

SETTLEMENT AND RELEASE AGREEMENT

1. **INTRODUCTION**

1.1. **Ecological Alliance, LLC and Penn United Technologies, Inc.**

This Settlement Agreement is entered into by and between Ecological Alliance, LLC ("Ecological"), on the one hand, and Penn United Technologies, Inc. ("Penn United"), on the other hand, with Ecological and Penn United collectively referred to as the "Parties."

1.2. **General Allegations**

Ecological alleges that Penn United manufactured and distributed and offered for sale in the State of California tools with grips, including Loggerhead Bionic Grip 8" UPC #854238001588, containing Diisononyl phthalate (DINP) and that such sales have not included warnings pursuant to the Safe Drinking Water and Toxic Enforcement Act of 1986, California Health & Safety Code sections 25249.6 *et seq.* ("Proposition 65"). California has identified and listed DINP under Proposition 65 as a chemical known to the State of California to cause cancer.

1.3. **Product Description**

The products that are covered by this Settlement Agreement are defined as tools with grips, including Loggerhead Bionic Grip 8" UPC #854238001588, that Penn United has manufactured and which have been sold, offered for sale or distributed in California and that contain DINP or other Proposition 65-listed phthalates. All such items shall be referred to herein as the "Products."

1.4. **Notice of Violation**

On February 19, 2019, Ecological served Penn United and the requisite public enforcement agencies eligible to initiate Proposition 65 actions on behalf of the People of the State of California with a document entitled "60-Day Notice of Violation" ("Notice") that

provided Penn United and such public enforcers with notice that Penn United was allegedly in violation of California Health & Safety Code section 25249.6 for failing to warn consumers and customers that the Products exposed users in California to DINP. To the best of the Parties' knowledge, no public enforcer has commenced or is diligently prosecuting the allegations set forth in the Notice.

1.5. No Admission

The Parties enter into this Settlement Agreement to settle disputed claims between them as set forth herein and in the Notice concerning Penn United's compliance with Proposition 65. Specifically, Penn United denies on its own behalf and Loggerhead Tools, LLC's behalf the material factual and legal allegations contained in Ecological's Notice and maintain that all products it has manufactured which may be sold, offered for sale or distributed in California, including the Products, have been and are in compliance with Proposition 65 or any other statutory, regulatory, common law or equitable doctrine. Nothing in this Settlement Agreement shall be construed as an admission by Penn United of any fact, finding, issue of law, or violation of law; nor shall compliance with this Settlement Agreement constitute or be construed as an admission by Penn United of any fact, finding, conclusion, issue of law, or violation of law, such being specifically denied by Penn United. However, nothing in this section shall diminish or otherwise affect the obligations, responsibilities, and duties of Penn United under this Settlement Agreement.

1.6. Effective Date

For purposes of this Settlement Agreement, the term "Effective Date" shall mean the date this Settlement Agreement is fully executed.

2. INJUNCTIVE RELIEF: REFORMULATION AND WARNINGS

As of the Effective Date, Penn United shall manufacture or otherwise source for authorized sale in California only Reformulated Products, as defined pursuant to Section 2.1 below, unless such Products are labeled with a clear and reasonable Proposition 65 warning pursuant to Section 2.3 below. Products manufactured or distributed by Penn United prior to the Effective Date shall be deemed exempted from the requirements of this Section 2 and shall be permitted to be sold through as previously manufactured, packaged and labeled.

2.1. Reformulation Standards

“Reformulated Products” are defined as those Products containing DINP in concentrations 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 any other methodology utilized by federal or state agencies for the purpose of determining the DINP content in a solid substance.

2.2. Extended Reformulation Commitment

As of the Effective Date, unless labeled with a Proposition 65 warning in the manner described in Section 2.3 below, Penn United shall also not manufacture, import, or distribute the Products for sale in the State of California unless they contain concentrations of less than 0.1 percent (1,000 parts per million) each of butyl benzyl phthalate (“BBP”), di-n-butyl phthalate (“DBP”), di-isodecyl phthalate (“DIDP”), di(2-ethylhexyl)phthalate (“DEHP”), and Di-n-hexyl Phthalate (DnHP) (collectively, the “Additional Listed Phthalates,”) when analyzed pursuant to U.S. Environmental Protection Agency testing methodologies 3580A and 8270C or any other methodology utilized by federal or state agencies for the purpose of determining phthalate content in a solid substance.

2.3. Warning Language

Where required, Penn United shall provide Proposition 65 warnings as follows:

- (a) Penn United may use either of the following warning statements in full compliance with this Section:¹
 - (1) **WARNING:** This product can expose you to chemicals including DINP, which are known to the State of California to cause cancer. For more information go to www.P65Warnings.ca.gov.
 - (4) **WARNING:** Cancer – www.P65Warnings.ca.gov.
- (b) In conjunction with the above warning statement it elects to use, Penn United shall also include a symbol consisting of a black exclamation point in a yellow equilateral triangle with a bold black outline. Where the label or webpage for the product 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.”
- (c) The requirements for warnings, set forth in subsection (a) above are imposed pursuant to the terms of this Settlement Agreement. The Parties recognize that these are not the exclusive methods of providing a warning under Proposition 65 and its implementing regulations.
- (d) If Proposition 65 warnings for DINP or the Product should no longer be required, Penn United shall have no further obligations pursuant to this Settlement Agreement.

¹ To the extent Penn United determines that the Products for which a warning is to be given also contain Proposition 65 chemicals that have been listed for reproductive harm effects, it may modify the chemical(s) and effects referenced in the warning statement accordingly.

3. PENALTIES PURSUANT TO HEALTH & SAFETY CODE SECTION 25249.7(b)

In settlement of all the claims referred to in this Settlement Agreement and because it previously began to implement Proposition 65 warnings for the Products, Penn United shall pay on its and Loggerhead Tools, LLC's behalves a total of \$500 in civil penalties in accordance with this Section. The penalty payment will be allocated in accordance with California Health & Safety Code section 25249.12(c)(1) & (d), with 75% of the funds remitted to the California Office of Environmental Health Hazard Assessment ("OEHHA") and the remaining 25% of the penalty remitted to Ecological. Ecological's counsel shall be responsible for delivering OEHHA's portion of any penalty payment made under this Settlement Agreement.

4. REIMBURSEMENT OF FEES AND COSTS

The Parties reached an accord on the compensation due to Ecological and its counsel under the private attorney general doctrine and principles of contract law. Under these legal principles, Penn United shall reimburse Ecological's counsel for fees and costs, incurred as a result of investigating and bringing this matter to Penn United's attention. More specifically, on its and Loggerhead Tools, LLC's behalves, Penn United shall pay Ecological's counsel \$9,000 for all attorneys' fees, expert and investigation fees, and related costs associated with this matter and the Notice.

5. PAYMENT INFORMATION

By April 30, 2019, Penn United shall make a total payment on its and Loggerhead Tools, LLC's behalves of Twelve Thousand Five Hundred Dollars (\$9,500) for the civil penalties and attorney's fees / costs by wire transfer, ACH or check made payable to Plaintiff's counsel Custodio & Dubey LLP:

Bank: Bank of America, N.A.

Routing No.: 026009593

Account No.: 325054144600

Beneficiary: Custodio & Dubey LLP

Other than this payment, each side is to bear its own attorneys' fees and costs.

6. RELEASE OF ALL CLAIMS

6.1. Release of Penn United, Loggerhead Tools and Related Entities

In further consideration of the promises and agreements herein contained, and for the payments to be made pursuant to Sections 3 and 4 above, Ecological, on behalf of itself, its past and current agents, representatives, attorneys, successors and/or assignees, hereby waives all rights to institute or participate in, directly or indirectly, any form of legal action and releases all claims relating to the Products, 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) of any nature whatsoever, whether known or unknown, fixed or contingent (collectively "Claims"), against Penn United, Loggerhead Tools, LLC, and each of their parent companies, corporate affiliates, subsidiaries, and their respective officers, directors, attorneys, representatives, shareholders, agents, and employees, and sister and parent entities (collectively "Releasees").

Ecological also, on behalf of itself, its past and current agents, representatives, attorneys, successors, and/or assignees and *not* in its representative capacity, provides a general release herein which shall be effective as a full and final accord and satisfaction, as a bar to all actions, causes of action, obligations, costs, expenses, attorneys' fees, damages, losses, claims, liabilities and demands of any nature, character or kind, known or unknown, suspected or unsuspected,

against Penn United, Loggerhead Tools, LLC and the Releasees. Ecological acknowledges that it is familiar with California Civil Code section 1542, 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.

Ecological, in its capacity only, and on behalf of itself, its past and current agents, representatives, attorneys, successors, and/or assignees expressly waives and relinquishes any and all rights and benefits which it may have under, or which may be conferred on it by the provisions of California Civil Code section 1542 as well as under any other state or federal statute or common law principle of similar effect, to the fullest extent that it may lawfully waive such rights or benefits pertaining to the released matters.

6.2. Penn United's Release of Ecological

Penn United waives any and all claims against Ecological, its attorneys and other representatives, for any and all actions taken or statements made (or those that could have been taken or made) by Ecological and its attorneys and other representatives, whether in the course of investigating claims or otherwise seeking enforcement of Proposition 65 against it in this matter, and/or with respect to the Products.

7. 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 or is otherwise rendered inapplicable by reason of law generally, or as to the Products, then Penn United shall have no further obligations pursuant to this Settlement Agreement.

8. NOTICES

Unless specified herein, all correspondence and notices required to be provided pursuant to this Settlement Agreement shall be in writing and personally delivered or sent by: (i) first-class, (registered or certified mail) return receipt requested; or (ii) overnight courier on any party by the other party at the following addresses:

For Penn United:

Michael Gore
Chief Financial Officer
Penn United Technologies, Inc.
799 North Pike Road

Cabot, PA 16023

With a copies to:

David Parsells, Esq.
Stevens & Lee
620 Freedom Business Center
King of Prussia, PA 19406

and

Robert Falk, Esq.
Morrison & Foerster LLP
425 Market St.
32nd Floor
San Francisco, CA 94105

For Ecological:

Vineet Dubey, Esq.
Custodio & Dubey LLP
448 S. Hill St., Suite 612
Los Angeles, CA 90013

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

9. COUNTERPARTS; FACSIMILE/E-SIGNATURES

This Settlement Agreement may be executed in counterparts and by facsimile or e-signatures, each of which shall be deemed an original, and all of which, when taken together, shall constitute one and the same document.

10. COMPLIANCE WITH HEALTH & SAFETY CODE SECTION 25249.7(f)

Ecological agrees to comply with the reporting form requirements referenced in California Health & Safety Code § 25249.7(f).

11. ENTIRE AGREEMENT

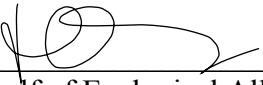
This Settlement Agreement contains the sole and entire agreement and understanding of the Parties with respect to the entire subject matter hereof, and all related prior discussions, negotiations, commitments and understandings. No other agreements, oral or otherwise, exist to bind either of the Parties.

12. MODIFICATION

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

13. 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.

<p style="text-align: center;">AGREED TO:</p> <p>Date: <u>April 26</u>, 2019</p> <p>By: <u></u></p> <p>On Behalf of Ecological Alliance, LLC</p>	<p style="text-align: center;">AGREED TO:</p> <p>Date: _____, 2019</p> <p>By: _____</p> <p>On Behalf of Penn United Technologies, Inc.</p>
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AGREED TO:	AGREED TO:
Date: _____, 2019	Date: <u>April 9</u> _____, 2019
By: _____ On Behalf of Ecological Alliance, LLC	<i>Michael D Dore</i> X By: _____ On Behalf of Penn United Technologies, Inc.