

## SETTLEMENT AGREEMENT AND RELEASE

The People of the State of California, by and through San Francisco City Attorney Dennis J. Herrera ("the People") and Chaya & Associates, Inc. d/b/a Chaya Brasserie San Francisco ("Chaya"), do hereby enter into this Settlement Agreement and Release (the "Agreement"), with reference to the following facts:

### Recitals

A. In 2009, 2010 and 2011, Chaya charged its customers a Health Care Surcharge of 2-3% of customers' bills.

B. In 2013, Chaya cooperated fully with the City Attorney Office's efforts to ascertain how much of the money Chaya collected from this surcharge was actually spent on health care for its employees. The parties determined that Chaya received more money from imposition of the Health Care Surcharge than it spent on health care for Covered Employees in 2011.

WHEREFORE, in consideration of the promises, covenants, representations and warranties contained herein, and for good and valuable consideration given hereunder, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

#### 1. Effective Date

The effective date of this Agreement will be the date the Agreement is signed by all parties if on the same day or if on different dates then the last day signed by a party.

#### 2. Definitions

All references to years shall mean the relevant calendar year(s).

"Agreement" shall mean this Settlement Agreement and Release.

"Chaya" shall mean Chaya & Associates, Inc. d/b/a Chaya Brasserie San Francisco and each of its current, former and future parents, affiliates, subsidiaries, divisions, subdivisions, departments, or other organizational units of any kind doing business under their own names or doing business under any other names, any entity now or in the past controlled by, controlling, or under common control with any of the foregoing.

"Claimants" shall mean Covered Employees that were employed by Chaya in San Francisco during 2011.

"Covered Employees" shall have the definition set forth in Section 14.1(b)(2) of the HCSO.

“HCSO” shall mean the San Francisco Health Care Security Ordinance, codified at San Francisco Administrative Code, Chapter 14.

“Health Care Surcharge” shall mean the 2-3% “SF Health” surcharge added to Chaya’s customers’ bills in 2009, 2010 and 2011.

“Parties” shall mean the People and Chaya.

“People” shall mean the People of the State of California, by and through San Francisco City Attorney Dennis J. Herrera.

### **3. Payment to Compensate Claimants**

**3.1** Chaya shall make payments, by check, to the Claimants listed in Exhibit A in the total amount of twenty-two thousand, one hundred and thirteen dollars (\$22,113.00) (“Settlement Amount”). The payments will be made in amounts, and according to the schedule, provided in Exhibit A, a completed version of which Chaya will submit to Deputy City Attorney Sara Eisenberg in excel format via email no later than 30 days after the Effective Date of this Agreement. Chaya shall make the payments in the following manner. For Claimants who are current employees, Chaya may deliver the payments in person or in the same manner that Chaya currently issues itemized pay statements. For Claimants who are former employees, Chaya will send the payments by certified mail to the former employee’s last known address.

**3.2** At the same time and in the same manner that it makes the payments to the Claimants as set forth in paragraph 3.1 above, Chaya shall also deliver a copy of the letter, attached as Exhibit B, to each Claimant.

**3.3** Within ten (10) business days of delivering a payment to each Claimant as set forth in paragraphs 3.1 and 3.2 above, Chaya agrees to provide a copy of each check to Deputy City Attorney Sara Eisenberg at the address set forth below in paragraph 7. Chaya shall permit the Claimants sixty (60) days from the date of the issuance to cash the checks. After this sixty (60) day period, Chaya shall issue a stop-payment order for any un-cashed checks.

**3.4** Within fifteen (15) days following the sixty (60) day period set forth in paragraph 3.3, Chaya will send via certified first class mail the following to Deputy City Attorney Sara Eisenberg at the address set forth below in paragraph 7:

- a. a copy of the cancelled check for each check that has been cashed,
- b. a list of the uncashed checks, and
- c. a check, made payable to the “The San Francisco City Attorney’s Office” in the total amount of the un-cashed checks. The San Francisco City Attorney’s Office will use the money to fund future enforcement of the HCSO and other consumer protection laws.

**3.5** Nothing in this Agreement shall in any way affect the obligations under state and federal tax laws of Chaya with respect to payment to the Claimants identified in Exhibit A.

**4. Good Faith Compliance With the Employer Spending Requirement of the HCSO**

**4.1** Chaya will ensure that the terms of its Health Reimbursement Accounts (“HRAs”) allow employees to receive reimbursement for all medical and dental expenses that qualify for reimbursement under Internal Revenue Code Section 213, for the employee and for all of the employee’s qualified dependents. If this requires a change to of Chaya’s HRA Plan terms, this change will be retroactive to April 1, 2013.

**4.2** Nothing in this Agreement shall be construed as precluding Chaya from complying with the employer spending requirement of the HCSO by making payments to the City to fund employee participation in Healthy San Francisco or by purchasing health insurance for its employees.

**4.3** The requirements of this section shall remain in effect as long as Chaya remains in business in San Francisco.

**5. Releases**

**5.1** In consideration of the payments and promises set forth herein, the People, for themselves and their agents, servants, employees, representatives, assigns, joint venturers, partners and attorneys, and each of them, do hereby absolutely, fully and forever release, relieve, waive, relinquish and discharge Chaya and each of its current, former and future parents, affiliates, subsidiaries, divisions, subdivisions, departments, or other organizational units of any kind doing business under their own names or doing business under any other names, any entity now or in the past controlled by, controlling, or under common control with any of the foregoing, and each of their respective officers, directors, shareholders, members, owners, partners, joint venturers, principals, trustees, creditors, agents, servants, employees, insurers, representatives, predecessors, successors, assigns, and attorneys, of and from any and all actual or potential claims or actions that could have been asserted arising from any alleged violations of California Business and Professions Code Section 17200, *et seq.*, committed by Chaya in connection with its collection of Health Care Surcharges in 2009, 2010 and 2011 (the “Released Claims”).

**5.2** Notwithstanding any of the foregoing, the People do not release any of the following:

- Any municipal or state tax claims or liabilities; and
- Any state or municipal administrative, civil, or government claim or liability not covered by the release set forth in paragraph 5.1.

**5.3** In consideration of the promises set forth herein, Chaya and each of its current, former and future parents, affiliates, subsidiaries, divisions, subdivisions, departments, or other organizational units of any kind doing business under their own names or doing business under any other names, any entity now or in the past controlled by, controlling, or under common control with any of the foregoing, and each of their respective officers, directors, shareholders, members, owners, partners, joint venturers, principals, trustees, creditors, agents,

servants, employees, insurers, representatives, predecessors, successors, assigns, and attorneys do hereby absolutely, fully and forever release, relieve, waive, relinquish and discharge the City of San Francisco, its constituent departments (including the City Attorney's Office), commissions, agencies, boards, predecessors, successors, subsidiaries, related entities, and current and former officers, directors, trustees, agents, employees and assigns, and each of them, from any and all claims that could have been asserted related in whole or in part, to the City Attorney's investigation of any alleged violations of California Business and Professions Code Section 17200, *et seq.*, committed by Chaya in connection with its collection of Health Care Surcharges in 2009, 2010 and 2011.

**5.4** The releases set forth in paragraphs 5.1 and 5.3 extend to claims that the Parties do not know or suspect to exist in their favor. The Parties agree that this paragraph constitutes a waiver of Section 1542 of the California Civil Code, which provides:

A GENERAL RELEASE DOES NOT EXTEND TO CLAIMS WHICH THE CREDITOR DOES NOT KNOW OR SUSPECT TO EXIST IN HIS OR HER FAVOR AT THE TIME OF EXECUTING THE RELEASE, WHICH IF KNOWN BY HIM OR HER MUST HAVE MATERIALLY AFFECTED HIS OR HER SETTLEMENT WITH THE DEBTOR.

The Parties acknowledge and agree that this waiver of Section 1542 of the California Civil Code is an essential and material term of this release, and without such waiver the settlement would not have been accepted. The Parties hereby represent that they understand and acknowledge the significance and consequence of this release and of this specific waiver of Section 1542.

The Parties further acknowledge that this release does not in any way relieve the Parties of the obligation to abide by each and every term of this Agreement nor impair their ability to enforce this Agreement as provided in paragraph 8.3. Further, this release does not deprive the Parties from seeking any relief for failure to comply with the terms of this Agreement.

## **6. Authority**

The Parties hereto represent and warrant to each other that the person executing this Agreement on its behalf has full authority and capacity to execute this Agreement and to give the releases and other promises contained herein. If this representation is false or inaccurate, and any claim or matter is asserted against a party by anyone who is the assignee or transferee of such a claim or matter, then the party who assigned or transferred such claim or matter shall fully indemnify, defend, and hold harmless the party against whom such claim or matter is asserted and its successors from and against such claim or matter.

## **7. Notices**

Except as otherwise stated herein, any notice or communication required under this Agreement shall be effective when received and sufficient if given in writing, and shall be addressed as follows:

For the People:

Sara Eisenberg  
Office of the City Attorney  
1390 Market Street, 7th Floor  
San Francisco, CA 94102  
Ph. (415) 554-3857

For Chaya:

Nicole Pinsky Richmond  
Director of Human Resources  
CHAYA Restaurant Group  
100 Corporate Pointe, Suite 105  
Culver City, CA 90230  
Ph. (310) 338-1122 ext. 110

## 8. General Provisions

**8.1 Attorneys' Fees and Costs:** The Parties shall bear their own fees, costs and expenses incurred in connection with the disputes between the Parties which are the subject of, or related to, this Agreement, including without limitation, the negotiation, drafting and consummation of this Agreement.

**8.2 Entire Agreement:** This Agreement is intended by the Parties as a final expression of their agreement and understanding concerning the subject matter hereof and is intended as a complete statement of the terms and conditions of their settlement, and any and all prior oral or written agreements or understandings between the Parties related hereto are superseded. No representations, oral or otherwise, express or implied, other than those specifically referred to in this Agreement, have been made by any party hereto.

**8.3 Choice of Law, Jurisdiction, and Enforcement:** This Agreement is being executed in the State of California, and it shall be deemed to be made under, and shall be interpreted in accordance with, the laws of the State of California. Any dispute arising under this Agreement shall be governed by the laws of the State of California and shall be heard in San Francisco Superior Court. The prevailing party in any action for breach of this Agreement shall recover all reasonable costs and attorney's fees.

**8.4 Legal Advice and Investigation:** Each Party has had the opportunity to consult with independent legal counsel with respect to the advisability of making the settlement provided for herein and of executing this Agreement and all other matters contained herein. The Parties hereby acknowledge that they are fully aware of the contents of this Agreement and of the legal effect of each and every provision thereof. Each party to this Agreement has made such investigation of the facts pertaining to this Agreement and of all of the matters pertaining thereto as it deems necessary.

**8.5 Voluntary Agreement:** The Parties each acknowledge that they have relied wholly upon their own judgment, belief and knowledge with respect to the existence, nature and extent of each claim, dispute, demand or cause of action and that they have not been influenced to any extent in entering into this Agreement by any representation or statement

regarding such claim, demand, or cause of action made by the other parties other than as set forth in this Agreement. The Parties execute this Agreement voluntarily and with full knowledge of its significance, and with the express intention of effecting the extinguishment of any and all obligations and claims as specified herein.

**8.6 Binding on Successors:** This Agreement and the covenants and conditions contained herein shall apply to, be binding upon, and inure to the benefit of the respective heirs, administrators, executors, legal representatives, assignees and successors-in-interest of the Parties hereto.

**8.7 Waiver, Modification and Amendment:** No provision of this Agreement may be waived unless in writing signed by all Parties hereto. Waiver of any one provision shall not be deemed to be a waiver of any other provision hereof. This Agreement may not be altered, amended or otherwise changed or modified, except in writing signed by all of the Parties.

**8.8 Merger and Integration:** This Agreement constitutes a single, integrated written contract expressing the entire agreement relative to the subject matter hereof. No covenants, agreements, representations or warranties of any kind whatsoever have been made by any party hereto, except as specifically set forth therein. All prior discussions and negotiations, whether written or oral, have been and are merged and integrated into, and are superseded by, such integrated written agreement.

**8.9 Severability:** If any part of this Agreement is determined by any court to be void or otherwise invalid or unenforceable, such invalid, void or unenforceable portion shall be deemed to be separate and severable from the balance of this Agreement, which shall be given full force and effect as though the void, invalid or unenforceable provision had never been a part of this Agreement.

**8.10 Construction:** In construing this Agreement, none of the Parties hereto shall have any term or provision, or any uncertainty or ambiguity as to any term or provision herein, construed against such party solely by reason of such party having drafted the same, as a result of the manner of the preparation of this Agreement, or otherwise.

**8.11 No Admission of Liability:** The Parties understand that Chaya denies any and all liability for the Released Claims, and the Parties agree that this is a compromise and a settlement of a disputed claim or claims, and the execution of this Agreement or compliance with its terms shall not be deemed or construed as an admission by Chaya of any liability or responsibility at any time for any purpose, and the liability for any and all such Released Claims is denied by Chaya.

**8.12 Execution in Counterparts:** This Agreement may be executed in counterparts and all of said counterparts shall collectively constitute one agreement binding on all Parties.

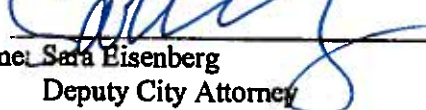
**8.13 Signatures:** Faxed and/or electronically scanned signatures on this Agreement shall be deemed originals.

**8.14 Headings:** Headings or captions contained in this Agreement are solely for the convenience of the Parties, are not a part of this Agreement, and are not intended to create any substantive meaning or to modify the terms and clauses either following them or contained in any other provision of this Agreement.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed as of the dates set forth below.

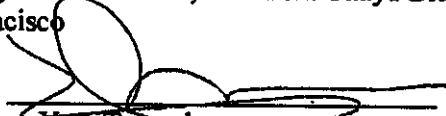
DATED: 7/2/13

People of the State of California, by and through  
San Francisco City Attorney Dennis J. Herrera

By:   
Name: Sara Eisenberg  
Deputy City Attorney

DATED: 7/2/13

Chaya & Associates, Inc. d/b/a Chaya Brasserie San  
Francisco

By:   
Name: Yuta Tsunoda  
President and CEO

CHAYA SETTLEMENT AGREEMENT – EXHIBIT B

[DATE]

Dear current or former employee:

Since 2008, employers in San Francisco have had an obligation to comply with the Health Care Security Ordinance (“HCSO”), which established San Francisco’s groundbreaking universal health care program and imposed an employer spending requirement. Many companies, including Chaya, have chosen to add a surcharge to their customers’ bills that was described as intended to cover employees’ health care benefits. The San Francisco City Attorney, Dennis Herrera, initiated an investigation to determine whether the funds received from this surcharge may have exceeded the amount Chaya actually spent on employee health care.

City Attorney Dennis Herrera and Chaya reached a voluntary resolution of the investigation. As part of this resolution, As part of this resolution, we are making the attached payment to you.

The amount due to you is a function of the hours you worked in San Francisco during 2011. This money is for your personal use. **Please be advised that the enclosed check must be cashed within 60 days of the date of this letter or a stop payment order will be placed on the check.**

If your address changes over the next year, please notify [NAME] at [PHONE or EMAIL or ADDRESS] so that the payments can be sent to the correct address.

If you are currently employed by Chaya and “covered” by the HCSO, Chaya is making quarterly health care expenditures on your behalf. If you have any questions about the health care benefits provided by Chaya, please contact [NAME] at [PHONE] or [EMAIL].

For questions about your rights under the HCSO, please visit the OLSE website at [www.sfgov.org/olse/hcso](http://www.sfgov.org/olse/hcso), or contact the OLSE at (415) 554-7892 or [hcso@sfgov.org](mailto:hcso@sfgov.org).

Sincerely,  
[NAME]  
[TITLE]