

SETTLEMENT AGREEMENT

1. INTRODUCTION

1.1 Paul Wozniak and VOXX International Corporation

This Settlement Agreement (Settlement Agreement) is entered into by and between Paul Wozniak (Wozniak) and VOXX International Corporation (VOXX) with Wozniak and VOXX collectively referred to as the “Parties.” Wozniak 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. VOXX employs ten or more persons 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 & Safety Code §§ 25249.5 *et seq.* (Proposition 65).

1.2 General Allegations

Wozniak alleges that VOXX manufactures, imports, sells and/or distributes for sale in California, cable grips that contain di(2-ethylhexyl)phthalate (DEHP), and that it does so without providing the health hazard warning that Wozniak alleges is 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 Product Description

The products that are covered by this Settlement Agreement are cable grips containing DEHP including, but not limited to, the *RCA Power Inverter 300 Watts (Alligator Clip), AH630R, #6218EJ, UPC #0 44476 07365 6*, manufactured, imported, or purchased for resale by VOXX and distributed, sold and/or offered for sale in the State of California, hereinafter the “Products.”

1.4 Notice of Violation

On or about May 30, 2019, Wozniak served VOXX and certain requisite public enforcement agencies with a 60-Day Notice of Violation (Notice), alleging that VOXX violated

Proposition 65 when it failed to warn its customers and consumers in California that the Products expose 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.

1.5 No Admission

VOXX denies the material, factual and legal allegations contained in the Notice and maintains that all products that it has sold and distributed in California, including the Products, have been and are in compliance with all laws. VOXX specifically denies that the Products expose users to DEHP in a manner that requires a warning under Proposition 65. Nothing in this Settlement Agreement shall be construed as an admission by VOXX 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 VOXX of any fact, finding, conclusion, issue of law or violation of law. This section shall not, however, diminish or otherwise affect the obligations, responsibilities and duties under this Settlement Agreement.

1.6 Effective Date

For purposes of this Settlement Agreement, the term "Effective Date" shall mean November 14, 2019.

2. INJUNCTIVE RELIEF: REFORMULATION OR WARNINGS

2.1 Injunctive Relief

Commencing on the Effective Date and continuing thereafter, VOXX shall only manufacture for sale, import for sale, and purchase for resale in California Products that are Reformulated Products as defined by Section 2.2. Any Products, that are not Reformulated Products, which VOXX sells, ships for sale, or distributes for sale to customers or consumers in California, or to customers with nationwide distribution, after the Effective Date, shall be labeled with a clear and reasonable warning as set forth in Section 2.3. If, after the Effective Date, VOXX manufactures and sells Products that are not Reformulated Products via mail order catalog and/or the internet to customers located in California, VOXX shall also provide warnings for such Products by identifying the specific Product to which the warning applies as specified in

Sections 2.4 through 2.6. VOXX and the Releasees, as defined in Paragraph 4.1, are under no obligation to provide warnings of any kind regarding any Products that were manufactured and/or sold prior to the Effective Date, including Products that are no longer in VOXX's possession. The requirements of this Section 2 apply only to Products manufactured and sold after the Effective Date.


2.2 Reformulation Standards

“Reformulated Products” are Products containing DEHP in concentrations of less than 0.1 percent (1,000 parts per million) in each accessible component when analyzed by a laboratory accredited by the State of California, a federal agency, or a nationally recognized accrediting organization. For purposes of compliance with this reformulation standard, testing samples shall be prepared and extracted using Consumer Product Safety Commission (CPSC) methodology CPSC-CH-C1001-09.3 and analyzed using U.S. Environmental Protection Agency (EPA) methodology 8270D, or other methodologies utilized by federal or state government agencies to determine phthalate content in a solid substance. Voxx is under no obligation to reformulate Products that were manufactured or sold prior to the Effective Date.

2.3 Clear and Reasonable Warnings

Commencing on or before the Effective Date, VOXX shall provide clear and reasonable warnings for all Products manufactured and provided for sale to customers in California after the Effective Date in accordance with this Section pursuant to Title 27 California Code of Regulations § 25600, *et seq.* 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 and shall be provided in a manner such that it is clearly associated with the specific Product to which the warning applies.

(a) **Warning.** The warning shall consist of the following statement (Warning):

 **WARNING:** This product can expose you to DEHP, which is known to the State of California to cause birth defects or other reproductive harm. For more information go to www.P65Warnings.ca.gov.

(b) **Short-Form Warning.** VOXX may, but is not required to, use the following short-form warning as set forth in this subsection 2.3(b) (Short-Form Warning), and subject to the additional requirements in Sections 2.5 and 2.6, as follows:

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

(c) **Foreign Language Requirement.** Where a consumer product sign, label or shelf tag used to provide a warning includes consumer information in a language other than English, the warning must also be provided in that language in addition to English.

2.4 Product Warnings

VOXX shall affix a warning to the Product label or otherwise directly on each Product manufactured and provided for sale in retail outlets in California after the Effective Date or manufactured and sold via mail order catalog and/or the internet to customers located in California after the Effective Date. For the purpose of this agreement, “Product label” means a display of written, printed or graphic material that is printed on or affixed to a Product or its immediate container or wrapper. The entire warning shall appear in a type size of at least 6 □ point type and no smaller than the largest type size used for other consumer information on the product. The warning shall consist of either the Warning, or the Short-Form Warning described in subsection 2.3(a) or (b), respectively.

2.5 Mail Order Catalog Warnings

In the event that, after the Effective Date, VOXX prints new catalogs and manufactures and sells Products via mail order through such catalogs to customers located in California, VOXX shall provide a warning for each Product both on the Product label in accordance with Section 2.4, and in the catalog in a manner that clearly associates the warning with the *specific*

Product being purchased. Any warning regarding the Products provided in a mail order catalog printed after the Effective Date shall be in the same type size or larger than other consumer information provided for the Product within the catalog and shall be provided on the same page and in the same location as the display and/or description of the Product. The catalog warning may use the Short-Form Warning content described in Section 2.3(b) if the warning provided on the Product label also uses the Short-Form Warning content.

2.6 Internet Warnings

If, after the Effective Date, VOXX manufactures and sells Products via the internet to customers located in California, VOXX shall provide warnings for each Product both on the Product label in accordance with Section 2.4, and by prominently displaying the warning to the customer prior to completing the purchase or during the purchase of the Products without requiring customers to seek out the warning. The warning or a clearly marked hyperlink to the warning using the word “**WARNING**” given in conjunction with the sale of the Products via the internet shall appear either: (a) on the same web page on which the Product is displayed; (b) on the same web page as the order form for the Product; or (c) on one or more web pages displayed to a purchaser during the checkout process. The warning shall appear in any of the above instances adjacent to or immediately following the display or description of the Product for which it is given in the same type size or larger than the Product description text. The internet warning may use the Short-Form Warning content described in Section 2.3(b) if the warning provided on the Product label also uses the Short-Form Warning content.

3. MONETARY SETTLEMENT TERMS

3.1 Civil Penalty Payments

Pursuant to Health and Safety Code § 25249.7(b), and in settlement of all claims alleged in the Notice or referred to in this Settlement Agreement, VOXX agrees to pay a total of \$2,000.00 in civil penalties. The penalty payment will be allocated in accordance with California Health and Safety Code § 25249.12(c)(1) and (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 Wozniak.

VOXX will deliver its civil penalty payment to the address in Section 3.3 by overnight courier, with a tracking number, such that payment is received by Wozniak's counsel on or before November 26, 2019. VOXX shall provide two checks made payable to: (a) "OEHHA" in the amount of \$1,500.00; and (b) "Paul Wozniak, Client Trust Account" in the amount of \$500.00. Thereafter, Wozniak's counsel shall send OEHHA's portion of the penalties paid by VOXX to OEHHA.

3.2 Reimbursement of Attorneys' Fees and Costs

The Parties acknowledge that Wozniak and his 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 the agreement had been settled. Shortly after the other settlement terms had been finalized, VOXX expressed a desire to resolve Wozniak's fees and costs. The Parties then negotiated a resolution of the compensation due to Wozniak's counsel under general contract principles and the private attorney general doctrine codified at California Code of Civil Procedure § 1021.5. For all work performed through the mutual execution of this agreement, VOXX shall reimburse Wozniak's counsel \$16,700.00. VOXX will deliver its payment to the address in Section 3.3 by overnight courier, with a tracking number, such that payment is received by Wozniak's counsel on or before November 26, 2019, in the form of a check payable to "The Chanler Group." The reimbursement shall cover all fees and costs incurred by Wozniak investigating, bringing this matter to VOXX's attention and negotiating a settlement of the matter.

3.3 Payment Address

All payments required by this Settlement Agreement shall be delivered to the following address:

The Chanler Group
Attn: Proposition 65 Controller
2550 Ninth Street, Suite 205
Berkeley, CA 94710

4. CLAIMS COVERED AND RELEASED

4.1 Wozniak's Release of VOXX

This Settlement Agreement is a full, final and binding resolution between Wozniak, as an individual and *not* on behalf of the public, and VOXX, of any violation of Proposition 65 that was or could have been asserted by Wozniak on behalf of himself, his past and current agents, representatives, attorneys, successors, and/or assignees, against VOXX, its parents, subsidiaries (including Audiovox Corporation and Audiovox Electronics Corporation), affiliates, subsidiaries, divisions, parent companies, directors, officers, members, shareholders, employees, attorneys, predecessors, successors and each entity to whom VOXX directly or indirectly distributes or sells Products, including, but not limited, to downstream distributors, wholesalers, customers, retailers, franchisees, cooperative members, and licensees, including, but not limited to, Walmart, Amazon, Surplus Unlimited, Beach Camera, Sears and Universal Supply, as well as their respective agents, representatives, attorneys, predecessors, successors, and/or assignees (collectively, Releasees), for any alleged violation of Proposition 65, and its implementing regulations, based on their failure to provide Proposition 65 warnings about the Products and fully resolves all claims that have been brought, or which could have been brought in this action up to and including the Effective Date.

In further consideration of the promises and agreements herein contained, Wozniak as an individual and *not* on behalf of the public, on behalf of himself, his past and current agents, representatives, attorneys, successors, and/or assignees, hereby waives all of Wozniak's rights to institute or participate in, directly or indirectly, any form of legal action and releases all claims that Wozniak may have, 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 exclusively, investigation fees, expert fees, and attorneys' fees

arising under Proposition 65 with respect to the Products, as alleged in the Notice, manufactured, distributed, sold and/or offered for sale by VOXX, before the Effective Date (collectively, Claims), against VOXX and Releasees.

The Parties further understand and agree that this Section 4.1 release shall not extend upstream to any entities that manufactured the Products or any component parts thereof, or any distributors or suppliers who sold the Products or any component parts thereof to VOXX. Nothing in this Section affects Wozniak's right to commence or prosecute an action under Proposition 65 against a Releasee that does not involve the Products.

4.2 VOXX's Release of Wozniak

VOXX, on behalf of itself, its past and current agents, representatives, attorneys, successors, and assignees, hereby waives any and all claims against Wozniak and his attorneys and other representatives, for any and all actions taken or statements made (or those that could have been taken or made) by Wozniak and his attorneys and other representatives, whether in the course of investigating claims or otherwise seeking to enforce Proposition 65 against it in this matter with respect to the Products.

4.3 Additional Claims

It is possible that other claims not known to the Parties arising out of the facts contained in the Notice, or relating to the Products, will hereafter be discovered or developed. Wozniak, on behalf of itself only, and not in its representative capacity, on the one hand, and VOXX, on the other hand, acknowledge that this Settlement Agreement is expressly intended to cover and include all such claims through and including the Effective Date, including all rights of action thereon. Wozniak and Voxx acknowledge that the claims released in Sections 4.1 and 4.2 may include unknown claims, and nevertheless intend to release such claims, and in doing so waive California Civil Code § 1542 which 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.

Wozniak, in its individual capacity, and not in its representative capacity, understands and acknowledges that the significance and consequence of this waiver of California Civil Code § 1542 is that even if Wozniak suffers future damages arising out of or resulting from, or related directly or indirectly to, in whole or in part the Products, including but not limited to any exposure to, or failure to warn with respect to exposure to, the Products, Wozniak will not be able to make any claim for those damages against any of the Releasees.

Compliance by VOXX with the terms of this Settlement Agreement shall constitute compliance with Proposition 65 with respect to the Products as previously set forth in the Notice.

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 enforceable provisions remaining 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. In the event that Proposition 65 is repealed or is otherwise rendered inapplicable by reason of law generally, or if any of the provisions of this Settlement Agreement are rendered inapplicable or no longer required as a result of any such repeal or preemption or rendered inapplicable by reason of law generally as to the Products, then VOXX shall provide written notice to Wozniak 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 VOXX from any obligation to comply with any pertinent state or federal toxics control law.

7. NOTICE

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

For VOXX:

Patrick Lavelle, President
VOXX International Corporation
180 Marcus Boulevard
Hauppauge, NY 11788

With a Copy to:

David P. Waite, Esq.
Cox Castle Nicholson LLP
2029 Century Park East, Suite 2100
Los Angeles, CA 90067
For Wozniak:

Proposition 65 Coordinator
The Chanler Group
2550 Ninth Street, Suite 205
Berkeley, CA 94710

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.

8. COUNTERPARTS; FACSIMILE AND SIGNATURES

This Settlement Agreement may be executed in counterparts and by facsimile or 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)

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

10. MODIFICATION

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

11. AUTHORIZATION

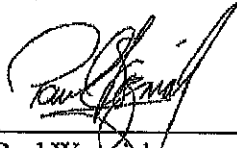
The undersigned are authorized to execute this Settlement Agreement and have read, understood and agree to all of the terms and conditions contained herein.

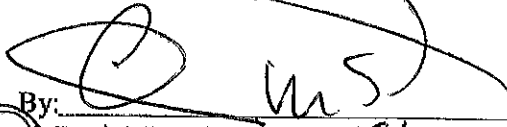

AGREED TO:

AGREED TO:

Date: 11/20/19

Date: 11/21/19

By: 
Paul Wozniak

By: 
 Patrick Lavelle, President **CHARLES A. STOEHA,**
VOXX International Corporation **Sr. V.P./CFO**