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Form 990-EZ

Short Form

Return of Organization Exempt From Income Tax

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

- Do not enter Social Security numbers on this form as it may be made public. By law, the IRS generally cannot redact the information on the form.
- Information about Form 990-EZ and its instructions is at www.irs.gov/form990.

2013

Open to Public
InspectionDepartment of the Treasury
Internal Revenue Service

A For the 2013 calendar year, or tax year beginning 07-01-2013, and ending 06-30-2014	
<input type="checkbox"/> Check if applicable	C Name of organization MINNESOTA EMPLOYMENT LAW COUNCIL C/O MELISSA RAPHAN/DORSEY & WHITNEY
<input type="checkbox"/> Address change	D Employer identification number 41-1687208
<input type="checkbox"/> Name change	E Telephone number (612) 343-7907
<input type="checkbox"/> Initial return	
<input type="checkbox"/> Terminated	
<input type="checkbox"/> Amended return	F Group Exemption Number ►
<input type="checkbox"/> Application pending	

G Accounting Method Cash Accrual Other (specify) ► _____**H Check ► if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)****I Website:** ► N/A**J Tax-exempt status** (check only one) 501(c)(3) 501(c)(6) (insert no) 4947(a)(1) or 527**K Form of organization** Corporation Trust Association Other _____**L Add lines 5b, 6c, and 7b, to line 9 to determine gross receipts. If gross receipts are \$200,000 or more, or if total assets (Part II, column (B) below) are \$500,000 or more, file Form 990 instead of Form 990-EZ ► \$ 30,000****Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (see the instructions for Part I)Check if the organization used Schedule O to respond to any question in this Part I

Revenue	1 Contributions, gifts, grants, and similar amounts received	1
	2 Program service revenue including government fees and contracts	2
5a	3 Membership dues and assessments	3 30,000
	4 Investment income	4
6	5a Gross amount from sale of assets other than inventory	5a
	5b Less cost or other basis and sales expenses	5b
7a	5c Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c
	6 Gaming and fundraising events	
8	6a Gross income from gaming (attach Schedule G if greater than \$15,000)	6a
	6b Gross income from fundraising events (not including \$ _____ of contributions from fundraising events reported on line 1) (attach Schedule G if the sum of such gross income and contributions exceeds \$15,000)	6b
9	6c Less direct expenses from gaming and fundraising events	6c
	6d Net income or (loss) from gaming and fundraising events (add lines 6a and 6b and subtract line 6c)	6d
10	7a Gross sales of inventory, less returns and allowances	7a
	7b Less cost of goods sold	7b
11	7c Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c
	8 Other revenue (describe in Schedule O)	8
12	9 Total revenue. Add lines 1, 2, 3, 4, 5c, 6d, 7c, and 8 ►	9 30,000
Expenses	10 Grants and similar amounts paid (list in Schedule O)	10
	11 Benefits paid to or for members	11
13	12 Salaries, other compensation, and employee benefits	12
	13 Professional fees and other payments to independent contractors	13 8,093
14	14 Occupancy, rent, utilities, and maintenance	14
	15 Printing, publications, postage, and shipping	15
16	16 Other expenses (describe in Schedule O)	16
	17 Total expenses. Add lines 10 through 16 ►	17 8,093
Net Assets	18 Excess or (deficit) for the year (Subtract line 17 from line 9)	18 21,907
	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 28,054
20	20 Other changes in net assets or fund balances (explain in Schedule O)	20 0
	21 Net assets or fund balances at end of year. Combine lines 18 through 20 ►	21 49,961

Part II Balance Sheets (see the instructions for Part II)Check if the organization used Schedule O to respond to any question in this Part II

		(A) Beginning of year	(B) End of year
22 Cash, savings, and investments		28,054	22 49,961
23 Land and buildings		23	
24 Other assets (describe in Schedule O)		24	
25 Total assets		28,054	25 49,961
26 Total liabilities (describe in Schedule O)		0	26 0
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)		28,054	27 49,961

Part III Statement of Program Service Accomplishments (see the instructions for Part III)Check if the organization used Schedule O to respond to any question in this Part III **Expenses**

(Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others)

What is the organization's primary exempt purpose?

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 LARGE EMPLOYER WHICH EMPLOYS PEOPLE WITHIN THE STATE OF MINNESOTA, SUBJECT TO APPROVAL OF EXISTING MEMBERS 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

Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses In a clear and concise manner, describe the services provided, the number of persons benefited, and other relevant information for each program title

28 PRINCIPAL ACTIVITIES MELC MEMBERS MEET ON AVERAGE SIX TIMES PER YEAR TO DISCUSS EXPERIENCES, SOLICIT THE VIEWPOINTS OF OTHERS 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 ARE 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 MELISSA RAPHAN, DORSEY & WHITNEY LLP, 50 SOUTH SIXTH STREET, MINNEAPOLIS, MN 55402-1498, (612) 343-7907

(Grants \$ 0) If this amount includes foreign grants, check here 28a 0

29

(Grants \$) If this amount includes foreign grants, check here 29a

30

(Grants \$) If this amount includes foreign grants, check here 30a

31 Other program services (describe in Schedule O) (Grants \$) If this amount includes foreign grants, check here 31a

32 Total program service expenses (add lines 28a through 31a) 32

Part IV List of Officers, Directors, Trustees, and Key Employees (list each one even if not compensated — see the instructions for Part IV)Check if the organization used Schedule O to respond to any question in this Part IV

(a) Name and title	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC) (if not paid, enter -0-)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation
LISA LEWIS AMERIPRISE PRESIDENT	0 00	0	0	0
MELISSA RAPHAN DORSEY WHITNEY GENERAL COUNSEL	0 00	0	0	0

Part V Other Information (Note the Schedule A and personal benefit contract statement requirements in the instructions for Part V) Check if the organization used Schedule O to respond to any question in this Part V

	Yes	No
33 Did the organization engage in any significant activity not previously reported to the IRS? If "Yes," provide a detailed description of each activity in Schedule O	33	No
34 Were any significant changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the amended documents if they reflect a change to the organization's name. Otherwise, explain the change on Schedule O (see instructions)	34	No
35a Did the organization have unrelated business gross income of \$1,000 or more during the year from business activities (such as those reported on lines 2, 6a, and 7a, among others)?	35a	No
b If "Yes," to line 35a, has the organization filed a Form 990-T for the year? If "No," provide an explanation in Schedule O	35b	
c Was the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization subject to section 6033(e) notice, reporting, and proxy tax requirements during the year? If "Yes," complete Schedule C, Part III	35c	No
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N	36	No
37a Enter amount of political expenditures, direct or indirect, as described in the instructions	37a	0
b Did the organization file Form 1120-POL for this year?	37b	
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 tax year covered by this return?	38a	No
b If "Yes," complete Schedule L, Part II and enter the total amount involved	38b	
39 Section 501(c)(7) organizations Enter	39a	
a Initiation fees and capital contributions included on line 9	39b	
b Gross receipts, included on line 9, for public use of club facilities		
40a Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ► _____, section 4912 ► _____, section 4955 ► _____	40b	
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 did it engage in an excess benefit transaction in a prior year that has not been reported on any of its prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		
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 ► _____		
d Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization ► _____		
e All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T	40e	No
41 List the states with which a copy of this return is filed ► MN		
42a The organization's books are in care of ► MELISSA RAPHAN Telephone no ► (612) 343-7907 Located at ► 50 SOUTH SIXTH STREET SUITE 1500 MINNEAPOLIS, MN ZIP + 4 ► 554021498		
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)? If "Yes," enter the name of the foreign country ► _____ See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts .	42b	No
c At any time during the calendar year, did the organization maintain an office outside the U.S.? If "Yes," enter the name of the foreign country ► _____	42c	No
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 ? Check here ► <input checked="" type="checkbox"/> and enter the amount of tax-exempt interest received or accrued during the tax year ► 43		
44a Did the organization maintain any donor advised funds during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44a	No
b Did the organization operate one or more hospital facilities during the year? If "Yes," Form 990 must be completed instead of Form 990-EZ	44b	No
c Did the organization receive any payments for indoor tanning services during the year?	44c	No
d If "Yes," to line 44c, has the organization filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	44d	
45a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	45a	No
45b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? If "Yes," Form 990 and Schedule R may need to be completed instead of Form 990-EZ (see instructions)	45b	

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

	<input type="checkbox"/> Yes	<input type="checkbox"/> No
46		No

Part VI Section 501(c)(3) organizations only

All section 501(c)(3) organizations must answer questions 47-49b and 52, and complete the tables for lines 50 and 51

Check if the organization used Schedule O to respond to any question in this Part VI

47 Did the organization engage in lobbying activities or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II

	<input type="checkbox"/> Yes	<input type="checkbox"/> No
47		
48		
49a		
49b		

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"

(a) Name and title of each employee	(b) Average hours per week devoted to position	(c) Reportable compensation (Forms W-2/1099-MISC)	(d) Health benefits, contributions to employee benefit plans, and deferred compensation	(e) Estimated amount of other compensation

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"

(a) Name and business address of each independent contractor	(b) Type of service	(c) Compensation

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

52 Did the organization complete Schedule A? **NOTE:** All Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A ► Yes No

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.

Sign Here	***** Signature of officer <u>MELISSA RAPHAN</u> GENERAL COUNSEL Type or print name and title	2015-02-11 Date
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Paid Preparer Use Only	Print/Type preparer's name <u>BARRY NEWMAN</u>	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed	PTIN <u>P00292168</u>
	Firm's name ► <u>DORSEY & WHITNEY LLP</u>			Firm's EIN ► <u>41-0223337</u>	
	Firm's address ► <u>50 S 6TH ST STE 1500 MINNEAPOLIS, MN 55402</u>			Phone no <u>(612) 340-2600</u>	

May the IRS discuss this return with the preparer shown above? See instructions ► Yes No

TY 2013 Transfers Personal Benefits Contracts Declaration

Name: MINNESOTA EMPLOYMENT LAW COUNCIL
C/O MELISSA RAPHAN/DORSEY & WHITNEY

EIN: 41-1687208

Declaration: THE ORGANIZATION DID NOT, DURING THE YEAR, RECEIVE ANY FUNDS, DIRECTLY,OR INDIRECTLY, TO PAY PREMIUMS ON A PERSONAL BENEFIT CONTRACT.THE ORGANIZATION, DID NOT, DURING THE YEAR, PAY ANY PREMIUMS, DIRECTLY,OR INDIRECTLY, ON A PERSONAL BENEFIT CONTRACT.