

## SETTLEMENT AND RELEASE AGREEMENT

### 1. **INTRODUCTION**

#### 1.1. **Ecological Alliance, LLC and Bob's Red Mill Natural Foods, Inc.**

This Settlement and Release Agreement ("Settlement Agreement") is entered into by and between Ecological Alliance, LLC ("Ecological"), on the one hand, and Bob's Red Mill Natural Foods, Inc. ("Bob's Red Mill"), on the other hand, with Ecological and Bob's Red Mill collectively referred to as the "Parties."

#### 1.2. **General Allegations**

Ecological alleges that Bob's Red Mill manufactured and distributed and offered for sale in the State of California Bob's Red Mill sunflower seeds, including but not limited to UPC #039978044426, containing Cadmium, 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 Cadmium under Proposition 65 as a chemical known to the State of California to cause cancer, birth defects or other reproductive harm.

#### 1.3. **Product Description**

The products that are covered by this Settlement Agreement are defined as Bob's Red Mill sunflower seeds, including but not limited to UPC #039978044426, that Bob's Red Mill has sold, offered for sale or distributed in California. All such items shall be referred to herein as the "Products."

#### 1.4. **Notice of Violation**

On March 31, 2021, Ecological served Bob's Red Mill, Amazon.com, Inc., 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 Bob's Red Mill and such public enforcers with notice that Bob's Red Mill 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 Cadmium. 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 Bob's Red Mill's compliance with Proposition 65. Bob's Red Mill denies the material factual and legal allegations contained in Ecological's Notice and maintains that all products that it has manufactured for sale and distribution 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 Bob's Red Mill 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 Bob's Red Mill of any fact, finding, conclusion, issue of law, or violation of law, such being specifically denied by Bob's Red Mill on its behalf. However, nothing in this section shall diminish or otherwise affect the obligations, responsibilities, and duties of Bob's Red Mill 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, Bob's Red Mill has agreed to cease selling, offering for sale or distributing the Products in California. Notwithstanding anything else in this Agreement, Products that were manufactured, supplied, or contracted to be supplied to third parties by Bob's Red Mill prior to 3 months after the Effective Date shall be permitted to be sold through as previously manufactured, packaged, and labeled, and shall be subject to a full release of all liability pursuant to this Settlement Agreement, without regard to when such Products were, or are in the future, distributed or sold to customers. Claims concerning those earlier-manufactured Products are released nonetheless.

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

In settlement of all the claims referred to in this Settlement Agreement, Bob's Red Mill shall pay a total of \$1,000 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, Bob's Red Mill shall reimburse Ecological's counsel for fees and costs, incurred as a result of investigating and bringing this matter to Bob's Red Mill's attention. Bob's Red Mill

shall pay Ecological's counsel \$11,000 for all attorneys' fees, expert and investigation fees, and related costs associated with this matter and the Notice.

**5. PAYMENT INFORMATION**

Within fifteen (15) days after the Effective Date, Bob's Red Mill shall make a total payment of Twelve Thousand Dollars (\$12,000) for the civil penalties and attorney's fees / costs by wire transfer to Plaintiff's counsel Custodio & Dubey LLP:

Bank: Bank of America, N.A.

Routing No.: 026009593

Account No.: 325132729125

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 Bob's Red Mill, Downstream Customers and Upstream Vendors**

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 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 (a) Bob's Red Mill, (b) Bob's Red Mill's manufacturers and suppliers, (c) each person or entity to whom of Bob's Red Mill directly or indirectly sells or distributes the Product, including, but not limited to,

downstream distributors (including but not limited to Amazon.com, Inc.), wholesalers, vendors, licensors, licensees, auctioneers, retailers, franchisees, dealers, shareholders, cooperative members, customers, owners, purchasers, users, (d) Bob's Red Mill's Trustee's, parent companies, corporate affiliates, subsidiaries, doing business as entities ("DBAs"), successor companies, and their respective officers, directors, attorneys, representatives, shareholders, agents, and employees, and sister and parent entities, (e) any third party purchaser (and its parent companies, corporate affiliates, subsidiaries, DBAs, successor companies, and their respective officers, directors, attorneys, representatives, shareholders, agents, and employees, and sister and parent entities) of the Products and related business from Bob's Red Mill, and (f) any third-party re-seller(s) who sold, offered for sale or distributed the Products in California, whether such actions were authorized by Bob's Red Mill or unauthorized (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 Bob's Red Mill 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 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.

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. Bob's Red Mill's Release of Ecological**

Bob's Red Mill 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 Bob's Red Mill 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) electronic mail; or (ii) overnight courier on any party by the other party at the following addresses:

For Bob's Red Mill:	David T. Biderman, Esq. (dbiderman@perkinscoie.com)
	Jasmine Wetherell, Esq. (jwetherell@perkinscoie.com)
	Perkins Coie LLP
	1888 Century Park East Suite 1700
	Los Angeles, CA 90067-1721

For Ecological:

Vineet Dubey, Esq.  
Custodio & Dubey LLP  
445 S. Figueroa St., Suite 2520  
Los Angeles, CA 90071

Any party, from time to time, may specify in writing to the other party a change of address or electronic mail 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**

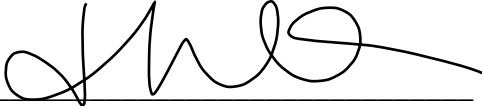
The undersigned are authorized to execute this Settlement Agreement on behalf of their respective Parties and have read, understood and agree to all of the terms and conditions of this

Settlement Agreement.

<p><b>AGREED TO:</b></p> <p>Date: November __, 2021</p> <p>By: _____ On Behalf of Ecological Alliance, LLC</p>	<p><b>AGREED TO:</b></p> <p>Date: November <u>30</u>, 2021</p> <p>By: <u>Elizabeth Semler, OSC#984237</u> On Behalf of Bob's Red Mill Natural Foods Inc.</p>
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Settlement Agreement.

<p style="text-align: center;"><b>AGREED TO:</b></p> <p>Date: November <u>22</u>, 2021</p> <p>By:  On Behalf of Ecological Alliance, LLC</p>	<p style="text-align: center;"><b>AGREED TO:</b></p> <p>Date: November __, 2021</p> <p>By: _____ On Behalf of Bob's Red Mill Natural Foods Inc.</p>
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