

## SETTLEMENT AGREEMENT AND RELEASE

The People of the State of California, by and through San Francisco City Attorney Dennis J. Herrera (“the People”) and King of Thai Noodle House, Inc., King of Thai Noodle #2, Inc. (restaurant presently closed but corporation is not presently dissolved), King of Thai Noodle Café (presently dissolved); King ChaCha Thai Restaurant, Inc., and K.O.T.N. On Fisherman’s Warf, Inc. (hereinafter collectively referred to as “King of Thai”), do hereby enter into this Settlement Agreement and Release (the “Agreement”), with reference to the following facts:

### Recitals

A. During 2010, 2011 and part of 2012, King of Thai charged its customers a Health Care Surcharge of 3% of customers’ checks.

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

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.

“Claimants” shall mean Covered Employees that were employed by King of Thai in San Francisco during 2010, 2011 and/or 2012.

“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 3% “SF Healthcare” surcharge added to King of Thai’s customers’ bills in 2010, 2011 and part of 2012.

“King of Thai” shall mean King of Thai Noodle House, Inc. d/b/a King of Thai Noodle House 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.

“Parties” shall mean the People and King of Thai.

“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** King of Thai shall make payments, by check, to the Claimants in the total amount of fifty thousand dollars (\$50,000), plus 5% interest which will begin to accrue on November 10, 2014 (“Settlement Amount”), to be delivered to Claimants in four installment payments. The four payments will be made in amounts, and according to the schedule, provided in Exhibit A. King of Thai shall make the installment payments in the following manner. For Claimants who are current employees, King of Thai may deliver the payments in person or in the same manner that King of Thai currently issues itemized pay statements. For Claimants who are former employees, King of Thai will send the payments by certified mail, return receipt requested, to the last mailing address provided to King of Thai by each such former employee. King of Thai shall complete Exhibit A and submit it to Deputy City Attorney Sara Eisenberg in excel format via email no later than thirty (30) days from the Effective Date.

The Parties agree that King of Thai shall not withhold any sums from the installments paid to Claimants to make payment of federal, state, or local taxes. Claimants will bear full responsibility for payment of all federal, state, and local taxes and other obligations, however denominated, in connection with the sums paid pursuant to the terms of this Agreement.

Should some of the Claimants, individually and/or jointly, obtain a judgment against King of Thai arising out of King of Thai’s collection of the Health Care Surcharges in 2010, 2011 and 2012 (“Health Care Surcharge Claim”), King of Thai’s obligation for payment set forth in Paragraph 3.1 relating to such Claimants shall be off-set by any amounts paid in judgments to those Claimants. Should some of the Claimants, individually and/or jointly, bring a Health Care Surcharge Claim, King of Thai’s obligation for payment set forth in Section 3 regarding such Claimants shall be suspended until the final resolution of such claim.

**3.2** At the same time and in the same manner that it makes the installment payments to the Claimants as set forth in paragraph 3.1 above, King of Thai 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, King of Thai agrees to provide a copy of each check to Deputy City Attorney Sara Eisenberg at the address set forth below in paragraph 7. King of Thai

shall permit the Claimants sixty (60) days from the date of the issuance to cash the checks. After this sixty (60) day period, King of Thai shall issue a stop-payment order for any un-cashed checks.

**3.4** Within fifteen (15) days following each sixty (60) day period set forth in paragraph 3.3, King of Thai 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 after deducting therefrom the fees and costs incurred in connection with the stop payments for un-cashed checks and certified mail/return receipts. 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** Notwithstanding the foregoing, if any payment sent by certified mail to a Claimant who is a former employee is returned to King of Thai by the United States Post Office as undeliverable or is not cashed within the 60 day period set forth in paragraph 3.3, King of Thai shall not send further payments to the last mailing address provided to King of Thai by the former employee. King of Thai shall hold future payments to that Claimant for 60 days from the date of each subsequent installment payment. If the Claimant contacts King of Thai to provide a new mailing address during that 60 day period, King of Thai shall send the payment to the address provided by the Claimant. If the Claimant does not contact King of Thai to provide a new mailing address during that 60 day period, King of Thai shall include the entire amount due to the Claimant in that installment payment in the amount remitted to "The San Francisco City Attorney's Office" as provided in paragraph 3.4(c).

**3.6** Nothing in this Agreement shall in any way affect the obligations under state and federal tax laws of King of Thai 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** King of Thai 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. This change will be retroactive to April 1, 2013.

**4.2** Nothing in this Agreement shall be construed as precluding King of Thai 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 King of Thai 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, the City and County of San Francisco, and each of them, do hereby absolutely, fully and forever release, relieve, waive, relinquish and discharge King of Thai 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 law, including but not limited to California Business and Professions Code Section 17200, *et seq.*, by King of Thai in connection with its collection of Health Care Surcharges in 2010, 2011 and 2012, and any claim, action or proceeding under any other laws and/or regulations relating to the reimbursement, assessment, representations to the public and/or Claimants regarding, and/or acceptance of the Health Care Surcharges collected in 2010, 2011 and 2012 (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, King of Thai 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 King of Thai in connection with its collection of Health Care Surcharges in 2010, 2011 and 2012.

**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 King of Thai:

Paul Tour-Sarkissian, Esq  
Tour-Sarkissian Law Offices, LLP  
211 Gough Street, Third Floor  
San Francisco, CA 94102

Copy to:

Sarah Tahng  
142 San Filipe Avenue  
San Bruno, CA 94066

## 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 have been represented in the negotiations for, and in preparation of, this Agreement by counsel of their choice; that they have read this Agreement and have had it fully explained to them by such counsel; and 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 Execution in Counterparts:** This Agreement may be executed in counterparts and all of said counterparts shall collectively constitute one agreement binding on all Parties.

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

**8.13 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.

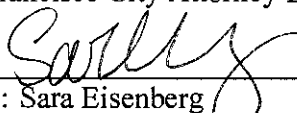
**8.14 No Communications:** Neither Party shall make, participate in the making of, or encourage any other person or entity, to make any statements, whether written or oral, that criticize, disparage, or defame the goodwill or reputation of, or which is intended to embarrass or adversely affect the other Party regarding the Released Claims.

8.15 **No Admission of Liability**: The Parties understand that King of Thai 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 King of Thai of any liability or responsibility at any time for any purpose, and the liability for any and all such Released Claims is denied by King of Thai.


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

DATED: 5/21/13

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

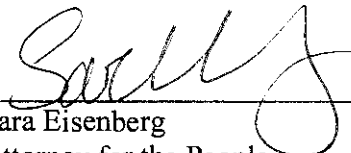
By:   
Name: Sara Eisenberg  
Deputy City Attorney

DATED: 5/10/13


King of Thai  
By:   
Name: Sarah Tahng  
President

APPROVED AS TO FORM:

DATED: 5/21/13

  
Sara Eisenberg  
Attorney for the People

DATED: 5/10/13

  
Paul Tour-Sarkissian  
Attorney for King of Thai



KING OF THAI NOODLE HOUSE 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 King of Thai Noodle House, chose 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 King of Thai Noodle House actually spent on employee health care.

City Attorney Dennis Herrera and King of Thai Noodle House reached a voluntary resolution of the investigation. As part of this resolution, King of Thai Noodle House will make payments to you via four roughly equal installment payments over the next 2 years. The amount due to you is a function of the hours you worked in San Francisco during 2010, 2011 and/or 2012. A check for one of these payments is enclosed herein. 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 you are currently employed by King of Thai Noodle House and “covered” by the HCSO, King of Thai Noodle House is making quarterly health care expenditures on your behalf. If you have any questions about the health care benefits provided by King of Thai Noodle House, 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]