

Mexico Trade Mission

Carlsmith Ball LLP Builds Legal Bridge for U.S.-Mexico Partnerships

When California companies staged the first-ever environmental technology trade show in Monterrey, Mexico last month, Carlsmith Ball LLP, a member of the California Chamber of Commerce and the first U.S. law firm to establish an authorized branch office in Mexico, played a key role.

The trade show was a featured stop during Governor Arnold Schwarzenegger's trade mission to Mexico City and Monterrey on November 9-10. Carlsmith Ball Partner James Blancarte was a member of the business delegation that accompanied the Governor to Mexico.

Members of the firm helped the Governor's office and the California Commission for Jobs and Economic Growth to organize and implement the "California Environmental & Energy Trade Expo," held in Monterrey. Spearheading the firm's efforts was Carlos Valderrama, Carlsmith Ball director of Latin American operations and a member of the CalChamber International Trade Committee, who joined business delegates in Monterrey.

The California presence in the industrial heartland of Mexico so-

lified the commercial and industrial exchanges between the Golden State and the state of Nuevo Leon.

Cross-Border Relations

The Carlsmith Ball law firm represents U.S. and foreign clients with cross-border trade and investment transactions. In 1989, Carlsmith became the first U.S. law firm to establish an authorized branch office in Mexico and the first U.S.-Mexico law firm to enter a joint venture with Mexican partners.

Today, the firm has professional relationships with several Mexican law firms. These relationships provide clients with the resources critical to the success of their business and investment activities in various geographic regions of Mexico.

Demonstrated Success

Carlsmith Ball's client activities include:

- representing a Mexican bank charged with money laundering in U.S. federal court actions, leading to an eventual dismissal of the proceedings;

- structuring projects for water distribution and other infrastructure;
- structuring manufacturing and assembly operations in Mexico;
- structuring banking operations in California for Latin American investors;
- structuring business and financial operations for the selling of real estate in Mexico to California residents;

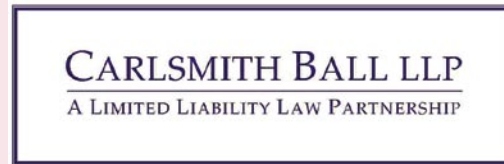
- identifying and negotiating joint venture agreements for the manufacturing of auto parts in Mexico;

for the manufacturing of auto parts in Mexico;

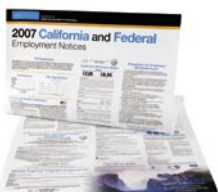
- incorporating several California corporations on behalf of Latin American companies and investors; and

- acquisitions and joint ventures in a wide range of industries.

Carlsmith Ball's experience, credentials, professional contacts, language capabilities and solid understanding of Latin America business culture serve as the firm's competitive advantage.



FAQs Highlight Changes to Required Employer Posters for New Year



From Page 2 employees, you may be required to post the Cal/OSHA Log 300. For more information, see Log 300 Record Keeping Obligations on

HRCalifornia.com.

- Do I have to post both state and federal minimum wage posters even though California's minimum wage is higher than the federal rate?

Even though California's minimum wage is higher than the federal minimum

wage, both minimum wage posters are required for California employers. The CalChamber's **Employer Poster** has both.

- Are laminated posters required? No, laminated posters are not required. You may choose to use a laminated poster because of the needs of your work environment. For example, if your company operates in a hazardous environment, outdoors, or in industries such as the restaurant or construction industry, laminated posters are highly recommended.

More Information

All of the required notices that must be distributed are included in the Cal-

Chamber's **Required Notices Kit**. Certain industries have specific posting requirements that apply only to them. For a list, visit Unique Posters and Notices on **HRCalifornia.com**.

For more information or to purchase the required pamphlets or other postings, visit **CalBizCentral.com**.

The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.