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Short Form  
Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

OMB No 1545-1150

2009

Open to Public  
Inspection

► Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form  
 ► The organization may have to use a copy of this return to satisfy state reporting requirements

A For the 2009 calendar year, or tax year beginning JUL 1, 2009 and ending JUN 30, 2010

B Check if applicable	C Name of organization MINNESOTA EMPLOYMENT LAW COUNCIL C/O ROBERT REINHART/DORSEY & WHITNEY	D Employer identification number 41-1687208
<input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	E Number and street (or P O box, if mail is not delivered to street address) 50 S SIXTH STREET City or town, state or country, and ZIP + 4 MINNEAPOLIS, MN 55402-1498	F Room/suite 1500 G Group Exemption Number ►
		H Telephone number 612-340-7835

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Accounting method:  Cash  Accrual  
Other (specify) ►

I Website: ► N/A

J Tax-exempt status (check only one) —  501(c) ( 6 ) ◀ (insert no)  4947(a)(1) or  527 required to attach Schedule B (Form 990, 990-EZ, or 990-PF)K Check ►  if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if \$500,000 or more, file Form 990 instead of Form 990-EZ ► \$ 33,000.

## Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See the instructions for Part I.)

1 Contributions, gifts, grants, and similar amounts received	1
2 Program service revenue including government fees and contracts	2
3 Membership dues and assessments	3
4 Investment income	4
5a Gross amount from sale of assets other than inventory	5a
b Less cost or other basis and sales expenses	5b
c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c
6 Special events and activities (complete applicable parts of Schedule G) If any amount is from gaming, check here ► <input type="checkbox"/>	
a Gross revenue (not including \$ 0 of contributions reported on line 1) NOV 15 2010	6a
b Less direct expenses other than fundraising expenses	6b
c Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c
7a Gross sales of inventory, less returns and allowances	7a
b Less cost of goods sold	7b
c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c
8 Other revenue (describe ► )	8
9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9 33,000.
10 Grants and similar amounts paid (attach schedule)	10
11 Benefits paid to or for members	11
12 Salaries, other compensation, and employee benefits	12
13 Professional fees and other payments to independent contractors	13
14 Occupancy, rent, utilities, and maintenance	14
15 Printing, publications, postage, and shipping	15
16 Other expenses (describe ► BANK CHARGES)	16 28.
17 Total expenses. Add lines 10 through 16	17 18,329.
18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18 14,671.
19 Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19 5,582.
20 Other changes in net assets or fund balances (attach explanation)	20
21 Net assets or fund balances at end of year. Combine lines 18 through 20	21 20,253.

## Part II Balance Sheets. If Total assets on line 25, column (B) are \$1,250,000 or more, file Form 990 instead of Form 990-EZ

(See the instructions for Part II.)

	(A) Beginning of year	(B) End of year
22 Cash, savings, and investments	5,582.22	20,253.
23 Land and buildings		23
24 Other assets (describe ► )		24
25 Total assets	5,582.25	20,253.
26 Total liabilities (describe ► )	0.26	0.
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	5,582.27	20,253.

932171  
02-08-10 LHA For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions.

Form 990-EZ (2009)



## MINNESOTA EMPLOYMENT LAW COUNCIL

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41-1687208

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## Part V Other Information (Note the statement requirements in the instructions for Part V.)

33 Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity ..  
 34 Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes ..  
 35 If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T

Yes	No
33	X
34	X

a Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?  
 b If "Yes," has it filed a tax return on Form 990-T for this year?

35a	X
35b	N/A

36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Sch. N

36	X
37b	X

37a Enter amount of political expenditures, direct or indirect, as described in the instructions ► 37a 0.

38a	X
38b	N/A

b Did the organization file Form 1120-POL for this year?  
 38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?

38b	N/A
39a	N/A

39 Section 501(c)(7) organizations Enter

39b	N/A
40a	N/A

40a Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ► N/A , section 4912 ► N/A , section 4955 ► N/A

40b	N/A
40c	N/A

b Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I

40c	N/A
40d	N/A

c Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ► N/A

40d	N/A
40e	X

d Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization ► N/A

40e	X
41	MN

41 List the states with which a copy of this return is filed ► MN

42a The organization's books are in care of ► ROBERT REINHART Telephone no. ► 612-340-7835  
 Located at ► 50 SOUTH SIXTH STREET SUITE 1500 MPLS MN ZIP + 4 ► 55402-1498

Yes	No
42b	X

b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?

42c	X
43	N/A

43	N/A
44	X

If "Yes," enter the name of the foreign country ►

44	X
45	X

45	X
Form 990-EZ (2009)	

See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.

c At any time during the calendar year, did the organization maintain an office outside of the U.S.?

42c	X
43	N/A

If "Yes," enter the name of the foreign country ►

43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the tax year ► 43 N/A

44 Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ

44	X
45	X

45 Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes," Form 990 must be completed instead of Form 990-EZ

**Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only.** All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51.

46 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I

47 Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II

48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

49a Did the organization make any transfers to an exempt non-charitable related organization?

b If "Yes," was the related organization a section 527 organization?

50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

	Yes	No
46		
47		
48		
49a		
49b		

(a) Name and address of each employee paid more than \$100,000 N/A	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances

f Total number of other employees paid over \$100,000

51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

N/A

(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation

d Total number of other independent contractors each receiving over \$100,000

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.		
	Signature of officer <i>Robert R. Reinhart</i>		
Type or print name and title <i>General Counsel</i>		Date 11-8-10	Date 11-8-10
Paid Preparer's Use Only	Preparer's signature <i>Barry Neun, Jr.</i>	Date 11-6-10	Check if self-employed <input type="checkbox"/>
	Firm's name (or yours if self-employed), address, and ZIP + 4 DORSEY & WHITNEY LLP 50 SOUTH SIXTH STREET MINNEAPOLIS, MN 55402-1498		Preparer's identifying number (See instr) 00029268
			EIN <input type="checkbox"/>
			Phone no. 612-340-2600

May the IRS discuss this return with the preparer shown above? See instructions

 Yes  No

Form 990-EZ (2009)

**ATTACHMENT TO FORM 990-EZ**  
**MINNESOTA EMPLOYMENT LAW COUNCIL**  
**41-1687208**  
**PART III**

**Mission**

Founded in 1990, the Minnesota Employment Law Council (MELC) serves member organizations by helping their human resource professionals and their corporate counsel not only stay abreast of but also anticipate and shape constructive public employment law policy developments in Minnesota as well as benchmark the best practices of other members relative to employment, equal opportunity and diversity objectives and legal compliance issues.

**Membership**

Membership is open to any organization which employs people within the State of Minnesota, so long as that organization shares the goals of MELC. Membership involves annual dues of \$3,000 and an interest in sharing and accessing member ideas and experiences within the scope of MELC's mission. Upon application and acceptance, members are invited to participate in all MELC programs, eligible to receive all informational materials available for membership distribution and free to consult with other members and the MELC General Counsel regarding current legal developments and human resource practices. Current members include Ameriprise Financial Services, Inc., Land O'Lakes, Ceridian Corporation, Donaldson Company, Inc., Thrivent Financial for Lutherans, St. Paul Travelers, TCF, U.S. Bancorp, Xcel Energy, and General Mills, Inc..

**Principal Activities**

MELC members meet on average six times per year to discuss experiences, solicit others' viewpoints and share ideas about the latest employment regulatory compliance and human resource policy and practice issues. These meetings revolve not around traditional seminar lectures but around discussion by the members of issues they are currently facing or background they feel they're missing relative to specific challenges. MELC is designed as a vehicle through which members can address the question: What are others doing about this? Some meetings are conducted over breakfast or lunch for 2 hours; others, hosted by member companies, sometimes extend over several hours, focusing on a specific topic. Examples of the topics treated in depth during the past year are prevention of class wage and hour claims, employee selection, performance management techniques and managing data privacy. These meetings proved to be a rich source of forms, examples, data and ideas. In each case, the program was highly interactive among the members and dealt much more with practical experience than legal dissertation.

In addition, MELC closely follows developments as they emerge and are considered at the Minnesota legislature, helping members keep their management very currently advised about legislative trends, sentiments and proposals and delivering timely expert legal testimony at sometimes hastily scheduled committee hearings as appropriate. Lobbyists retained by MELC monitor privacy, human rights and other employment bills as and before they emerge, guide and help implement MELC's response and coordinate MELC activity with those of other employer

organizations and individual company lobbyists whose responsibilities are much less specialized. MELC is consistently careful to strike a responsible, constructive tone, emphasizing potential unintended consequences of legislative proposals.

Finally, on select occasions presenting a strong likelihood of important policy precedent, MELC is positioned to participate in Minnesota appellate cases in a *amicus curiae* role, again with a view to shaping the law before it has been finally promulgated.

### **Inquiries**

Anyone interested in learning more or pursuing membership should contact Rob Reinhart, Dorsey & Whitney LLP, 50 South Sixth Street, Minneapolis, MN 55402-1498; (612) 340-7835.