Immediate Compliance With California’s Updated Sexual Harassment Training Laws

The Two Hour Training will be offered on the following dates and locations:

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<tr>
<th>Southern California Office</th>
<th>Palo Alto, CA Office</th>
<th>Sacramento, CA</th>
<th>San Francisco Office</th>
<th>Seattle, WA Office</th>
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<tbody>
<tr>
<td>7:45 AM - 10:00 AM</td>
<td>11:45 AM - 2:00 PM</td>
<td>2:45 PM - 5:00 PM</td>
<td>11:45 AM - 2:00 PM</td>
<td>8:00 AM - 10:30 AM</td>
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<tr>
<td>September 21, 2006</td>
<td>October 17, 2006</td>
<td>September 13, 2006</td>
<td>November 20, 2006</td>
<td>October 26, 2006</td>
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<td>November 14, 2006</td>
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WHAT YOU NEED TO DO TO COMPLY

All supervisors and managers, in and outside of California who oversee the responsibility of California employees must go through a two hour interactive training session. On June 20, 2006 the California Fair Employment and Housing Commission issued modified proposed regulations under Government Code Section 12950.1 (also known as AB 1825), requiring employers with 50 or more employees to provide two hours of interactive sexual harassment prevention training to all supervisors and managers every two years.

1. Under California law a "supervisor" can include anyone who can "effectively recommend" disciplinary action. Therefore all supervisors or newly promoted supervisors must undergo the training. The supervisor need not be in California. Rather, he/she must be trained if he/she supervises at least one California employee.

2. Covered employers are those with 50 or more employees. The regulations implemented in December clarify that these requirements apply to employers who have 50 or more employees both inside and outside of California.

3. The training must be "interactive," at least two hours long, address legal prohibitions against sexual harassment under federal and state law, discuss factors which include but are not limited to correction of situations involving sexual harassment, remedies available to the victims, relevant statutory provisions of case law, practical examples, confidentiality issues, reporting procedures, supervisor’s responsibilities, the company’s polices, and discuss related topics, including discrimination, harassment, and retaliation.

4. The training must be provided by an expert in California employment discrimination law as the statute specifically requires that the training be provided by "trainers or educators with knowledge and expertise in the prevention of harassment, discrimination and retaliation." This includes California licensed attorneys.

5. New or newly promoted supervisors must be trained within six months of their assumption of the position. This will apply to all individuals assuming the supervisory position as of July 1, 2005. All supervisory employees must complete the mandated training every two years.

DORSEY & WHITNEY CAN HELP YOU COMPLY

Dorsey can help you comply with updated sexual harassment training laws. We have prepared three unique and comprehensive training programs to assist you in meeting your legal requirements:

• On-Site Training for Supervisors
• On-Site Training for the Trainers
• Two Hour Training Seminars at Dorsey [see above for dates and locations]
ON-SITE TRAINING FOR SUPERVISORS

Dorsey has prepared a comprehensive training program designed for supervisory employees, including but not limited to, any managers, executive decision makers, human resources professionals or in-house counsel. This program will be provided to you at your company site where our expert trainers will provide a comprehensive two hour training session that includes: written materials, a PowerPoint presentation complete with question and answer session and a quiz to test the understanding of the issues, and a sign in sheet to monitor attendance. Contact us if on-site training best meets your needs.

ON-SITE TRAINING FOR THE TRAINERS

Dorsey has prepared a sophisticated training program designed specifically for your trainers, including the human resources professionals or in-house counsel who will be responsible for conducting the training for your employees. This program is designed to provide your trainers with detailed materials and information to assist them in implementing the sexual harassment training. Dorsey expert trainers will provide the training at your company site and conduct a two and a half hour comprehensive training that includes: a package of training materials, a PowerPoint presentation complete with question and answer session, a role play session and training on investigation of claims of harassment, a quiz to test the understanding of the issues, and a certificate of training.

TWO HOUR TRAINING SEMINARS AT DORSEY

To further assist you in meeting your legal obligations to continue to provide training every two years, Dorsey has scheduled a number of breakfast and lunch briefings in Northern and Southern California, and Seattle, Washington locations designed for training of supervisory employees, including but not limited to, any managers, executive decision makers, human resources professionals, or in-house counsel. Our expert trainers will provide a two-hour comprehensive training that includes: breakfast or lunch, a two-hour training session, written materials, a PowerPoint presentation complete with question and answer session and a quiz to test the understanding of the issues, and a certificate of attendance. Please see the front of this Update for dates and locations.

Dorsey West Coast Labor & Employment Training Team

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Kandis Baldwin
(206) 903-2382

To register for California seminars, please contact:
Karen Satterfield at (949) 932-3672 or email satterfield.karen@dorsey.com
Please indicate the date and location of the seminar you would like to attend.

To register for the seminar in Seattle, Washington, please contact:
Jennifer Wheeler at (206) 903-2391 or e-mail wheeler.jennifer@dorsey.com

For more information on Dorsey's Sexual Harassment Training, please contact Mandana Massoumi at (949) 932-3652 or massoumi.mandana@dorsey.com

These Updates are intended to provide a periodic review of employment law issues and also to provide real time updates on significant developments in the field. If you have any questions, comments, or suggestions regarding the content, please feel free to contact us.