SETTLEMENT AGREEMENT

This Settlement Agreement (Agreement) is entered into by and between the California Air Resources Board (ARB), with its principal office at 1001 I Street, Sacramento, California, and Staples, Incorporated (Staples), with its principal place of business at 500 Staples Drive, Framingham, Massachusetts, and Sourcingpartner, Incorporated (Sourcingpartner), with its principal place of business at 1400 Lavon Drive, Suite 200, McKinney, Texas.

RECITALS

1. ARB alleges that between November 2011 and November 2014, Staples sold, supplied, and offered for sale in California 14,920 units of Staples Multi-Surface Cleaning Wipes subject to the volatile organic compound (VOC) limit for non-aerosol, general purpose cleaner in title 17, California Code of Regulations (CCR), section 94509(a).

2. ARB alleges that the Multi-Surface Cleaning Wipes referenced in recital paragraph 1 sold between November 2011 and December 2012 contained concentrations of VOCs exceeding the 4.0 percent VOC limit for non-aerosol, general purpose cleaner specified in title 17, CCR, section 94509(a).

3. ARB alleges that the Multi-Surface Cleaning Wipes referenced in recital paragraph 1 sold between January 2013 and November 2014 contained concentrations of VOCs exceeding the 0.5 percent VOC limit for non-aerosol, general purpose cleaner specified in title 17, CCR, section 94509(a).

4. ARB alleges that Sourcingpartner manufactured the product described in recital paragraph1 for Staples.

5. ARB alleges that if the allegations described in recital paragraphs 1, 2, 3 and 4 were proven, civil penalties could be imposed against Staples and Sourcingpartner as provided in California Health and Safety Code (HSC) sections 42402 et seq. for each and every unit involved in the violations.

6. Staples and Sourcingpartner admit the allegations described in recital paragraphs 1, 2, 3 and 4, but deny any liability resulting from said allegations.

7. The parties agree to resolve this matter completely by means of this Agreement, without the need for formal litigation.

Therefore, the parties agree as follows:

TERMS AND CONDITIONS

1. Staples and Sourcingpartner shall not sell, supply or offer for sale for use in California any consumer products in violation of ARB consumer products regulations set forth in title 17, CCR, Section 94500 et seq.; however, the terms and conditions set forth in this Agreement will remain valid and enforceable notwithstanding any future violations that may occur.

2. Staples and Sourcingpartner in settlement of the above-described violations of title17, CCR, section 94509(a) agree to pay a penalty to ARB in the amount of $4,100 payable to the California Air Pollution Control Fund, concurrent with the execution of this Agreement.

3. This settlement shall apply to and be binding upon Staples and Sourcingpartner and their officers, directors, receivers, trustees, employees, successors and assignees, subsidiary and parent corporations and upon ARB and any successor agency that may have responsibility for and jurisdiction over the subject matter of this settlement.

4. The parties stipulate that this Agreement shall be the final resolution of ARB claims regarding the above-described violations and shall have the same res judicata effect as a judgment in terms of acting as bar to any civil action by ARB against Staples and Sourcingpartner, their officers, directors, receivers, trustees, employees, successors and assignees, subsidiary and parent corporations. This Agreement shall be deemed the recovery of civil penalties for purposes of precluding subsequent criminal action as provided in HSC section 42400.7(a).

5. This Agreement shall be interpreted and enforced in accordance with the laws of the State of California, without regard to California's choice of law rules.

6. This Agreement constitutes the entire agreement and understanding between ARB, Staples and Sourcingpartner concerning the claims and settlement in this Agreement, and this Agreement fully supersedes and replaces any and all prior negotiations and agreement of any kind or nature, whether written or oral, between ARB, Staples and Sourcingpartner concerning these claims.

7. No agreement to modify, amend, extend, supersede, terminate, or discharge this Agreement, or any portion thereof, shall be valid or enforceable unless it is in writing and signed by all parties to this Agreement.

8. Each of the undersigned represents and warrants that he or she has full power and authority to enter into this Agreement.

9. **SB 1402 Statement**. HSC section 39619.7 (Senate Bill 1402 - Dutton, Chapter 413, statutes of 2010) requires ARB to provide information on the

basis for the penalties it seeks. This Agreement includes this information, which is also summarized here.

The provision of law the penalty is being assessed under and why that provision is most appropriate for that violation.

The penalty provision being applied is this case is HSC section 42402, et seq. because Staples and Sourcingpartner sold, supplied, offered for sale, or manufactured for sale consumer products for commerce in California in violation of title 17, CCR section 94507, et seq. The penalty provisions of HSC section 42402, et seq. apply to violations of the Consumer Products Regulations because these regulations were adopted under authority of HSC section 41712 which is in Part 4 of Division 26 of the Health and Safety Code.

The manner in which the penalty amount was determined, including aggravating and mitigating factors and per unit or per vehicle basis for the penalty.

Penalties must be set at levels sufficient to discourage violations. ARB considered all relevant circumstances in determining the penalty in this case, including the eight factors specified in HSC section 42403.

Under HSC section 42402, et seq. the penalties for strict liability violations of the Consumer Product Regulations are a maximum of $1,000 per day of violation, with each day being a separate violation. In cases like this one involving unintentional first time violations of the Consumer Products Regulations, ARB has sought and obtained penalties of approximately $20,000 per ton of excess emissions of VOCs attributable to the violation. This represents an average cost to retire a ton of VOC emission credits and reformulate a product to comply with the Consumer Product Regulations. However, in similar cases with extremely small amounts of excess emissions, ARB has historically obtained penalties that reflect that the violations occurred on at least three days (the day the product was purchased by ARB, the day it was supplied to the retailer, and the day on which the product was sold) and that the penalty includes the cost of investigating the violation. In this case the total penalty is $4,100 for the violation including investigation costs. Penalties in future cases might be smaller or larger on a per ton basis.

Is the penalty being assessed under a provision of law that prohibits the emission of pollution at a specified level, and, if so a quantification of excess emissions, if it is practicable to do so.

The Consumer Product Regulations do not prohibit emissions above a specified level, but they do limit the concentration of VOCs in regulated products. In this case a quantification of the excess emissions attributable to the violations was practicable because Staples and Sourcingpartner made the

product formulation and sales data necessary to make this quantification available to ARB. Based upon this information (which have been designated as confidential), the violations were calculated to have caused 0.08 tons of excess emissions of VOCs to be emitted to the atmosphere in California.

10. Staples and Sourcingpartner both acknowledge that ARB has complied with SB1402 in investigating, prosecuting and settling this case. Specifically, ARB has considered all relevant facts, including those listed in HSC section 42403, has explained the manner in which the penalty amount was calculated, has identified the provision of law under which the penalty is being assessed and has considered and determined that while this penalty is not being assessed under a provision of law that prohibits the emission of pollutants at a specified level, it is practicable for ARB to quantify the excess emissions from the alleged violations, has done so and has included this information in this Agreement.

11. Final penalties were determined based on the unique circumstances of this matter, considered together with the need to remove any economic benefit from noncompliance, the goal of deterring future violations and obtaining swift compliance, the consideration of past penalties in similar negotiated cases, and the potential costs and risk associated with litigating these particular violations. The penalty reflects violations extending over a number of days resulting in quantifiable harm to the environment considered together with the complete circumstances of this case. Penalties in future cases might be smaller or larger on a per ton basis.

12. The final penalty in this case was based in part on confidential business information provided by Staples and Sourcingpartner that is not retained by ARB in the ordinary course of business. The penalty in this case was also based on confidential settlement communications between ARB and Staples that ARB does not retain in the ordinary course of business either. The penalty also reflects ARB's assessment of the relative strength of its case against Staples and Sourcingpartner, the desire to avoid the uncertainty, burden and expense of litigation, obtain swift compliance with the law and remove any unfair advantage that Staples and Sourcingpartner may have secured from its actions.

CALIFORNIA AIR RESOURCES BOARD

Dated: 3-13-15

Signed: _____
for JRR

James R. Ryden
Enforcement Division Chief

STAPLES, INCORPORATED

Dated: March 11, 2015

Signed: _____

Name: Scott Young
Title: SVP Staples Brands

LEGAL
INITIALS
3/2/15
DATE
APPROVED AS TO FORM

SOURCINGPARTNER, INCORPORATED

Dated: February 28, 2015

Signed: _____

Name: Philip J. Lederer
Title: Chief Sales & Mktg Officer, Principal