

Douglas B. Large, Esq.

Mr. Large is a partner in Archbald & Spray LLP. The firm was established in Santa Barbara over 40 years ago. He has been associated with the firm for almost 30 years, the last 25 as a partner.

He received a Bachelor of Arts degree from UCLA (1972) and a Juris Doctor from Pepperdine University (1975). He is admitted to practice in all California state courts and the federal U.S. District Court for the Central District, Ninth Circuit Court of Appeals, and U.S. Supreme Court.

Mr. Large's practice is focused on labor/employment law for management and on the energy industry. Mr. Large heads his firm's Labor and Employment Law practice group which provides preventative counseling and litigation expertise to employers in all areas of employment law, including (1) pre-employment screening and hiring, (2) discipline and termination, (3) personnel policies and training, (4) employment contracts, (5) wage and hour issues, (6) family and disability leave laws, (7) wrongful discharge and retaliation claims, (8) employment discrimination, including sexual harassment, (9) workplace violence and privacy matters, (10) grievances and arbitration, and (11) collective bargaining. In the energy arena, Mr. Large represents clients on regulatory compliance issues, commercial disputes, environmental claims, and in business and tort litigation.

Mr. Large was a member of the Pepperdine Law Review (1974-75) and is currently a member of the American Bar Association, and the Labor & Employment section of the State Bar of California. He is a former chair of the Santa Barbara Employer Advisory Council, which works closely with the Employment Development Department (EDD) of the State of California concerning employer and employment issues. He and Archbald & Spray LLP staff the Santa Barbara Human Resources Association Guide Line Service, which is a complimentary help line for members of the Association.

Representative clients: Ballard Inn, Beachside Bar Cafe, Channel Islands YMCA, Chevron U.S.A., Inc., Chuck's of Hawaii, City of Lompoc, Coral Casino Beach & Cabana Club, Crest Ultrasonics Corporation, Eagle Inn, Endless Summer, Exxon Mobil Corporation, FzioMed, Inc., Highgate Hotels, Jeannine's Bakery, La Super-Rica Taqueria, Mentor Corporation, NetLojix, Oceanering International, Inc., Plains All American Pipeline, L.P., Santa Barbara College of Law, Santa Barbara Metropolitan Transit District, Santa Barbara Yacht Club, The Cliffs at Shell Beach, Tri-County Produce, Ty Warner Hotels & Resorts, LLC, Venoco, Inc., Vulcan Materials Company, Waterfront Grill.

Recent published appellate opinions: *Southern Pacific Transportation Co. v. Sandyland Protective Assn.* (1990) 224 C.A.3d 1494; *Lundquist v. Reusser* (1994) 7 C.4th 1193; *Daly v. Exxon* (1997) 55 C.A.4th 39; *Exxon Mobil Corp. v. County of Santa Barbara* (2001) 92 C.A.4th 1347; *Intri-Plex Technologies, Inc. v. Crest Group, Inc.*, 2007 WL 2410170 (9th Cir. 2007).

Civic/social activities: Past chair, Montecito YMCA Board of Managers; past chair, current member, Santa Barbara Employers Advisory Council; past chair, Coral Casino Beach & Cabana Club Board of Member Directors; member, California Restaurant Association; associate member, Western States Petroleum Association; board member, R. M. Pyles Boys Camp.

Writing and speaking engagements: See attached listing.