

SETTLEMENT AGREEMENT

1. INTRODUCTION

1.1 Parties

This Settlement Agreement is entered into by and between Dennis Johnson (“Johnson”) and Dymak USA, Inc. (“Dymak”), with Johnson and Dymak each individually referred to as a “Party” and collectively as the “Parties.” Johnson 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. Johnson alleges that Dymak 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 section 25249.6 *et seq.* (“Proposition 65”).

1.2 General Allegations

Johnson alleges that Dymak manufactures, sells, and/or distributes for sale in California, ceramic pots with exterior designs containing lead. Lead is listed pursuant to Proposition 65 as a chemical known to cause birth defects and other reproductive harm. Johnson alleges that Dymak failed to provide the health hazard warning required by Proposition 65 for exposures to lead.

1.3 Product Description

The products covered by this Settlement Agreement are specifically defined as, and limited to, the *Por La Mar Nursery “Thanks a Latte” Ceramic Pot, UPC: 0 45605 12131 6*, that are manufactured, sold, or distributed for sale in California by Dymak (hereinafter referred to as “Products”).

1.4 Notices of Violations

On August 2, 2024, Johnson served W.J. Griffin, Inc. (doing business as “Por La Mar Nursery”), Albertsons Companies, Inc., Safeway Inc., and the requisite public enforcement agencies with a 60-Day Notice of Violation, alleging that the notice

recipients violated Proposition 65 by failing to warn customers and consumers in California of the health hazards associated with exposures to lead from the Products. Dymak was subsequently identified as the manufacturer/supplier of the Products.

On September 12, 2024, Johnson served Dymak, Albertsons Companies, Inc., Safeway Inc., and the requisite public enforcement agencies with a 60-Day Notice of Violation, alleging that the notice recipients violated Proposition 65 by failing to warn customers and consumers in California of the health hazards associated with exposures to lead from the Products. No public enforcer has commenced and is diligently prosecuting the allegations set forth in the Notices.

1.5 No Admission

Dymak denies the material, factual, and legal allegations contained in the Notices and maintains that all of the products that it has sold and distributed in California, including the Products, have been, and are, in compliance with all laws. Nothing in this Settlement Agreement shall be construed as an admission by Dymak 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 Dymak of any fact, finding, conclusion, issue of law, or violation of law, such being specifically denied by Dymak. This Section shall not, however, diminish or otherwise affect Dymak's obligations, responsibilities, and duties under this Settlement Agreement. Notwithstanding the allegations in the Notice, Dymak maintains that it has not knowingly manufactured, or caused to be manufactured, the Products for sale in California in violation of Proposition 65.

1.6 Effective Date

For purposes of this Settlement Agreement, the term "Effective Date" shall mean the day the final requisite signature is applied to the Settlement Agreement.

2. INJUNCTIVE RELIEF

2.1 Reformulation/Warning Commitment

As of the Effective Date, Dymak shall not manufacture, import, distribute, sell or offer the Products for sale in the State of California unless: (i) the Products are Reformulated Products pursuant to Section 2.2; or (ii) Dymak provides a clear and reasonable warning pursuant to Section 2.3. The Parties agree and intend that Dymak's compliance with the terms of this Settlement Agreement shall constitute compliance by Dymak with Proposition 65 with respect to exposures to Lead from the Products.

2.2 Reformulated Products.

"Reformulated Products" are defined as those Products that: (a) contain no more than 90 parts per million ("ppm") lead in any decoration, colored artwork, designs and/or marking on the surface of the Products when analyzed pursuant to U.S. Environmental Protection Agency testing methodologies 3050B or equivalent methodologies utilized by federal or state agencies for the purpose of determining lead content in a solid substance; and (b) yield no more than 1.0 microgram of lead on any surface sampled and analyzed pursuant to the NIOSH 9100 testing protocol or equivalent methodologies used by state and federal agencies to determine lead content on a solid substance.

2.3 Warnings.

To the extent that Products manufactured, imported, or otherwise acquired by Dymak after the Effective Date do not meet the standard for Reformulated Products, a clear and reasonable warning shall be provided, as set forth herein.

2.3.1 Warning Content. For purposes of this Settlement Agreement, the parties agree that a clear and reasonable warning shall consist of either of the following warning statements:

⚠ WARNING: Reproductive Harm- www.P65Warnings.ca.gov

OR

⚠ WARNING: This product can expose you to chemicals including lead, 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

The above warning statements must print the word “**WARNING:**” in all capital letters and in bold font, followed by a colon. The warning symbol to the left of the word “**WARNING:**” must be a black exclamation point in a yellow equilateral triangle with a black outline, except that if the sign or label for the Products does not use the color yellow, the symbol may be in black and white. The symbol must be in a size no smaller than the height of the word “**WARNING:**”

2.3.2 Method of Transmission

Product Labeling. Dymak shall affix one of the foregoing warning statements to the packaging, labeling or directly to a specific Product. The warning statement shall be affixed to the Product, Products’ packaging or labeling and placed with such conspicuousness, as compared with other words, statements, or designs as to render it likely to be read and understood by an ordinary individual under customary conditions of purchase or use. Where the short-form warning statement is provided on the label, the entire warning must be in a type size no smaller than the largest type size used for other consumer information on the product label. In no case shall the short-form warning statement appear in a type size smaller than six-point type.

Internet. In addition to the product labeling, where Dymak offers Products to California customers via its own proprietary internet website or any third-party website over which Dymak has control, Dymak shall provide a clear and reasonable internet web page warning to customers located in California. The warning statement shall appear either: (i) on the same web page on which a Product is displayed and/or described; (ii) on the same page as the price for the Product; (iii) on the same web page as the order form for the Product; (iv) on one or more web pages displayed to a California

purchaser prior to completion of the checkout process; or (v) via a pop-up warning once a California zip code is entered for shipping of the Product. Alternatively, the warning statement shall be provided using a clearly marked hyperlink using the words “California Prop 65] WARNING” or “[California Proposition 65] WARNING” (language in brackets optional), which then takes the user to a display of the warning set out in Paragraph 2.3.1. or by otherwise prominently displaying the warning to the purchaser prior to completing the purchase. If the product label warning is provided using the short-form warning statement, the warning provided on the website may use the same content. A warning is not prominently displayed if the purchaser must search for it in the general content of the website. Where Dymak does not have control over the content of third-party internet sellers, Dymak shall provide such sellers with written notice, in accordance with Title 27, California Code of Regulation, Section 25600.2, of their warning obligations. Third-party internet sellers who receive notice pursuant to Section 25600.2 and fail to provide a clear and reasonable Proposition 65 warning pursuant to this section, shall not be deemed in compliance with this Settlement Agreement and shall not receive any benefit or protection afforded hereunder.

Catalog. In addition to the product labeling, if Dymak sells Products via its own proprietary catalog or any third-party catalogue over which Dymak has control, to customers located in California, one of the foregoing warnings statements must also be provided in the catalog in a manner that clearly associates it with the *specific* item being purchased. The catalog warning statement shall be placed with such conspicuousness, as compared with other words, statements, or designs as to render it likely to be read and understood by an ordinary individual under customary conditions of purchase. If a short-form warning is being provided on the label, the warning provided in the catalog may use the same content. Where Dymak does not have control over the content of third-party catalog sellers, Dymak shall provide such sellers with written notice, in accordance with Title 27, California Code of Regulation, Section 25600.2, of their warning

obligations. Third-party catalog sellers who receive notice pursuant to Section 25600.2 and fail to provide a clear and reasonable Proposition 65 warning pursuant to this section, shall not be deemed in compliance with this Settlement Agreement and shall not receive any benefit or protection afforded hereunder.

Languages. Where a label or tag used to provide a warning statement includes consumer information about a product in a language other than English, the warning must also be provided in that language in addition to English.

2.3.3 Safe Harbor Warnings. The parties acknowledge that the warnings required by this section are not the exclusive methods of providing Proposition 65 warnings and agree that Dymak may utilize “safe harbor” warning language and methods promulgated by the Office of Environmental Health Hazard Assessment and contained in 27 CCR §§ 25602-25603, applicable to lead and the Products, in effect on or after the Effective Date, without being deemed in breach of this Settlement Agreement.

3. MONETARY SETTLEMENT TERMS

3.1 Civil Penalty Payment

Pursuant to Health and Safety Code section 25249.7(b)(2), and as consideration for the releases contained in Sections 4.1 and 4.2 below, Dymak agrees to pay \$2,000 in civil penalties no later than five (5) business days after the Effective Date. The penalty payment will be allocated in accordance with California Health and Safety Code section 25249.12(c)(1) & (d), with 75% of the penalty amount (\$1,500) remitted to the California Office of Environmental Health Hazard Assessment (“OEHHA”) and the remaining 25% of the penalty amount (\$500) paid to Johnson.

3.2 Attorneys’ Fees and Costs

The Parties acknowledge that Johnson and his counsel offered to resolve this dispute without reaching terms on the amount of fees and costs to be reimbursed to his counsel, 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 reached, Dymak

expressed a desire to resolve the attorneys' fees and costs. The Parties reached an accord on the compensation due to Johnson's counsel under general contract principles and the private attorney general doctrine codified at Code of Civil Procedure section 1021.5 for all work performed in this matter. Under these legal principles, Dymak agrees to pay, no later than five business days after the Effective Date, \$20,000 to "Voorhees & Bailey, LLP," for all fees and costs incurred investigating, bringing this matter to the attention of Dymak's management, and negotiating a settlement.

The complete settlement payment in the amount of \$22,000 shall be delivered within five (5) business days after the Effective Date, via wire transfer/ACH payment, provided Johnson's counsel provides Dymak's counsel with wire transfer/ACH payment instructions at the same time he provides Dymak's counsel with the settlement agreement signed by Johnson.

3.3 Tax Documentation

Johnson shall provide IRS W-9 forms for: (i) "Office of Environmental Health Hazard Assessment", (ii) Dennis Johnson, and (iii) Voorhees & Bailey, LLP. Dymak shall issue complete IRS 1099 forms to each payee for their respective payment amount.

4. CLAIMS COVERED AND RELEASED

4.1 Johnson's Release of Proposition 65 Claims

This Settlement Agreement is a full, final, and binding resolution between Johnson and Dymak of any violation of Proposition 65 that was or could have been asserted by Johnson on behalf of himself, or on behalf of his past and current agents, representatives, attorneys, successors, and assignees, against Dymak, its parents, subsidiaries, affiliated entities under common ownership, directors, officers, employees, attorneys, and each entity to whom either Dymak directly or indirectly distributes or sells the Product, including its downstream distributors and retailers, including, but not limited to, W.J. Griffin, Inc., (doing business as "Por La Mar Nursery"), Albertsons Companies, Inc., Safeway Inc., Prime Source Floral Distributors Inc., Charlie's Produce, Bristol

Farms, and each of their franchisees, cooperative members, importers, and licensees (collectively, "Releasees"), but not including its upstream suppliers and manufacturers, for unwarned exposures to lead from the Products manufactured, sold or distributed for sale in California by Dymak prior to the Effective Date, and from all claims for violations of Proposition 65 through the Effective Date based on unwarned exposures to lead in the Products.

4.2 Johnson's Individual Release of Claims

In further consideration of the promises and agreements herein contained, Johnson, in his individual capacity only and not in his representative capacity, provides a 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 Johnson of any nature, character, or kind, whether known or unknown, suspected or unsuspected, including but not limited to all failure to warn claims, arising out of alleged or actual exposures to lead in the Products manufactured, imported, distributed, or sold by Dymak prior to the Effective Date. Nothing in this Section affects Johnson's right to commence or prosecute an action under Proposition 65 against a Releasee that does not involve Dymak's Products.

4.3 Dymak's Release of Johnson

Dymak, on its own behalf, and on behalf of its past and current agents, representatives, attorneys, successors, and/or assignees, hereby waives any and all claims against Johnson and his attorneys and other representatives, for any and all actions taken or statements made by Johnson and his attorneys and other representatives, whether in the course of investigating claims, seeking to enforce Proposition 65 against it in this matter, or with respect to the Products.

5. SEVERABILITY

If, subsequent to the execution of this Settlement Agreement, any provision of this Settlement Agreement is deemed 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. In the event that Proposition 65 is repealed or is otherwise rendered inapplicable by reason of law generally, or as to the Products, then Dymak may provide written notice to Johnson 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.

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 Dymak:

Erin Faber
Dymak USA, Inc.
8701 Maitland Summit Blvd.
Orlando, FL 32810

For Johnson:

Dennis Johnson
c/o Voorhees & Bailey, LLP
Proposition 65 Coordinator
839 Emerson Street
Palo Alto, CA 94301

And:

Hany S. Fangary
Fangary Law Group
US Bank Tower
633 West Fifth Street, Suite 5710
Los Angeles, CA, 90071

Any Party may, from time to time, specify in writing to the other a change of 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)

Johnson and his attorneys agree to comply with the reporting form requirements referenced in California Health and Safety Code section 25249.7(f).

10. MODIFICATION

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

11. ENTIRE AGREEMENT

This Settlement Agreement contains the sole and entire agreement of the Parties and any and all prior negotiations and understandings related hereto shall be deemed to have been merged within it. No representations or terms of agreement other than those contained herein exist or have been made by any Party with respect to the other Party or the subject matter hereof.

12. CONFIDENTIALITY

The Parties hereto mutually agree not to publicize this Settlement Agreement and shall not contact or report this matter to any member of the media. If any party hereto breaches this Confidentiality provision, the non-breaching parties will have all remedies available to them under this Agreement, at law or in equity. The parties understand that Johnson must comply with the Attorney General reporting requirements and will do so through the standard upload to the AG web portal.

Nothing in this section shall be construed as prohibiting any of the parties hereto from complying with a subpoena duces tecum or other lawful process; provided,

however, that upon being served with any demand that would possibly require any disclosure of confidential information included in this Settlement Agreement, the party served shall notify the other parties of such service in sufficient time to permit the other parties to object to such disclosure.

13. AUTHORIZATION

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


AGREED TO:

AGREED TO:

Date: 12/5/2024

Date: 12/9/2024

By: 
DENNIS JOHNSON

By: 
Kristian Kristiansen
Chief Executive Officer
DYMAK USA, INC.