

# POSITION DESCRIPTION

 MAJOR, LINDSEY & AFRICA

MAJOR, LINDSEY & AFRICA | 555 MONTGOMERY ST., STE. 1500, SAN FRANCISCO, CA 94111 | 415.956.1010

June 2018

## The Clorox Company

Oakland, CA 94612  
www.thecloroxcompany.com  
NYSE: CLX



The Clorox Company (“Clorox” or “Company”) has retained Major, Lindsey & Africa (“MLA”) on an exclusive basis to conduct a search for a Corporate Counsel – Regulatory, Commercial (“Counsel”), to be located in Oakland, California. Interested candidates, please respond to the MLA recruiter who contacted you about this search or directly to [CloroxCounsel@mlaglobal.com](mailto:CloroxCounsel@mlaglobal.com). **Please do not contact Clorox directly; all resumes sent to Clorox will be routed to MLA for handling and may cause delays.**

## CORPORATE COUNSEL – REGULATORY, COMMERCIAL

**Overview:** The Clorox Company (Oakland, CA) seeks a collaborative FDA regulatory attorney to provide legal support and counseling to the Company’s FDA-regulated business units. The candidate will work closely with the Company’s domestic and global Corporate Quality and Global Stewardship functions (regulatory affairs) and will work closely with personnel in other key functions, including senior management. The successful candidate also will be responsible for assisting on other matters such as general commercial transactions.

**Firm:** The Clorox Company (NYSE: CLX) is a leading multinational manufacturer and marketer of consumer and professional products with approximately 8,700 employees worldwide and fiscal year 2017 sales of \$6 billion. 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.

**Experience:** At least 5 years of legal experience in FDA and other regulatory matters, preferably involving OTC drugs, cosmetics, foods and/or dietary supplements. Experience in a top tier law firm (in-house experience a plus but not required).

## Company Overview

Founded in 1913, Clorox markets some of the most trusted and recognized consumer brand names, including its namesake bleach and cleaning products; Pine-Sol® cleaners; Liquid



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Plumr<sup>®</sup> clog removers; Poett<sup>®</sup> home care products; Fresh Step<sup>®</sup> cat litter; Glad<sup>®</sup> bags, wraps and containers; Kingsford<sup>®</sup> charcoal; Hidden Valley<sup>®</sup> dressings and sauces; Brita<sup>®</sup> water-filtration products; Burt's Bees<sup>®</sup> natural personal care products; RenewLife<sup>®</sup> digestive health products; and Rainbow Light<sup>®</sup>, Natural Vitality<sup>®</sup>, Neocell<sup>®</sup> and Stop Aging Now<sup>®</sup> dietary supplements. The company also markets brands for professional services, including Clorox Healthcare<sup>®</sup> and Clorox Commercial Solutions<sup>®</sup>.

Clorox is a signatory of the United Nations Global Compact, a community of global leaders committed to sustainability. The company has been broadly recognized for its corporate responsibility efforts, most notably being named to the Drucker Institute's 2017 Management Top 250 list, The Just 100: America's Top Corporate Citizens list, CR Magazine's 2018 Best Corporate Citizens list and the first sector-neutral Bloomberg Gender Equality Index in 2018. In support of its communities, The Clorox Company and its foundations contributed about \$11 million in combined cash grants, product donations and cause marketing in fiscal year 2017. For more information, visit [TheCloroxCompany.com](http://TheCloroxCompany.com), including the Good Growth blog.

Clorox's in-house Legal Services team delivers top-quality legal services and advice on a wide variety of areas including regulatory compliance, litigation, corporate, M&A, intellectual property, contracts and human resources. It is a highly collaborative, innovative and inclusive team that works closely with business partners. The department is integral in supporting the Company's business strategy, which is focused on good growth -- growth that is profitable, sustainable and achieved responsibly. The legal team was recently awarded "Best In-House Legal Department" (ALM's Corporate Counsel, June 2017); won the International Legal Summit Alliance General Counsel Award for Best USA Legal Department: Consumer Goods & Retail (2017); and was recognized as an "Innovative In-House Legal Team" (Financial Times, December 2016), among other recognitions. The Legal Services team participates in the Leadership Counsel on Legal Diversity (LCLD) and supports an active pro bono program to increase access to justice. Clorox's CEO – Benno Dorer, was ranked No. 1 in GlassDoor's Highest Rated CEOs for 2017!

## Position Information

Reporting to the Senior Director and Managing Counsel, the position will be responsible for advising clients on FDA and other regulatory matters, including compliance with related laws, regulations and company policies. The position will provide legal support and counseling to the Company's domestic and global Corporate Quality and Global Stewardship functions (regulatory affairs) regarding regulatory compliance issues for OTC (over-the-counter) drugs, cosmetics, foods and/or dietary supplements, including:

- Advertising, marketing and consumer protection issues;
- Product manufacturing and distribution policies and procedures;



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- Good Manufacturing Practices (GMP) compliance;
- Government inspections and inquiries;
- Adverse event reporting and tracking; and
- Product quality reviews and investigations.

The candidate will work closely with the Company's FDA-regulated business units and personnel in other key functions, including senior management. The candidate also will be responsible for assisting on other matters such as general commercial transactions.

## Key Responsibilities

- Providing legal counsel on matters relating to regulatory compliance by Clorox's operations and products with a focus on FDA, FTC and other applicable regulatory authorities, including foreign equivalents.
- Providing legal counsel to the Corporate Quality and Global Stewardship (regulatory affairs) groups on product and compliance issues under the federal Food, Drug and Cosmetic Act (FDCA) and other legal requirements.
- Providing counseling to business units and brands on issues related to the advertising, marketing and promotion of FDA-regulated products including foods/dietary supplements, drugs, cosmetics and medical devices.
- Supporting business units and brands regarding product quality and regulatory issues.
- Managing and responding to governmental agency inquiries, investigations, and disputes relating to regulatory compliance and/or product quality; providing legal advice on potential retrieval and recall situations.
- Supporting business units regarding product quality and regulatory issues.
- Providing support and counsel regarding collection, maintenance and reporting of adverse events; tracking new regulations; supporting capability building for compliance.
- May serve on the leadership team of a strategic business unit.
- Working with the Government Affairs function on monitoring and influencing food/drug/cosmetics legislative and regulatory matters.
- Proactively counseling the business on new laws, regulations, and industry trends related to the regulation of food foods/dietary supplements, drugs, cosmetics and medical devices in the countries and states in which Clorox does business.
- Assisting in other substantive legal areas, including assisting on general commercial transactions; also working with members of Legal leadership, other attorneys and staff on departmental matters as needed.
- Developing and providing training to employees on product regulatory and other legal matters.
- Efficiently managing outside counsel on regulatory and other matters.

## Experience/Skills

- At least 5 years of experience in FDA and other regulatory matters (experience with dietary supplements is a plus).
- Experience in a top-tier law firm (in-house experience a plus but not required).
- Demonstrated success at providing strategic counseling to business partners that takes into account legal considerations along with business goals.
- Experience interacting at a senior level with business management teams is a plus.
- Pro bono experience a plus.

## Other Qualifications

- Broad range of relevant legal experience, including the ability to identify, prioritize and resolve critical legal issues in real time.
- Unquestioned personal integrity; seen as a role model for ethical principles and values of the Company and practices required by law.
- Excellent judgment and ability to handle sensitive and confidential information.
- 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.
- Excellent verbal and written communication, negotiation and presentation skills.
- Excellent interpersonal skills.
- 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.
- Self-starter with a sense of urgency, ability to multi-task, ability to handle unanticipated situations effectively and work well under pressure with tight deadlines to ensure timely and appropriate response to issues raised.
- Commitment to inclusion and diversity.
- Excellent execution and organizational skills and attention to detail.
- Firmness and courage to confront issues at every level.
- Ability to identify and use the most efficient and effective legal resources to complete the work in a timely and cost effective manner.
- Some travel may be required.





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## Education Level/Degree

- JD and bachelor's degrees from top tier undergraduate and law schools.
- Member of the California State Bar, or eligible to register under the California State Bar in-house counsel program.

## Process

Submit a resume in Microsoft Word format with a letter describing your interest and relevant skills addressed to:

**Carol Warren Simon**

Managing Director

[CloroxCounsel@mlaglobal.com](mailto:CloroxCounsel@mlaglobal.com)

**Anna Gorodetsky**

Managing Director

[CloroxCounsel@mlaglobal.com](mailto:CloroxCounsel@mlaglobal.com)

No calls please. You may be required to complete additional documents to be considered for this position.