

SETTLEMENT AGREEMENT

1. INTRODUCTION

1.1 John Moore and Trudeau Corporation (America) Inc.

This Settlement Agreement is entered into by and between John Moore (“Moore”) and Trudeau Corporation (America) Inc. (“Trudeau”), with Moore and Trudeau collectively referred to as the “Parties.” Moore 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. Trudeau 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

Moore alleges that Trudeau has manufactured, imported, sold and/or distributed for sale in California, strainers with vinyl/PVC handles and mugs with vinyl/PVC sleeves containing di(2-ethylhexyl)phthalate (“DEHP”) and bottles with vinyl/PVC sleeves containing lead without the requisite Proposition 65 health hazard warnings. DEHP and lead are listed pursuant to Proposition 65 as chemicals 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 defined as: (1) strainers with vinyl/PVC handles containing DEHP including, but not limited to, the *Trudeau Stainless Steel Strainer, #099-2983, UPC #0 63562 40759 5*; (2) mugs with vinyl/PVC sleeves containing DEHP including, but not limited to, the *Trudeau Executive Board Room Eggplant Desk Mug, #0872477 UPC #0 63562 55286 8*; and (3) bottles with vinyl/PVC sleeves containing lead including, but not limited to, the *Trudeau Executive Board Room Black Bottle, #0872485, UPC*

#0 63562 55289 9 that are manufactured, imported, sold and/or distributed for sale in California by Trudeau (collectively hereinafter the “Products”).

1.4 Notice of Violation

On August 16, 2013, Moore served Trudeau and certain requisite public enforcement agencies with a “60-Day Notice of Violation” (“Notice”) that provided the recipients with notice of alleged violations of Proposition 65 based on Trudeau’s alleged failure to warn its customers, consumers, workers and other individuals that the Products exposed users in California to DEHP and lead. 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

Trudeau denies the material factual and legal allegations contained in Moore’s Notice and maintains that all products that it has manufactured, imported, distributed, and/or sold 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 Trudeau 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 Trudeau of any fact, finding, conclusion, issue of law, or violation of law. However, this section shall not diminish or otherwise affect Trudeau’s obligations, responsibilities, and duties under this Settlement Agreement.

1.6 Effective Date

For purposes of this Settlement Agreement, the term “Effective Date” shall mean April 30, 2014.

2. INJUNCTIVE RELIEF: REFORMULATION

2.1 Reformulation Standards

Reformulated Products are defined as: (a) Products containing DEHP in concentrations less than 0.1 percent (1,000 parts per million) when analyzed pursuant to U.S. Environmental Protection Agency (“EPA”) testing methodologies 3580A and 8270C or any other methodology

utilized by federal or state agencies for the purpose of determining the DEHP content in a solid substance; and (b) Products containing a maximum of 0.01% (100 ppm) of lead when analyzed pursuant to EPA testing methodologies 3050B and 6010B.

2.2 Reformulation Commitment

As of the Effective Date all Products manufactured and/or purchased for sale in the State of California by, or on behalf of, Trudeau shall be Products that qualify as Reformulated Products as defined in Section 2.1 above.

3. MONETARY PAYMENTS

3.1 Civil Penalties Pursuant To Health & Safety Code § 25249.7(B)

In settlement of all the claims referred to in this Settlement Agreement, Trudeau shall pay a total of \$21,250 in civil penalties in accordance with this Section. Each penalty payment will be allocated in accordance with California Health & Safety Code § 25249.12(c)(1) and (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 Moore.

3.1.1 Initial Civil Penalty

On or before the April 30, 2014, Trudeau shall pay an initial civil penalty in the amount of \$6,250. Trudeau shall provide its payment in two checks to: (a) “OEHHA” in the amount of \$4,687.50; and (b) “The Chanler Group in Trust for Moore” in the amount of \$1,562.50. All penalty payments shall be delivered to the addresses listed in Section 3.3 below.

3.1.2 Final Civil Penalty

On or before July 31, 2014, Trudeau shall pay a final civil penalty in the amount of \$15,000. The final civil penalty shall be waived in its entirety, however, if an Officer of Trudeau provides Moore with written certification that as of the date of such certification and continuing into the future, all Products manufactured, imported, distributed, sold and offered for sale in California by Trudeau including S/S strainers, such as *Trudeau Stainless Steel Strainer, #099-2983, UPC #0 63562 40759 5* and Boardroom and Executive Boardroom range of insulated liquid vessels such as, *Trudeau Executive Board Room Eggplant Desk Mug, #0872477 UPC #0*

63562 55286 8 and *Trudeau Executive Board Room Black Bottle, #0872485, UPC #0 63562 55289 9*, are Reformulated Products. Moore must receive any such certification on or before July 15, 2014, and time is of the essence. Unless waived, the final civil penalty shall be apportioned in accordance with California Health & Safety Code § 25249.12 (c)(1) & (d), with 75% of these funds remitted to OEHHA and the remaining 25% of the penalty remitted to Moore, as provided by California Health & Safety Code § 25249.12(d). Unless waived, Trudeau shall provide its payment in two checks to: (a) "OEHHA" in the amount of \$11,250; and (b) "The Chanler Group in Trust for Moore" in the amount of \$3,750. All penalty payments shall be delivered to the addresses listed in Section 3.3 below.

3.2 Reimbursement of Fees and Costs

The parties acknowledge that Moore 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 this fee reimbursement issue to be resolved after the material terms of the agreement had been settled. Shortly after the other settlement terms had been finalized, Trudeau expressed a desire to resolve the fee and cost issue. The parties then attempted to (and did) reach an accord on the compensation due to Moore and his counsel under general contract principles and the private attorney general doctrine codified at California Code of Civil Procedure section 1021.5 for all work performed through the mutual execution of this agreement. Trudeau shall pay \$16,250 for fees and costs incurred as a result of investigating, bringing this matter to Trudeau's attention, negotiating a settlement in the public interest, and seeking court approval. Trudeau shall make the check payable to "The Chanler Group" and shall deliver payment on or before April 30, 2014, to the address listed in Section 3.3.1(a) below.

3.3 Payment Procedures

3.3.1 Issuance of Payments

(a) All payments owed to Moore and his counsel, pursuant to Sections 3.1 and 3.2 shall be delivered to the following payment address:

The Chanler Group
Attn: Proposition 65 Controller
2560 Ninth Street
Parker Plaza, Suite 214
Berkeley, CA 94710

(b) All payments owed to OEHHA (EIN: 68-0284486), pursuant to Section 3.1, shall be delivered directly to OEHHA (Memo line “Prop 65 Penalties”) at one of the following addresses, as appropriate:

For United States Postal Service Delivery:

Mike Gyurics
Fiscal Operations Branch Chief
Office of Environmental Health Hazard Assessment
P.O. Box 4010
Sacramento, CA 95812-4010

For Non-United States Postal Service Delivery:

Mike Gyurics
Fiscal Operations Branch Chief
Office of Environmental Health Hazard Assessment
1001 I Street
Sacramento, CA 95814

3.3.2 Proof of Payment. A copy of each check payable to OEHHA shall be mailed, simultaneous with payment, to The Chanler Group at the address set forth in Section 3.3.1(a) above, as proof of payment to OEHHA.

3.3.3 Tax Documentation. Trudeau shall issue a separate 1099 form for each payment required by this Section to: (a) Moore, whose address and tax identification number shall be furnished upon request after this Settlement Agreement has been fully executed by the Parties; (b) OEHHA, who shall be identified as “California Office of Environmental Health Hazard Assessment” (EIN: 68-0284486) in the 1099 form, to be delivered directly to OEHHA,

P.O. Box 4010, Sacramento, CA 95814, and (c) “The Chanler Group” (EIN: 94-3171522) to the address set forth in Section 3.3.1(a) above.

4. CLAIMS COVERED AND RELEASED

4.1 Moore’s Release of Trudeau

This Settlement Agreement is a full, final and binding resolution between Moore and Trudeau of any violation of Proposition 65 that was or could have been asserted by Moore on behalf of himself his past and current agents, representatives, attorneys, successors and/or assignees, against Trudeau, its parents, subsidiaries, affiliated entities under common ownership, directors, officers, employees, attorneys and each entity to whom Trudeau directly or indirectly distributes or sells Products including, but not limited to, downstream distributors, wholesalers, customers, retailers, franchisees, cooperative members and licensees (“Releasees”), based on their failure to warn about alleged exposures to DEHP and lead contained in the Products that were manufactured, imported, distributed, sold and/or offered for sale by Trudeau in California before the Effective Date.

In further consideration of the promises and agreements herein contained, Moore on behalf of himself, his past and current agents, representatives, attorneys, successors and/or assignees, hereby waives all of his rights to institute or participate in, directly or indirectly, any form of legal action and releases all claims that he 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 limited to, investigation fees, expert fees and attorneys’ fees, but exclusive of fees and costs on appeal -- limited to and arising under Proposition 65 with respect to DEHP and lead in the Products manufactured, imported distributed, sold and/or offered for sale by Trudeau before the Effective Date (collectively “claims”), against Trudeau and Releasees.

4.2 Trudeau’s Release of Moore

Trudeau, on behalf of itself, its past and current agents, representatives, attorneys, successors and/or assignees, hereby waives any and all claims against Moore 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 Moore and his attorneys and other representatives, whether in the course of investigating claims, otherwise seeking to enforce Proposition 65 against it in this matter or with respect to the Products.

5. POST EXECUTION CONVERSION TO CONSENT JUDGMENT

Within twelve months of the execution of this Settlement Agreement, Trudeau may ask Moore, in writing, to file a complaint in the public interest, to incorporate the terms of this Settlement Agreement into a proposed consent judgment, and to seek the court's approval of the consent judgment pursuant to Health and Safety Code section 25249.7, or as may be otherwise allowed by law. If so requested, Moore agrees to reasonably cooperate with Trudeau and the Parties agree to use their best efforts, and that of their counsel, to support the entry of a consent judgment by a superior court in California. Pursuant to Code of Civil Procedure sections 1021 and 1021.5, Trudeau will reimburse Moore and his counsel for their reasonable fees and costs incurred in filing the complaint, converting the Settlement Agreement into a proposed consent judgment and seeking judicial approval of the consent judgment, in an amount not to exceed \$13,000, exclusive of fees and costs that may be incurred on appeal. Trudeau will remit payment to The Chanler Group, at the address set forth in Section 3 above. Such additional fees shall be paid by Trudeau within ten days after its receipt of monthly invoices from Moore for work performed under this paragraph.

6. SEVERABILITY

If any of the provisions of this Settlement Agreement are held by a court to be unenforceable, the validity of the enforceable provisions remaining shall not be adversely affected.

7. GOVERNING LAW

The terms of this Settlement Agreement shall be governed by the laws of the State of California. In the event that Proposition 65 is repealed, preempted, or is otherwise rendered inapplicable by reason of law generally, or if any of the provisions of this Settlement Agreement

are rendered inapplicable or are 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 Trudeau shall provide written notice to Moore of any asserted change in the law, and shall have no further 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 Trudeau from any obligation to comply with any pertinent state or federal law, including all toxic control laws.

8. NOTICES

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

To Defendant Trudeau Corporation (America) Inc.:

Philippe Trudeau, President
Trudeau Corporation (America) Inc.
10440 Woodward Avenue
Woodridge, IL 60517

To Plaintiff John Moore:

Proposition 65 Coordinator
The Chanler Group
2560 Ninth Street
Parker Plaza, Suite 214
Berkeley, CA 94710-2565

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 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. A facsimile or pdf signature shall be as valid as the original.

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

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

11. MODIFICATION

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

12. AUTHORIZATION

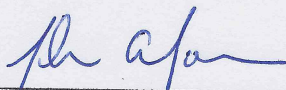
The undersigned are authorized to execute this Settlement Agreement on behalf of their respective parties and have read, understood, and agree to all of the terms and conditions of this Settlement Agreement.

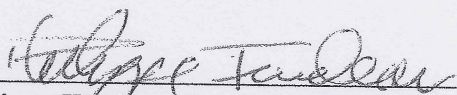
AGREED TO:

AGREED TO:

Date: MAY 9, 2014

Date: 04-24-2014

By: 
John Moore

By: 
Philippe Trudeau, President
Trudeau Corporation (America) Inc.