

ANDREW J. BEECHKO



Brown White & Osborn LLP, 300 E. State Street, Suite 300, Redlands, CA 92373 • abeechko@brownwhitelaw.com

ATTORNEY AT LAW

Business and Litigation Counsel

Nearly 20 years of business and litigation experience in a corporate and law firm practice. Retained by Non-Profit educational organizations, technology, retail, government, startup, and mature family owned corporations. Represented and advised clients in employment, transactional, corporate regulatory, and other business matters through risk management and litigation. Possess additional business experience in sales and marketing including strategic planning and project management. A focused, passionate, persuasive and articulate counsel.

Demonstrated success record in:

- Counseling business and educational institutions in daily operational and transactional matters.
- Defending wage and hour, harassment, wrongful termination, prevailing wage, commission, unfair competition, and discrimination claims ensuring optimum outcome for clients.
- Advising employers on reductions in force and harassment investigations minimizing risk of employee claims.
- Contract and other transactional negotiations with successful outcomes
- Asset management achieving strong return for clients.
- Succession planning for key corporate clients.
- Motivating staff to peak performance levels.
- Acquiring and retaining corporate clients for law firm.
- Superior drafting, negotiating, and writing skills, incorporating the ability to interact well with all management levels in a fast-paced environment.

CORE COMPETENCIES

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| • Contract Negotiations | • Technology Licensing | • Board Representation |
| • Civil Litigation | • Intellectual Property Protection | • Risk Mitigation |
| • Employment Litigation | • Asset Liquidation | • Distribution Management |
| • Employee/Labor Issues | • Policies/Procedures Development | • Business Development |
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PROFESSIONAL EXPERIENCE

Special Counsel **2010 to Present**
Brown White & Osborn LLP
www.brownwhitelaw.com
Redlands, Riverside, and Los Angeles, CA

Special Counsel for a Los Angeles based law firm. Provide legal services in transactional, employment, arbitration, and litigation matters for educational and corporate clients. Areas of practice include but are not limited to defense of clients in employment matters such as wrongful terminating, wage and hour, sexual harassment, prevailing wage, age and sex discrimination, and unpaid commission claims. Represented corporate defendants in civil actions including breach of contract claims; violation of the California Business and Professional Code; and alter ego claims. Provided legal guidance in transactional, compliance, employment, and dissolution contracts (whether stock or asset sale agreements). Further oversaw various mergers, developed buy/sell agreements, intellectual property protection agreements, and assisted with numerous real estate transactions for clients. Serve as general counsel for multiple small and medium size organizations. Assist clients with succession planning including staff replacement and estate planning. Court appointed counsel for Riverside County guardianship and conservatorship cases supporting the interests of the minors and conservatee's.

Adjunct Professor **2013 to Present**
California State University, San Bernardino
San Bernardino, CA

As adjunct professor, I have taught undergraduate and graduate management/law classes beginning in the fall of 2013 up to the present quarter inclusive of multiple summer session. Student evaluations to date have been an average of 5.8 out of 6.0 with positive feedback from individual students. To achieve success in the classroom I have developed a lesson plan that incorporates academic information with courtroom experience. In each class I have brought over 15 years of legal experience into each lecture defining the areas of importance as it relates to the business environment.

Attorney/Partner **2007 to 2010**
William M. Nassar and Associates, Inc.
Redlands, CA

Transitioned to a law firm practice in 2007; retained prior employer (Invensys) as key client contributing to over 10% of the firm income for 2008. In 2009 was retained as general counsel for the merger of a local specialty hospital with a key university hospital organization including coordination with multiple investors. After the third year of association, the firm merged with the Brown White & Newhouse LLP growing fourfold in size and increasing the served geographical area to Los Angeles County as well as the Inland Empire. Expanded litigation practice in the areas of defense and prosecution of client trust and probate matters.

Senior Legal Counsel **1999 to 2007**
Invensys Systems, Inc. / Wonderware
Lake Forest, CA

Corporate counsel for \$12 Billion international Software and Hardware Company with 45,000 employees. Retained as an Associate Corporate Counsel and was promoted to Senior Legal Counsel prior to departure. During tenure negotiated multimillion dollar agreements with Phillip Morris in Geneva Switzerland and Shell Oil, as well as a

\$25Million dollar multiyear agreement with Exxon Mobil. Was lead counsel in the negotiations and execution of a multiyear lease for the construction of a new division campus. Rewrote and revised multiple end user software licenses for a key division product line. Further activity included structuring, negotiating, drafting, and reviewing domestic and international software license, purchase, sale, and service and support agreements. Became part of the litigation team in a class action wage and hour claim. Managed civil litigation cases in defense of distributor contract violations and intellectual property theft. Provided counsel to various departments on corporate, commercial, employment, intellectual property, and international law issues. Continuously advised senior management on legal aspects of global business operations including competitive intellectual property protection, distribution matters, third party intellectual property licensing, antitrust compliance, and reductions in force.

**Manager of Worldwide Contracts
Bourns, Inc.
Riverside, CA**

1995 to 1999

Managed a staff of worldwide contracts specialists whose primary function was to answer all solicitations of company product and prepare and negotiate all master purchase agreements, basic ordering agreements and partnership agreements. Reviewed contracts for governmental entities incorporating FAR's and DFAR's directed staff responses. Provided advice on legal issues relating to company marketing and advertising, credit and collections, insurance, litigation matters, due diligence investigations, and business development. Prepared multiple legal agreements for technology licensing, asset sales, corporate acquisitions, product liability settlements, and international and domestic distributor partnership.

**Allied Healthcare Products/Bear Medical Systems
Riverside, CA**

1980 to 1995

Held various sales and marketing positions within the company including; Product Marketing Manager managing a staff of Product Managers as well as the Marketing Services group; Senior Product Manager of a key company product line; Project Manager directing a development group designing and producing a key company product line; District Sales Manager of a Southern California region as well as areas of Arizona and New Mexico. Each position strengthened both business and clinical skills in durable medical capital equipment.

EDUCATION

June 1996

California Southern Law School
Riverside, California

Doctorate of Jurisprudence

June 1980

California State University
San Bernardino, California

MBA

May 1978

Saint Michael's College
Winooski, Vermont

BA Biology

LICENSES

- Member of the State Bar of California, License # 201357
- Admitted to practice in the United States District Court.

AFFILIATIONS

- President, Rotary International, Redlands Chapter.
 - Member, San Bernardino Bar Association.
 - Member, Riverside Bar Association.
 - Member, San Bernardino Chapter of Inns of Court
 - Delegate to the Conference of California Bar Associations
 - Member, Board of Directors Riverside Legal Aid.
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