

to treat their associates fairly and with dignity and respect, and empowerment of women, as the vast majority of Choice's workforce is women.

Your reference to Choice's CEO, Jose Thomas, denying knowledge of its employees being paid underneath minimum wage is correct. JT denied this knowledge because he knows Choice would never underpay its associates. It would be untruthful and knowingly false for you and Outlaw to claim that Choice pays or paid its associates beneath minimum wage now that you see these documents. Choice is an ethical and lawful business, so of course JT was "shocked" to hear someone allege to the contrary, as you say in your March 14, 2024 letter. ***If you print that Choice underpays its associates beneath the minimum wage, this is a knowingly false statement and Choice will hold you and Outlaw accountable in a court of law.*** In fact, Choice's wages are higher than any other factory in the area.

As for your claim that Choice's associates were not allowed to leave, this is also completely false, and has been debunked by your quoted source whom you never bothered to contact, Ki [REDACTED]. Choice has a system that ensures the safety of the associates. The Amalapuram facility is located in an extremely remote area approximately 8 miles away from the nearest village. There is a lack of transportation options, which typically have to be arranged in advance. When Choice's associates come in and out of the facility they have to sign in and out. There is also a gate pass system where any associate who wishes to leave or enter the facility requests a gate pass, receives one, and can scan the pass to leave. If an associate wishes to leave the facility, their contractor is advised after the fact, and has no authority or opportunity to deny a leave request. At all times associates are free to come and go as they please as gate passes are issued upon demand.

Ki [REDACTED], who as I indicated above, I interviewed so I can address your allegations, also explained the circumstances the single female associate who attempted to leave the facility at 2:30 a.m. and was told to leave in the morning for safety reasons. She wanted to leave without requesting transportation in advance, and was informed by Choice's HR department that this would be unsafe, as she had no way of being transported to the village 8 miles away in the middle of the night as there is no waiting transportation. She was told to wait until 6 am at which point transportation would be arranged and paid for her. Choice then arranged and paid for her transportation, and she left satisfied.

Please note, if employees make transportation arrangements in advance to leave in the middle of the night, they can leave; the only reason why this incident occurred was because no transportation arrangements were made in advance. Choice will seek to procure this female associate and produce her for your review if this explanation is not enough for you, so that Choice can dispel your unfounded and incorrect suspicions for anything related to her employment. She will confirm that what Joshua Farinella is telling you are lies. Let us know if you wish to accept Choice's offer.

**Regarding your allegations that associates were not permitted to take time off, Choice's Amalapuram facility does not have full labor crews for many days so it is impossible a single associate would work 360 days.** Please provide the proof you claim to have reviewed, to

corroborate your claim that at least one Choice associate spent 360 days in a single year working. For your information, Choice's timesheets only go by first and last name, and there are many common names in India. Common first names among Choice's associates are Lakshmi, Durga, and Bevi, while common last names are Majhi, Tudu, Petta, and Balla. It therefore appears that you are double-counting different associates who have the same name and improperly conflating them as a single associate.

Your claim that Choice's employees are forced to sleep on the floor is similarly false and baseless, fed to you by Joshua Farinella. There is a storage area at the top of stairs located in the plant's ammonia systems building. This is not a "hidden dorm" as Joshua Farinella has baselessly led you to believe, and which you have blindly accepted. Excess beds are stored by Choice in this storage area. Choice's daily associates (not the associates residing in the facility) sometimes go into this room and take naps during their breaks. No one instructed them to engage in this practice, and Choice has not stopped the practice because there is no harm in a daily associate taking a nap during his or her break. This is not an area where Choice's associates who reside in the facility get 8 hours of sleep in, as you falsely and baselessly allege. Once again, if you accept Choice's offer and visit the facility, you are free to interview Choice's associates who will readily confirm this for you.

As an example of the commitment Choice has to treat its associates fairly, and with respect and dignity, Choice has outings, day trips, shopping excursions, trips to the beach, and celebrations for its associates. As an example, see **Exhibit L**. These photographs reflect a celebration that Choice held for its associates in October 2023. As you can see, your centerpiece witness, serial felon and manipulator Joshua Farinella is present in the photographs. Did he mention this to you? You need not answer, we know the answer.

Regarding employee lodging, Mr. [REDACTED] confirmed that once again Joshua Farinella is overstating and misleading you. There may have been an instance of a worm being found in a salad, specifically in a vegetable. The food is not infested. This would have been an instance among approximately 500 associates whom Choice serves meals three times daily at Choice's sole cost and expense.

While there unfortunately is a bedbug problem in the Amalapuram region, Choice regularly has exterminations done. If a problem emerges, a contractor is promptly dispatched to address it. Moreover, these issues were Joshua Farinella's job responsibility in any event. We request once again that you produce the evidence that you claim to be relying on, because it is assuredly cherry-picked, doctored, or being taken out of context to paint a misleading picture of some mass and uncontrolled infestations, which never existed.

Your claim that Choice owns a "luxury marina" is false and is further evidence of blind reliance on baseless information.