

## Position Description

July 2016

### The Clorox Company

1221 Broadway  
Oakland, CA 94612  
www.clorox.com  
NYSE: CLX



The Clorox Company has retained Major, Lindsey & Africa on an exclusive basis to conduct a search for a Corporate Counsel to be located in its Oakland, CA corporate headquarters. The Clorox Company is an equal opportunity employer. Interested candidates please respond to the MLA recruiter who contacted you about this search or directly to [CloroxLicensingCounsel@mlaglobal.com](mailto:CloroxLicensingCounsel@mlaglobal.com). Please do not contact The Clorox Company directly; all resumes sent to Clorox will be routed to MLA for handling and will create delays.

### CORPORATE COUNSEL – LICENSING

**Overview:** Reporting to Vice President, Associate General Counsel and Chief IP Counsel, the Corporate Counsel works closely with the Office of Alliances to conduct diligence and negotiate and structure all transactions relating to brand extensions (licensing) and exploration of partnering opportunities. This is a collaborative, business-focused role that requires creativity and a solution-focused mindset and the ability to handle sophisticated transactional matters. This role will also support joint development efforts, existing joint ventures, and draft and negotiate sourcing agreements.

**Firm:** The Clorox Company (NYSE:CLX) is a leading multinational manufacturer and marketer of consumer and professional products with about 7,700 employees worldwide and fiscal year 2015 sales of \$5.7 billion. Clorox markets some of the most trusted and recognized consumer brand names, including its namesake bleach and cleaning products; Pine-Sol® cleaners; Liquid Plumr® clog removers; Poett® home care products; Fresh Step® cat litter; Glad® bags, wraps and containers; Kingsford® charcoal; Hidden Valley® dressings; Brita® water-filtration products and Burt's Bees® natural personal care products. The company also markets brands for professional services, including Clorox Healthcare® and Clorox Commercial Solutions®. More than 80 percent of the company's sales are generated from brands that hold the No. 1 or No. 2 market share positions in their categories.

**Compensation:** Competitive.

**Experience:** 6-8 years of transactional law training in a top tier law firm, with an emphasis on negotiating and drafting agreements of all kinds, including licenses, partnerships and joint ventures.

**Relos:** California candidates strongly preferred.

**Bar:** CA or willingness to sit for (and pass) CA bar exam, or meeting the qualifications for registration under the California State Bar in-house counsel program.

## COMPANY OVERVIEW

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The Company's 2020 Strategy, which was launched in 2013, sets clear business and corporate responsibility objectives to drive long-term, sustainable growth and deliver strong total stockholder returns. To accomplish its 2020 goals, Clorox has chosen to focus on the following strategies: 1) engage employees as business owners; 2) increase brand investment behind superior value and more targeted 3D innovation; 3) grow in profitable new categories, channels and countries; and 4) fund growth by reducing waste in our work, products and supply chain.

The company also has been recognized recently for its corporate responsibility efforts with two Climate Leadership Awards for Excellence from the U.S. Environmental Protection Agency and inclusion on the 2015 Newsweek Green Rankings and Corporate Responsibility magazine's 100 Best Corporate Citizens 2015 list. The Clorox Company and The Clorox Company Foundation contributed approximately \$15 million in combined cash grants, product donations, cause marketing and employee volunteerism during the past year.

People are the key to the Company's long history of success. A lot of businesses do what they do, but it takes a special one, driven by talented people, to thrive for more than a century. What distinguishes The Clorox Company is a unique combination of great people, great brands, strong values, work-life balance, opportunity and personal impact. The Clorox Company is guided by individuals who are committed to each other and dedicated to our mission of making everyday life better, every day.

For more information, visit [TheCloroxCompany.com](http://TheCloroxCompany.com), the CR Matters Blog and follow the company on Twitter at @CloroxCo.

The Clorox Company and its subsidiaries are EEO/Affirmative Action employers.

## POSITION OVERVIEW

The Clorox Company (“the Company”) seeks a Corporate Counsel who will be responsible for:

- Structuring significant partnerships and alliances, new business development ventures, and new channel- and technology-related development projects, along with commercial transactions and general corporate work
- Creating strategy for, and drafting and negotiating of, brand licensing agreements, alliances agreements, and all forms of joint development efforts
- Providing business advice in a corporate environment
- Advise on evaluation of and issues relating to technology-based joint ventures
- Assist in other project management work as needed
- Work collaboratively and cross-functionally as part of a team of attorneys

## QUALIFICATIONS & SKILLS

- A JD is required. Prior in-house tenure with a large company is a plus, but is not required.
- CA bar or willingness to sit for (and pass) CA bar exam, or meeting the qualifications for registration under the California State Bar in-house counsel program
- Minimum of 6 years’ experience, including formative training at a top law firm, with a focus on business law and experience with a wide range of deals
- Experience advising and counseling clients and drafting and negotiating license agreements and other complex commercial partnering agreements
- Experience in trademark rights enforcement and licensing, new media and related issues
- Creative business attorney with a distinguished professional record and strong business orientation
- Well-developed strategic /conceptual thinking abilities
- Ability to identify and use the most efficient and effective resources to complete the work in a timely and cost effective manner
- Unquestioned personal integrity; seen as a role model for ethical principles and values of the Company and practices required by law
- Excellent verbal and written communication, negotiation and presentation skills
- Excellent interpersonal skills
- A “win – win” mindset, flexible in thought, and unflappable
- Strong negotiation, consultative and facilitation skills with the ability to effectively interact with all internal and external stakeholders

- Ability to work well in a matrixed organization and interact with and command respect from Company employees
- Excellent judgment and ability to handle sensitive and confidential information
- Excellent execution and organizational skills and attention to detail
- Urgency and results focus to ensure timely and appropriate response to issues raised
- Firmness and courage to confront issues at every level
- Strong skills in leadership - the ability to drive and lead while working with legal and technical staffs
- Strong ability to influence, provide points of views, and to listen
- Strong decision making and problem solving skills
- Some travel may be required
- Strong PC skills; knowledge of Microsoft Office programs preferred

## PROCESS

Submit a resume in Microsoft Word format with a letter describing your interest and relevant skills addressed to: [CloroxLicensingCounsel@mlaglobal.com](mailto:CloroxLicensingCounsel@mlaglobal.com).

## CONTACT INFORMATION

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