



CELCC

CALIFORNIA EMPLOYMENT LAW COUNCIL

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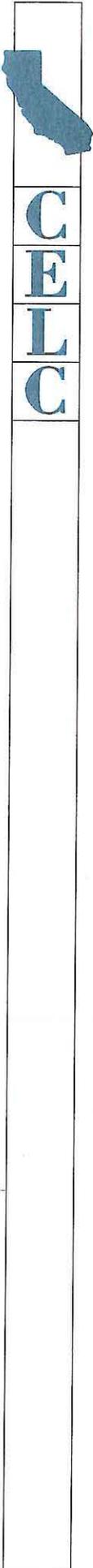
(213) 683-5586

www.caemploymentlaw.org

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

Reasons include:

- You can attend our four quarterly briefings/board meetings each year, in person or by telephone, and hear from partners in the ten leading management employment law firms in California about current issues. [**Honeywell: “Honeywell’s CELCC membership gives access to the best law firms and HR professionals and has been an invaluable resource for us.”**]
- You will be joining approximately 80 major California companies (see attached list) who will be sharing their employment “best practices” with you. [**Toyota: “We sent out an email to CELCC 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 CELCC. The relationships are with people who share my day-to-day concerns and issues.”**]
- CELCC files sophisticated amicus briefs in the key California employment court cases – you will receive a copy of each brief, which will provide invaluable research and arguments on current issues. [**AT&T: “CELCC’s amicus brief supporting our petition for review was extremely helpful in obtaining review; CELCC’s brief on the merits was outstanding.”**]
- You have full telephonic access to CELCC’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. [**CareFusion (merged with BDX): “Mike Belote provides great insights and helps our company anticipate, and stay ahead of, legislative developments in Sacramento.”**]
- You will receive frequent memoranda from our General Counsel and advice from our Law Firm Associate Members about important breaking issues in California employment law. [**Big 5: “The opportunity for free legal advice from the top firms in California is by itself worth the very low dues.”**]
- You can send an unlimited number of HR professionals to our summer educational program, which focuses each year on a topic chosen by the CELCC Board.



- You can send an unlimited number of attorneys and HR representatives to our two-day Annual Meeting in November, at which California’s leading employment lawyers speak on topics chosen by the CELC Board. [**Wells Fargo Bank: “We usually send over a dozen of our people. The CELC meetings are always cutting edge, informative and comprehensive on California employment law issues.”**]
- The annual dues of \$4,000¹ are extremely reasonable – There are no other charges, other than nominal charges for our summer educational program and for our two-day Annual Meeting. [**Qualcomm: “CELC is a bargain. Employee attorneys are well-organized. CELC is the natural, and effective, response.”**]
- All member companies agree to consider sympathetically a request 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 for any member company as long as the position taken is consistent with the interests of CELC members.

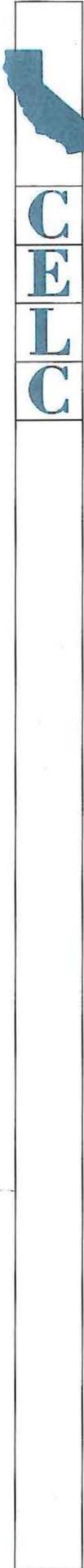
In Sacramento, through our Legislative Counsel, Mike Belote, CELC has developed a reputation as a moderate and responsible employer organization. CELC-sponsored legislation has been among the only employer-focused bills enacted in California in recent years.

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 a 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. 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. Some of the information on our site is available to the public, but some information is available only to CELC members.

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

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|---------------------------------|--|
| Fenwick & West LLP | Ogletree, Deakins, Nash, Smoak & Stewart, P.C. |
| Gibson, Dunn & Crutcher | O’Melveny & Myers LLP |
| Jones Day | Orrick, Herrington & Sutcliffe LLP |
| Littler Mendelson, P.C. | Seyfarth Shaw |
| Mitchell Silberberg & Knupp LLP | Sheppard, Mullin, Richter & Hampton LLP |
| Morgan, Lewis & Bockius LLP | Wilson Sonsini Goodrich & Rosati |

¹ \$7,000 per year if your company employs more than 5,000 California employees.



Each normally has a partner at the quarterly briefings/board meetings so that member company representatives who attend in person or by telephone will be updated on what is happening on the employment law front by representatives of the twelve leading management law firms in California.

A CELC Membership Application is attached. We hope your company will join the outstanding California employers named in the attached Membership Roster and join with us in trying to make California a safer place for responsible employers.

Attachments