smaller than 6-point type.

3.2.1 Option 1.

 **WARNING:** This product can expose you to chemicals, including Diisononyl Phthalate (DINP) and Di (2-ethylhexyl) Phthalate (DEHP), which are 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.

3.2.2 Option 2.

For the Covered Product, the warning may state:

 **WARNING: Cancer and Reproductive Harm – www.P65Warnings.ca.gov.**

The pictogram specified in Sections 3.2.1 and 3.2.2 shall be in yellow with a black exclamation mark; *provided however*, the pictogram may be in white instead of yellow if the Covered Product label does not contain the color yellow.

3.2.3 Option 3.

Any warning authorized by any Proposition 65 law or regulation in effect on or after the Effective Date.

3.3 Reformulated Covered Product. A Reformulated Covered Product is one for which the concentration of DINP and DEHP are each less than 0.1% by weight (1,000 parts per million (ppm)) as tested by an approved laboratory and methods in compliance with Section 3.4 below. For a Covered Product that contains (any part of the product/packaging) more than 0.1% by weight (1,000 ppm) DINP and DEHP, ACCO shall provide the warnings set forth in Section 3.2.

3.4. Formula, Testing and Quality Control Methodology.

3.4.1 For purposes of this Agreement, DINP and DEHP concentration levels shall be measured in parts per million (milligrams/kilogram or mg/kg) or in percent by generally accepted scientific standards. The testing requirements do not apply to any of the Covered Products for which ACCO has provided a warning as specified in Section 3.2.

3.4.2 ACCO shall not be required to engage in testing pursuant to this Agreement unless ACCO sells into California the Covered Product without a warning. All testing pursuant to this Agreement shall be performed using a laboratory method that complies with any U.S. Environmental Protection Agency (“USEPA”) approved testing method or methods approved by other state or federal agencies.

3.4.3 Unless warnings are affixed consistent with the requirements of Section 3.2, all testing pursuant to this Agreement shall be performed by an independent third-party accredited laboratory. Testing shall be performed prior to ACCO’s “first sale” in California of any Covered Product ordered for production after the Effective Date, and testing shall continue thereafter at least once per year for three (3) consecutive years after the Effective Date (the “**Testing Period**”), after which time, no further testing shall be required unless, after the 3-year period, ACCO changes

suppliers for any Covered Product, then ACCO shall test the Covered Product at least once after such change is made.

3.5 ACCO and the Releasees (as defined in Section 5.1 below) shall have no obligation or liability with respect to any Covered Product that is sold, offered for sale, and/or distributed in California after the date of the Notice, except as otherwise set forth in this Agreement.

4. ACCO shall pay the total settlement amount of \$19,000 (the "**Settlement Amount**") within fourteen (14) days of the Effective Date. ACCO shall pay the Settlement Amount payments by check wire transfer, or check made payable to "*CA Citizen Protection Group, LLC c/o Khansari Law Corp. – Client Trust Account*" on behalf of CCPG, and sent to the address below, or via account wire (instructions provided by CCPG's counsel upon request by ACCO's counsel):

CA Citizen Protection Group LLC
c/o Khansari Law Corp., APC
11845 W. Olympic Blvd., Suite 1000
Los Angeles, CA 90064

CCPG shall be solely responsible for allocating the payment pursuant to Sections 4.1 and 4.2. Upon request, CCPG shall supply ACCO with a completed W9 form. The Settlement Amount shall be allocated as follows:

4.1. \$1,000 shall be considered a "civil penalty", of which CCPG shall remit seventy-five percent (75%) to the "Safe Drinking Water and Toxic Enforcement Fund" managed by the State of California's Office of Environmental Health Hazard Assessment. The twenty-five percent (25%) balance shall be remitted to CCPG.

4.2 \$18,000 shall be considered reimbursement of CCPG's attorneys' fees and costs related to the Matter.

4.3 Except as expressly set forth in Section 4, the Parties shall bear their own costs, expenses, and attorneys' fees related to this Matter.

5. Binding Effect; Claims Covered and Released.

5.1. CCPG, on behalf of itself and its respective owners, principals, shareholders, officers, directors, employees, agents, parents, subsidiaries, successors, assigns, and legal representatives (collectively referred to as "**CCPG Releasers**") fully releases and waives any right to participate (directly or indirectly) in any litigation against (a) ACCO, (b) Bed Bath & Beyond Inc. ("**BBB**"), (c) each of ACCO's and BBB's direct or indirect downstream distributors, wholesalers, vendors, licensors, licensees, auctioneers, retailers, marketplace hosts, franchisees, dealers, shareholders, cooperative members, customers, owners, purchasers, users, and (d) the parent companies of ACCO and BBB; BBB's and ACCO's corporate affiliates and subsidiaries, and their respective officers, directors, attorneys, representatives, shareholders, agents, and employees, and sister and parent entities (collectively "**Releasees**"), with respect to all claims, actions, suits, demands, liabilities, damages, penalties, fees (including but not limited to attorneys' fees, investigator fees, and expert fees), costs, and expenses (collectively referred to as "**Claims**") that were asserted, or could have been asserted, or could be asserted for any alleged violations of

Proposition 65, or any other alleged violations statutory or common law, arising from alleged exposures to DINP and DEHP in the Covered Product.

5.2. It is possible that other claims not known to the Parties arising out of the facts alleged in the Notice and relating to the Covered Product will develop or be discovered. CCPG on behalf of itself and the CCPG Releasors, acknowledges that this Agreement is expressly intended to cover and include all such claims, including all rights of action therefore, and further acknowledges that the Claims released in this Section 5 may include unknown claims, and nevertheless waives 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.

CCPG acknowledges and understands the significance and consequences of this specific waiver of California Civil Code Section 1542.

5.3. The Parties agree that compliance with the terms of this Agreement shall constitute compliance by any Releasee with Proposition 65 regarding alleged exposures to DINP and DEHP in the Covered Product.

5.4 It is the Parties position that the commitments ACCO has agreed to herein, and actions to be taken by ACCO under this Agreement, confer a significant benefit to the general public, as set forth in California Civil Procedure Code section 1021.5 and Cal. Admin. Code tit. 11, section 3201. As such, to the extent any other private party initiates an action alleging a violation of Proposition 65 with respect to ACCO or any Releasee's failure to provide a warning concerning exposures to DINP or DEHP with respect to the Covered Product they have respectively manufactured distributed, sold, or offered for sale in California, or will manufacture, distribute, sell, or offer for sale in California; such private party action would not confer a significant benefit on the general public as to the Covered Product addressed in this Agreement. This Section does not constitute a release by CCPG under this Agreement.

6. Resolution of Disputes.

6.1 If CCPG alleges that ACCO has failed to comply with this Agreement, prior to filing an action or motion relating to enforcement, CCPG shall first provide ACCO thirty (30) days' advance written notice of the alleged violation(s). CCPG shall provide testing results, lot numbers, photographs of the Covered Product packaging, and purchase receipts for the Covered Product at issue in the alleged violation, as applicable. The Parties shall meet and confer during such thirty (30) day period in an effort to reach agreement on an appropriate cure for the alleged violation without the need for litigation.

6.2 Notwithstanding the provisions of Section 3, CCPG may not issue any notice under Section 6.1 if the packaging of the Covered Product is marked or labeled with the statement "Not for Sale in California" or substantially similar language, and such statement is prominently placed upon such Covered Product's label or other labeling as compared with other words or statements

on the label or labeling as to render it likely to be read and understood by an ordinary individual under customary conditions of purchase or use. If ACCO marks or labels a Covered Product with such a statement, ACCO shall additionally notify its direct customers/distributors by letter that the Covered Product shall not be sold in California.

7. This Agreement contains the entire agreement between the Parties with regard to settlement of this Matter, and supersedes all prior or contemporaneous agreements or understandings, written or oral, with regard to the matters set forth in this Agreement. This Agreement may be amended or modified in whole or in part at any time only by an agreement in writing executed by the Parties. Notwithstanding the foregoing, ACCO shall be entitled, at its option, to modify any warning that it provides under Section 3.2 to conform with any change in the Proposition 65 warning regulations currently set forth in Title 27 of the California Code of Regulations that may be adopted after the Effective Date. CCPG shall cause this Agreement to be reported to the State of California Attorney General as required and applicable under Proposition 65 statutes, including specifically HSC § 25249.7.

8. This Agreement shall be binding upon and shall inure to the benefit of the Parties and their respective owners, principals, shareholders, members, managers, officers, directors, employees, agents, successors, and assigns.

9. No inference, assumption or presumption shall be drawn, and no provision of this Agreement shall be construed against any of the Parties, based upon the fact that one of the Parties and/or one of the Parties' attorneys prepared and/or drafted all or any portion of this Agreement. It is conclusively presumed that the Parties participated equally in the preparation and drafting of this Agreement.

10. This Agreement shall be deemed to have been entered into in the State of California and governed and interpreted by the laws of the State of California, regardless of the physical locations of the individuals executing this Agreement at the time of execution.

11. The Parties acknowledge that they have a right to consult an attorney and they have consulted their attorneys with respect to the terms and conditions of this Agreement or by signing this Agreement hereby acknowledge they have made the decision not to consult with an attorney in this Matter. The Parties further acknowledge that they fully understand this Agreement and the effect of signing and executing this Agreement.

12. Any legal action to enforce this Agreement or related to this Matter shall be brought in either the County of Alameda or County of Los Angeles, in the State of California.

13. This Agreement may be signed in counterparts, and each counterpart, as well as any facsimile, e-mail (.pdf) transmission, copy of this Agreement, or any other counterpart, shall be deemed to be an original.

14. All notices required to be given to either Party under this Agreement shall be in writing and sent to the following recipients by (a) first-class mail or (b) overnight delivery, with copy via email if possible:

For CCPG:

CA Citizen Protection Group, LLC
c/o Khansari Law Corp., APC
11845 W. Olympic Blvd., Suite 1000
Los Angeles, California 90064
Fax: (424) 248-6689
Email: andre@khansarilaw.com

For ACCO:

ACCO Brands Corporation
c/o General Counsel
Four Corporate Drive
Lake Zurich, IL 60047
Email: general.counsel@acco.com

15. Each of the individuals who executes this Agreement represents and warrants he/she has the authority to execute this document and bind the respective Parties to the terms and conditions of this Agreement, and has read, understood, and agreed to all the terms and conditions in this Agreement.

DATED: June 28, 2019

CA CITIZEN PROTECTION GROUP, LLC

By: Tal Ohana

Name: Tal Ohana

Title: Manager

DATED: June 28, 2019

ACCO BRANDS CORPORATION

By: Michael W. Kier

Name: Michael W. Kier

Title: VP, Dep. Gen Counsel