

SETTLEMENT AGREEMENT

This Settlement Agreement ("Agreement") is entered into by and between Michael DiPirro, a California citizen, and Tri Star International, Inc. ("Tri Star"), a Missouri corporation, as of February 11, 2000 (the "Effective Date"). The parties agree to the following terms and conditions:

WHEREAS:

A. Michael DiPirro is an individual residing in San Francisco, California who seeks to promote awareness of exposures to toxic chemicals and improve human health by reducing or eliminating hazardous substances contained in (or produced by) consumer and industrial products;

B. Tri Star is a company that manufactures, distributes and/or sells products in the State of California that contain, or whose customary use and application are likely to produce fumes or gases which contain, chemicals listed pursuant to Proposition 65 (California Health & Safety Code §25249.5 et seq.) including lead and formaldehyde (the "Listed Chemicals");

C. The products that contain, or whose customary use and application are likely to produce fumes or gases which contain, one or more of the Listed Chemicals and which are covered by this Agreement are set forth in Exhibit A (the "Products"). The Products have been manufactured, distributed and/or sold by Tri Star for use in California since at least August 12, 1995; and

D. On August 12, 1999, Michael DiPirro first served Tri Star and other public enforcement agencies with a document entitled "60-Day Notice of Violation" which provided Tri Star and such public enforcers with notice that Tri Star was allegedly in violation of Health & Safety Code §25249.6 for failing to warn purchasers that certain products it sells in California expose users to Proposition 65-listed chemicals; and

E. On October 14, 1999, Michael DiPirro filed a complaint entitled Michael DiPirro v. Tri Star International, Inc. in the Alameda County Superior Court, naming Tri Star as a defendant and alleging violations of Business & Professions Code §17200 and Health & Safety Code §25249.6 on behalf of individuals in California who allegedly have been exposed to Listed Chemicals contained in certain Tri Star products, or whose customary use and application are likely to have produced fumes or gases which contain such chemicals.

F. Nothing in this Agreement shall be construed as an admission by Tri Star of any fact, finding, issue of law, or violation of law, nor shall compliance with this Agreement constitute or be construed as an admission by Tri Star of any fact, finding, conclusion, issue of law, or violation of law. However, this paragraph shall not diminish or otherwise affect the obligations, responsibilities, and duties of Tri Star under this Agreement.

NOW THEREFORE, MICHAEL DIPIRRO AND TRI STAR AGREE AS FOLLOWS:

1. **Product Warnings.** Beginning immediately, Tri Star shall initiate efforts to revise its current product or packaging labels for the Products consistent with this Agreement ("Revised Labels"). Tri Star agrees to use reasonable efforts to ensure that all Products in its possession intended for distribution or sale in California are packaged or sold using Revised Labels as soon as commercially reasonable. Tri Star agrees that as of October 1, 2000, it shall not distribute or sell (or cause to be distributed or sold on its behalf) any of the Products for sale or use in the State of California unless each such Product is accompanied by a Revised Label on or affixed to the Product or its packaging with the following statement:

For soldering irons which produce fumes or gases that contain any combination of chemicals listed by the State of California as known to cause both cancer and birth defects (or other reproductive harm):

"WARNING: This product, when used for soldering and similar applications, produces chemicals known to the State of California to cause cancer and birth defects (or other reproductive harm).";

The warning statement shall be prominent and displayed 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. For the purposes of complying with this Paragraph, the above warning may be communicated by the placement of adhesive stickers onto the current Product packaging.

1.1 Warning Labels for Products "In Commerce". The parties agree and acknowledge that an unknown volume of Products were introduced into the "stream of commerce" before the Effective Date of this Agreement. In an effort to reasonably ensure that persons who might use or be exposed to the Listed chemicals in or from these "in commerce" Products, Tri Star shall, within thirty (30) days from the Effective Date, provide Interim Warning Materials to its customers whom Tri Star knows or has reason to believe currently distribute or sell Products in California. Such "Interim Warning Materials" shall include the following: (a) a reasonably sufficient number of warning stickers (considering the potential volume of Products that the recipient distributes or sells in California); (b) a letter of instruction for the application of such warning stickers; and (c) a Notice and Acknowledgement form to be signed by the customer and returned to Tri Star.

2. Payment Pursuant To Health & Safety Code 25249.7(b). Pursuant to Health & Safety Code §25249.7(b), Tri Star shall pay a civil penalty of \$2,000. The payment of \$2,000 shall be paid within five (5) calendar days after the Effective Date of this Agreement. The penalty payments are to be made payable to "Chanler Law Group In Trust For Michael DiPirro". Penalty monies shall be apportioned by DiPirro in accordance with Health & Safety Code §25192, with 75% of these funds remitted to the State of California's Department of Toxic Substances Control.

3. Reimbursement Of Fees And Costs. The parties acknowledge that DiPirro offered to resolve the dispute without reaching terms on the amount of fees and costs to be reimbursed, thereby leaving this open issue to be resolved after the material terms of the agreement had been reached, and the matter settled. Tri Star then expressed a desire to resolve the fee and cost issue concurrently with other settlement terms, so the parties tried to reach an accord on the compensation due to DiPirro and his counsel under the private attorney general doctrine codified at C.C.P. §1021.5.

Tri Star shall reimburse DiPirro for his fees and costs, incurred as a result of investigating, bringing this matter to Tri Star's attention, litigating and negotiating a settlement in the public interest. Tri Star shall pay \$6,000 for investigation fees, attorneys' fees and litigation costs. Tri Star agrees to pay \$6,000 within five (5) days of the Effective Date of the Agreement. Payment should be made payable to the "Chanler Law Group".

4. Michael DiPirro's Release Of Tri Star. Michael DiPirro, by this Agreement, on behalf of himself, his agents, representatives, attorneys, assigns and the citizens of the State of California, waives all rights to institute or participate in, directly or indirectly, any form of legal action, and releases all claims, liabilities, obligations, losses, costs, expenses, fines and damages, against Tri Star and its distributors, retailers, customers, directors, officers, employees, affiliates, successors (including, but not limited to, TAK Asset Management, Inc.) and assigns, whether under Proposition 65 or the Business & Profession Code §17200 et seq. based on Tri Star's failure to warn about exposure to the Listed Chemicals contained in any of the Products.

5. Tri Star's Release Of Michael DiPirro. Tri Star, by this Agreement, waives all rights to institute any form of legal action against Michael DiPirro and his attorneys or representatives, for all actions or statements made by Michael DiPirro, and his attorneys or representatives, in the course of seeking enforcement of Proposition 65 or Business & Profession Code §17200 against Tri Star.

6. Stipulated Judgment. Concurrently with the execution of this Agreement, Michael DiPirro and Tri Star shall execute and file a stipulated judgment to be approved pursuant to CCP §664.6 by the Alameda County Superior Court in accordance with the terms of this Agreement. If, for any reason, the stipulated judgment is not approved by the Court, this Agreement shall be deemed null and void.

7. Tri Star Sales Data. Tri Star understands that the sales data provided to counsel for DiPirro by Tri Star was a material factor upon which DiPirro has relied to determine the amount of payments made pursuant to Health & Safety Code §25249.7(b) in this Agreement. To the best of Tri Star knowledge, the sales data provided is true and accurate. In the event that DiPirro discovers facts which demonstrate to a reasonable degree of certainty that the sales data is materially inaccurate, the parties shall meet in a good faith attempt to resolve the matter within ten (10) days of Tri Star receipt of notice from DiPirro of his intent to challenge the accuracy of the sales data. If this good faith attempt fails to resolve DiPirro's concerns, DiPirro shall have the right to rescind the Agreement and re-institute an enforcement action against Tri Star, provided that all sums paid by Tri Star pursuant to paragraphs 2 and 3 are returned to Tri Star within ten (10) days from the date on which DiPirro notifies Tri Star of his intent to rescind this Agreement. In such case, all applicable statutes of limitation shall be deemed tolled for the period between the date DiPirro filed the instant action and the date DiPirro notifies Tri Star that he is rescinding this Agreement pursuant to this Paragraph.

8. Product Characterization. Tri Star acknowledges that each of the Products listed in Exhibit A contains, or in the customary use or application of the Products is likely to expose, users to lead and formaldehyde, a substance known to the State of California to cause cancer and/or birth defects (or other reproductive harm). In the event that Tri Star obtains analytical, risk assessment or other data ("Exposure Data") that shows an exposure to any or all Products poses "no significant risk" or will have "no observable effect," as each such standard is applicable and as each is defined under Health & Safety Code 25249.10(c), Tri Star shall provide DiPirro with ninety (90) days prior written notice of its intent to limit or eliminate the warning provisions under this Agreement based on the Exposure Data and shall provide DiPirro with all such supporting Exposure Data. Within ninety (90) days of receipt of Tri Star Exposure Data, DiPirro shall provide Tri Star with written notice of his intent to challenge the Exposure Data (in the event that he chooses to make such a challenge). If DiPirro fails to provide Tri Star written notice of his intent to challenge the Exposure Data within ninety (90) days of receipt of Tri Star notice and the Exposure Data, DiPirro shall waive all rights to challenge the Exposure Data, and Tri Star shall be entitled to limit or eliminate the warning provisions required under this Agreement with respect to those Product(s) to which the Exposure Data applies. If DiPirro timely notifies Tri Star of his intent to challenge the Exposure Data, DiPirro and Tri Star shall negotiate in good faith for a period not to exceed thirty (30) days following receipt of Tri Star notice to attempt to reach a settlement of this issue. If a settlement is not reached, DiPirro and Tri Star agree to submit such challenge to the superior court for determination, pursuant to the court's continuing jurisdiction of this matter under C.C.P. §664.6 and this Agreement. The prevailing party shall be entitled to reasonable attorneys' fees and costs associated with bringing a motion brought under this paragraph to the court for determination.

9. Severability. In the event that any of the provisions of this Agreement are held by a court to be unenforceable, the validity of the enforceable provisions shall not be adversely affected.

10. Attorney's Fees. In the event that a dispute arises with respect to any provision(s) of this Agreement, the prevailing party shall be entitled to recover costs and reasonable attorneys' fees.

11. Governing Law. The terms of this Agreement shall be governed by the laws of the State of California.

12. Notices. All correspondence to Michael DiPirro shall be mailed to:

Hudson Bair, Esq.
Kapsack & Bair, LLP
1440 Broadway, Suite 610
Oakland, CA 94612
(510) 645-0027

or

Clifford A. Chanler, Esq.
Chanler Law Group
Magnolia Lane (off Huckleberry Hill)
New Canaan, CT 06840-3801
(203) 966-9911

All correspondence to Tri Star shall be mailed to:

Elkin L. Kistner, Esq.
Schlueter, Haywood, Bick & Kistner, P.C.
7700 Bonhomme Avenue, Suite 150
St. Louis, MO 63105-1924
(314) 727-0777

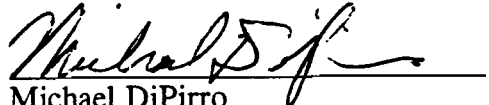
13. Compliance With Reporting Requirements. The parties agree to comply with the reporting form requirements referenced in Health & Safety Code §25249.7(f). As of the Effective Date, the California Attorney General's reporting forms are not available. DiPirro represents, however, that he has sent a copy of this Agreement to the California Attorney General's Office concurrently with the presentation of the Stipulated Judgement to the Alameda Superior Court.

14. Counterparts and Facsimile. This Agreement may be executed in counterparts and facsimile, each of which shall be deemed an original, and all of which, when taken together, shall constitute one and the same document.

15. Authorization. The undersigned are authorized to execute this Agreement on behalf of their respective parties and have read, understood and agree to all of the terms and conditions of this Agreement.

AGREED TO:

DATE: 2/7/00



Michael DiPirro
PLAINTIFF

AGREED TO:

DATE: _____

Tri Star International, Inc.
DEFENDANT

AGREED TO:

DATE: _____

Michael DiPirro
PLAINTIFF

AGREED TO:

DATE: 2/15/00

Harold Hilliam
Tri Star International, Inc.
DEFENDANT
President

Exhibit A

EXHIBIT A

1. Soldering Iron