

WHY YOUR COMPANY SHOULD JOIN THE CALIFORNIA EMPLOYMENT LAW COUNCIL (CELC)

Reasons include:

- You and/or your designees can attend our four quarterly briefings/board meetings each year (in 2024, these quarterly meetings are via WebEx), and hear from partners in the leading management employment law firms in California about current issues.
- Your company will be joining approximately 70 major California companies (see accompanying Membership Roster) who will be sharing their employment “best practices” with you. **[Toyota: “We sent out an email to CELC members about a particular policy issue, and got many helpful responses.”]**
- Unlimited legal and HR networking opportunities. **[Qualcomm: “I have made good business contacts, and even better friends through CELC. The relationships are with people who share my day-to-day concerns and issues.”]**
- CELC files sophisticated amicus briefs in the key California employment court cases – you and your designees will receive a copy of each brief, which will provide invaluable research and arguments on current issues. **[AT&T: “CELC’s amicus brief supporting our petition for review was extremely helpful in obtaining review; CELC’s brief on the merits was outstanding.”]**
- You and your designees have full telephonic access to CELC’s outstanding Legislative Counsel, Mike Belote of California Advocates, Inc., together with members-only access to their Website, so that you can easily and without cost be fully updated on pending legislation. **[BD: “Mike Belote provides great insights and helps our company anticipate, and stay ahead of, legislative developments in Sacramento.”]**
- You and your designees will receive frequent memoranda from our General Counsel and advice from our Law Firm Members about important breaking issues in California employment law. **[Big 5 Sporting Goods: “The opportunity for free legal | advice from the top firms in California is by itself worth the very low dues.”]**
- You can invite an unlimited number of attorneys and HR professionals in your company to our June summer educational training, which focuses each year on a topic chosen by vote of the CELC Membership. Prior to 2020, the program was held in-person. In recent years the program has been via WebEx. **[Wells Fargo: “A dozen of our people usually attend. The CELC meetings are always cutting edge, informative and comprehensive on California employment law issues.”]**

CELC

CALIFORNIA EMPLOYMENT LAW COUNCIL

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- The annual dues¹ are extremely reasonable. There are no other charges. When the Annual Meeting is in-person, there are some negligible charges associated with venue and meals. **[Qualcomm: “CELC is a bargain. Member attorneys are well organized. CELC is the natural, and effective response.”]**
- All member companies agree to consider sympathetically a request/inquiry from a member company for forms, policies, and the like – you thus have the ability to find out what other sophisticated employers are doing in California.
- CELC will file an amicus brief free of charge for any member company as long as the position taken is consistent with the interests of CELC members.

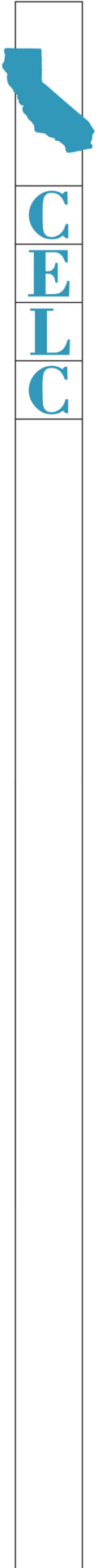
In Sacramento, through our Legislative Counsel, Mike Belote, CELC has developed a reputation as a moderate and responsible employer organization. CELC-sponsored legislation has been among the only employer-focused bills enacted in California in recent years.

The day-to-day activities of CELC are managed by the General Counsel, Paul Grossman, a partner in the law firm of Paul Hastings LLP in Los Angeles. CELC does not employ any staff. Cathy Smith-Joo, the CELC Administrator, is paid by Paul Hastings, not by CELC, and CELC is not charged for her time. The overhead expenses associated with office space and staff are assumed by Paul Hastings LLP. Thus, every dollar of dues money to CELC goes directly to providing services. You can find out more about us by visiting our Website: www.caemploymentlaw.org. Information on our site is available to the public; however, some information is available only to CELC members.

The leading management employment law firms in California are Law Firm Members of CELC. The law firms are:

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| BakerHostetler | Ogletree, Deakins, Nash, Smoak & Stewart, P.C. |
| Constangy, Brooks, Smith & Prophete, LLP | O’Melveny & Myers LLP |
| DLA Piper LLP (U.S.) | Orrick, Herrington & Sutcliffe LLP |
| Gibson, Dunn & Crutcher LLP | Paul Plevin Quarles |
| Hunton Andrews Kurth LLP | Proskauer Rose LLP |
| Littler Mendelson, P.C. | Reed Smith LLP |
| Mitchell Silberberg & Knupp LLP | Seyfarth Shaw LLP |
| Morgan Lewis & Bockius LLP | Sheppard, Mullin, Richter & Hampton LLP |
| | Wilson Sonsini Goodrich & Rosati, P.C. |

¹ \$4,000 per year if your company employs less than 5,000 employees in California; \$7,000 per year if your company employs 5,000 or more employees in California. Law Firm Members are \$7,000 per year.



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