

PARKER MILLIKEN

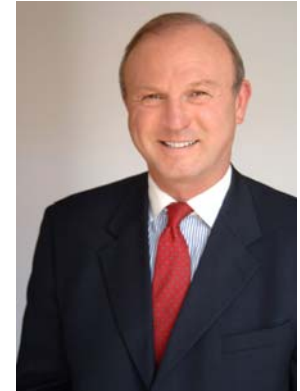
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KARL A. SCHMIDT

KARL A. SCHMIDT has practiced labor and employment law for over 30 years and currently is the Chairman of the Labor & Employment Department of the law firm, Parker, Milliken, Clark, O'Hara & Samuelian. Mr. Schmidt specializes in the areas of employment, discrimination, wage and hour, labor, executive compensation, unfair competition and ERISA fiduciary and compliance law, advising foreign, national and local employers of all sizes, including many small and medium sized banking institutions. He also counsels executives and employers in executive employment, separation and contract issues. Part of his work day is spent responding on behalf of management to plaintiff's counsels, government agencies and disgruntled employees. The rest is in counseling owners and executives on effective business policies, strategies and planning for opportunities and problems as they arise.



Areas of Expertise:

Mr. Schmidt's practice includes advice and planning for clients in every aspect of labor and employment. He regularly addresses audiences and conducts in house training on a wide variety of labor and employment law topics. An illustrative list of the kinds of matters he regularly handles is as follows:

- Wage & Hour (Overtime Exemptions, Wage Set-Offs, Vacation Pay, Travel Time, Special Industry Exceptions)
- Employment Discrimination & Harassment
- Workplace Privacy
- Hiring Procedures, Background Checks and Employment Applications
- Employee Dishonesty, Employee Discipline, Termination and Severance Agreements
- Workplace Violence, Preventative Advice and Injunctions
- OSHA – Basic Compliance Advices; Serious and Willful Complaints, Including Permanent Injury and Death Cases
- Unfair Competition and Protection of Trade Secrets; California Non-Compete Agreements
- Employee Leave Rights and Responsibilities
- Employment Agreements, Executive Compensation, Employee Incentive and Bonus Programs

- Union-Management Relations; Union Campaigns, Union Negotiations, NLRB Proceedings, Arbitration of Union Employee Grievances
- Reductions in Force: General Planning, Discrimination Screening, Benefits Reviews, Severance Administration
- Executive Compensation, ERISA & Fiduciary Advices
- Executive Transition Advice and Counsel in both Voluntary and Involuntary Separation situations (Public & Private company executive representation)
- Policy and Procedure Drafting and Advice
- Arbitrations, Mediating and Client Representation in Government agency Proceedings for All Employment Matters

Professional Affiliations and Distinctions

Mr. Schmidt is listed in the publication "The Best Lawyers in America" and has consistently received the L.A. Magazine "Super Lawyer" designation. Mr. Schmidt is a member of the American, California and Los Angeles County Bar Associations and each of their Labor Sections. Mr. Schmidt was Chairman of the Los Angeles County Bar Association Employee Benefits Committee 1983-1984 as well as a member of the American Bar Association, Real Property Probate & Trust Section Committee on Plan Mergers, Asset Transfers and Terminations Section, 1991-1994.

Charitable Associations

Mr. Schmidt was President of the Southern Seas - a University of California, Berkeley Alumni support organization for over 20 years. Mr. Schmidt has been a continuing member of the Los Angeles Rotary Club since 1987 and was a Board of Directors member 1998- 2000. Mr. Schmidt has also been on the Board of Directors - Goodwill Industries of Southern California since 1993 and in that capacity successfully organized on October, 2002 a job fair for the disabled clients of Goodwill Industries, Ability First, The Braille Institute and students from LAUSD. The job fair was held at the Los Angeles Convention Center. For his efforts of General Counsel to the Torrance Area Chamber of Commerce he was given the 2010 J. Walker Owens Award for Outstanding Volunteerism.

Personal

Karl A. Schmidt was a scholarship athlete at U.C. Berkeley, where he graduated with honors in Accounting and Finance. Before returning to Berkeley for law school, he was a U.S. Marine and worked both with a Big 4 accounting firm and a major aerospace company.

Mr. Schmidt is married and lives in Rolling Hills. He has one married step-son, a son who is a grade school teacher, a daughter who is a fourth year litigator and a step-son who is in high school. In his spare time he enjoys hiking, tennis, traveling, fine wines and books of all kinds.

Advisory Positions

Mr. Schmidt is a member of the Board of Directors of The Management Trust, a western U.S. based community and homeowners association management company. Mr. Schmidt is also General Counsel to the Torrance Area Chamber of Commerce and a member of the Board of Directors of the South Bay Entrepreneurial Center.