

Instructions: Give to employee for review.

NOTICE TO EMPLOYEES - PROPOSITION 65

Like all businesses in California, our business is subject to the Safe Drinking Water and Toxic Enforcement Act of 1986, commonly known as Proposition 65. The key provisions of this law: 1) require businesses exposing any individual to listed chemicals to warn the individual; and 2) prohibit discharging listed chemicals into any source of drinking water. For more detailed information about Proposition 65, please go to California's Office of Environmental Health Hazard Assessment website: www.oehha.org. A complete and current list of the approximately 800 chemicals that are listed can be downloaded from the site.

Proposition 65 Exposure Warning

While many chemical exposures are associated with industrial activities, everyday items, even the air we breathe and the food we eat, routinely contain Proposition 65-listed chemicals. These chemicals are listed for one or more hazard characteristics: chemicals known to the State of California to cause cancer, and chemicals known to the state of California to cause birth defects or other reproductive harm. This notice provides information and warnings specific to exposures that you will encounter at this dealership. In many instances, we do not have information specific to this dealership. Instead, we have relied upon experts in this field to tell us where Proposition 65 exposures may occur. For other exposures to listed chemicals, enough is known to identify specific areas where exposures occur. Motor vehicle – related exposures. Gasoline and diesel engine exhaust contain many Proposition 65-listed chemicals including benzene and carbon monoxide. Enclosed or partially-enclosed spaces, such as service bays, garages, or parking structures can concentrate exhaust fumes, increasing exposure to these chemicals. At this dealership, exposure to engine exhaust is likely in all areas, both indoor and out, due to the presence of engine exhaust in the ambient air from dealer operations, adjacent streets, and parking areas. In addition, many vehicle components and replacement parts, vehicle fluids, touch-up paints, and materials used to service vehicles contain listed chemicals, including, but not limited to, fuel, oil, batteries, brakes, and wheel balancing weights. When you operate, service, clean, or maintain a motor vehicle you will generate and be exposed to listed chemicals contained in used oil, waste fluids, fumes, grease, grime, and particles from component wear.

Secondhand Tobacco Smoke

Tobacco smoke is a listed chemical and it also contains many chemicals that are known to cause cancer and/or birth defects or other reproductive harm. Smoking is permitted in certain areas of the dealership. Furnishings, Office Supplies, and Electrical Components. Office furnishings, including furniture, carpeting, power cords, computers, printers, copiers, and carbonless paper, contain a number of Proposition 65-listed chemicals, including lead, formaldehyde, and acetaldehyde. These listed chemicals are known to the State of California to cause cancer and/or birth defects and other reproductive harm. In addition, various common items made of brass (such as keys) or plastic may expose you to listed chemicals.

First-Aid Supplies

Certain first aid supplies, such as pain relievers and stomach coating medications, that contain aspirin, pink bismuth, attapulgite, and/or petroleum jelly, will expose you to Proposition 65-listed chemicals.

Food and Beverages (vending machines and company events)

Food and snacks are sold in vending machines and by food vendors in the area and may be provided from time to time at company-sponsored events. Frying or baking at high temperatures produces acrylamide in certain foods, such as chips and French fries. Broiling or barbecuing meats and fish produces Proposition 65-listed chemicals that can cause cancer. Chocolate and other natural ingredients of foods contain listed chemicals including lead. Drinking alcoholic beverages may increase cancer risk and, during pregnancy, can cause birth defects.

Vehicle Service Exposures

Service technicians and mechanics are exposed to solvents, fluids, oils, fuel, worn car components, engine exhaust, batteries, brakes and brake pads, lead wheel balancing weights, grease, grime, and other items that contain many chemicals known to the state of California to cause cancer and birth defects and other reproductive harm. Employees should consult the material safety data sheets and package instructions and follow recommended handling and safety procedures. As a daily reminder of Proposition 65 exposures at this dealership, we have posted the following sign at prominent locations throughout our facilities.

WARNING

ALL AREAS OF THIS DEALERSHIP CONTAIN CHEMICALS KNOWN TO THE STATE OF CALIFORNIA TO CAUSE CANCER AND BIRTH DEFECTS OR OTHER REPRODUCTIVE HARM. THESE CHEMICALS ARE CONTAINED IN VEHICLES AND PARTS AND ACCESSORIES OFFERED FOR SALE AND IN SOME OF THE PRODUCTS AND MATERIALS USED TO MAINTAIN THE PROPERTY, AND IN EMISSIONS, FUMES, AND SMOKE FROM BUSINESS OPERATIONS, EMPLOYEE AND GUEST ACTIVITIES, INCLUDING, BUT NOT LIMITED TO, THE OPERATION AND SERVICING OF MOTOR VEHICLES, AND THE USE OF TOBACCO PRODUCTS.

To minimize your exposure to Proposition 65 chemicals, we urge you to follow all manufacturer instructions pertaining to proper use of motor vehicles, vehicle components, materials, and supplies. If you have a question about a particular activity, please contact your supervisor for a material safety data sheet or other information. Always wash your hands before eating.

For additional information concerning this notice, please contact the parts manager. Your cooperation and effort is required.