Summer Reese 1 449 – 43rd St. 2 Richmond, California 94805 (510) 680-5019 3 Cross-defendant in pro. per. 4 5 6 7 8 9 SUPERIOR COURT OF STATE OF CALIFORNIA, COUNTY OF ALAMEDA 10 RENE C. DAVIDSON COURTHOUSE, UNLIMITED CIVIL JURISDICTION 11 PACIFICA DIRECTORS FOR GOOD Case No. HG14720131 12 GOVERNANCE, an Unincorporated Association; 13 Plaintiff 14 v. NOTICE OF MOTION 15 AND MOTION TO SET PACIFICA FOUNDATION RADIO, a California Nonprofit Public Benefit Corporation; ASIDE THE HONORABLE 16 IOANA PETROU'S VOID **JUNE 3, 2014 ORDER;** RODRIGO ARGUETA, LYDIA BRAZON, JIM 17 BROWN, ADRIANA CASENAVE, BENITO DIAZ, BŔIAN EDWARDS-TIEKERT, JOSE **DECLARATION OF** 18 LUIS FUENTES, LAWRENCE REYES, SUMMER REESE; CERENE ROBERTS, and MARGY WILKINSON; as individuals and in their official 19 POINTS AND AUTHORITIES 20 IN SUPPORT OF MOTION capacities as members of the Board of Directors of Pacifica Foundation Radio, a California Nonprofit 21 Public Benefit Corporation; and 22 HANK LAMB and TONY NORMAN, as individuals and Directors de facto of said 23 February 11, 2015 Corporation; Date: Defendants Time: 9:00 a.m. 24 Dept: 15 25 Hon. Ioana Petrou Judge: PACIFICA FOUNDATION RADIO, 26 Reservation #: R-1574619 Cross-complainant 27 28 Summer Reese, and "ROES" 1 to 100, inclusive 29 Cross-defendants 30 To Alan Yee, Purported Attorney for the Cross-complainant in the Above Captioned Matter: 31

PLEASE TAKE NOTICE that on February 11, 2015 at 9:00 a.m. or as soon thereafter as

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the matter can be heard, Summer Reese ("Reese"), the cross-defendant in said matter, will appear in Department 15 of the Court, situated at 1221 Oak Street, Third Floor in Oakland, California and will move for an order setting aside the void order made June 3, 2014 by the Honorable Ioana Petrou.

Said motion is made on the grounds that because the PFR Board for some 15 months hired Reese as Executive Director on an "acting" or "interim" basis and because there is no dispute she received a majority vote electing her as Executive Director on November 8, 2013 for a period of three years at an annual salary of \$105,000 and because "[a]n officer-elect takes possession of his office immediately upon his election's becoming final, unless the bylaws or other rules specify a later time" (RONR § 46, p. 444) and no bylaw or rule specifies a later time at which Reese should permanently take office than completion of the background check specified in the November 11, 2013 "offer letter" (hereinafter the Nov. 15, 2013 Contract or 2013 Contract) and because Gray and Uzzell by virtue of their agency relationship carried forward the ordinary business transactions in their duties under the 2013 Contract and Bylaws, therefore, the Board created in the two said agents the actual authority to enter into the said 2014 Contract.

Said motion is made on the further grounds that because "corporate bylaws are to be construed according to the general rules governing the construction of statutes and contracts" (Singh v. Singh (App. 1 Dist. 2004) 114 Cal.App.4th 1264, 1294) and because the Bylaws at §§ 5 and 8 of article 6 provide "the approval of a majority of the Board present and voting shall be required for any [action] of the Board" with the sole exception (id., art. 6, § 8) of unanimous consent to take action without discussion or debate thereon and thus provide the usual basis of determining the vote by a majority of those "present and voting" with that exception as to unanimity and because the very use of the phrase "present and voting" (RONR § 44, p. 402) implies its technical significance (American-Hawaiian Steamship Co. v. Home Sav. and Loan Assn. (App. 2 Dist. 1974) 38

Cal.App.3d 73, 82), therefore, that phrase is not to be construed literally but denotes the voting basis required for all but one of the modes whereby the PFR Board may take action whether in unnoticed adjourned meeting or noticed nonadjourned meeting.

Said motion is made on the further grounds that because the character and nature of a Director's right to notice of meeting and vote on action proposed there embraces 30 days' notice of regular meeting specifying purposes thereof and 7 days' notice of special meeting specifying purpose thereof but no notice of adjourned meeting (RONR § 22, p. 244) which may as other meetings be held "at such other times as may be necessary in order to carry out the duties of the Board" (Bylaws art. 5, § E(7)) and because PFR is a nonprofit public benefit corporation and can

 employ any mode whereby the majority of a corporate board may take official action provided such mode is not in conflict with the law or Bylaws or applicable provisions of RONR, therefore, Gray's carrying forward the ordinary business incidental to the Board's November 8, 2013 election of Reese in checking her background as approved by the Board and permanently hiring her is compatible in every way with Directors' rights even if performed at meeting without written notice to all Directors and Gray fully performed her fiduciary and contractual duties precluding the Court's June 3rd finding of constructive "fraud" therein so that the June 3rd order made with respect thereto is void and should be set aside.

Said motion is also made on the grounds that because 12 Directors de jure could either meet without written notice at adjourned meeting or with notice at nonadjourned meeting and because the Board did hold four or more meetings in January of 2014 at which those Directors presumptively gave their informal approval and consent to the execution of the 2014 Contract and because the 2014 Contract is therefore valid and binding on PFR even assuming *arguendo* Gray and Uzzell lacked authority to execute it (*Countryman v. California Trona Co.* (App. 1 Dist. 1918) 35 Cal.App. 728, 734) and the Directors were ignorant of the contents thereof (Civ. Code, § 2315; *Warshauer v. Bauer Constr. Co.* (App. 1 Dist. 1960) 179 Cal.App.2d 44, 49—50), therefore, said Contract could be and presumptively is duly ratified notwithstanding Cross-complainant's apparent allegations about "fraud" in the execution thereof.

Said motion is made on the further grounds that because Cross-complainant's allegations of "fraud" appear to allege such occurred in the execution of said 2014 Contract and because attorneys Dan Siegel and Tony Norman sat in Director-seats on the Board of PFR and had a duty to determine the applicability of its Bylaws and RONR provisions (Bylaws, art. 16) to the foregoing undisputed facts and failed to utilize reasonable opportunities to do so at meetings held after Reese's said November 8, 2013 election and prior to execution of her said January 30, 2014 Contract to permanently employ her as Executive Director because said attorneys neither objected to her qualifications for the position (RONR § 46, p. 445) nor relied on general counsel Terry Gross' advice she is qualified therefor and because said attorneys did not rely on Gray's January 10, 2014 report as to the special committee's completion of its check of Reese's background as was reasonable to do (1 ALI, Principles of Corporate Governance: Analysis and Recommendations (1994) § 4.02, com. i, p. 194) but insisted said report as to Gray's "account of work done" not be filed but multiple inquiries be made thereof notwithstanding PFR's parliamentary authority (RONR § 51, p. 525) requiring only that it be filed, therefore, said attorneys conducted themselves in an

finding about fraud occurring in the of Motion to Set Aside June 3, 2014 Void Order

objectively unreasonable manner and any failure which resulted therefrom to learn of the character and nature of the 2014 Contract does not overcome their manifestation of assent thereto but precludes a finding that "fraud" occurred in the execution thereof (*Rosenthal v. Great Western Fin. Securities Corp.* (1996) 14 Cal.4th 394, 423) so that the June 3rd finding should be reversed and the order set aside.

Said motion is also made on the grounds that in addition to Siegel and Norman, five Defendant-individuals who also sat on the Board then were aware they had only limited knowledge of the Bylaws and provisions of RONR adopted thereunder but treated their limited knowledge as sufficient and because their said treatment may have resulted in their mistaken assent (Rest.2d Contract, § 154, subd. (b), pp. 402-403) to delegate to Heather Gray the authority as (acting) chair to carry forward any ordinary business incident to Reese's election as permanent Executive Director and because said five Directors had interacted with Reese while in that position on an "acting" or "interim" basis for between 9 and 15 months and thus did know the character of the 2014 Contract employing her in the position and because no formal motion was made with respect to drafting the terms thereof, therefore, any failure of those five Defendant-individuals to learn thereof is caused by their said objectively unreasonable conduct, which "precludes a finding the contract is void for fraud in the execution" (Rosenthal v. Great Western Fin. Securities Corp. (supra) 14 Cal.4th at 423) so that the June 3rd finding of such fraud should be reversed and order set aside.

Said motion is made on the further grounds that a "fraud in the execution" theory is not viable unless contractual terms which an ostensibly assenting party does not know are "essential" to such contract (Rest.2d Contracts, § 163, p. 443) and because "an employment contract need not detail every condition of employment" (*Travelers Ins. Co. v. WCAB* (1967) 68 Cal.2d 7, 17) but may leave employee duties unspecified without creating any uncertainty affecting its validity and because the 2013 Contract need not specify all terms of compensation (in addition to the stated \$105,000 annual salary) where these terms are not uncertain (*Wilson v. Wilson* (App. 1 Dist. 1950) 96 Cal.App.2d 589, 593) but are identical to those to which PFR's other national staff are entitled and because the 2013 Contract was made in contemplation of the 2014 Contract and pursuant to Bylaws recognizing "the rights, if any, of an officer, under any contract of employment" (*id.*, art. 9, § 3) and Reese's rights to termination for cause under article V of the 2014 Contract and because this and the other remaining terms of said Contract are unessential and reasonable and so can be forced on each party (*Boyd v. Bevilacqua* (App. 1 Dist. 1966) 247 Cal.App.2d 272, 286), therefore, the June 3rd finding about fraud occurring in the execution of said Contract should be reversed and the order

 based on such finding is void and should be set aside.



Summer Reese, Cross-defendant in pro. per.

DECLARATION OF SUMMER REESE

- I, Summer Reese, the undersigned, declare:
 - 1. I am the cross-defendant in the above captioned matter.
- 2. The purpose of this Declaration is to allege facts in support of my Motion to Set Aside the Honorable Ioana Petrou's Void June 3, 2014 Order.
- 3. On February 22—25, 2013, the Board of Directors of Pacifica Foundation Radio held a session of open and closed meetings. In its closed meeting during those dates, discussion was had regarding my nonapplication for a Social Security number. The sense of these closed meetings is that it does not affect Pacifica Foundation Radio. Andy Gold, who at that time was General Counsel for Pacifica Foundation Radio and in attendance, stated his agreement with that sense, advising the other attendees that the only thing employers are required to do is to ask for a number, and that this was done.
- 4. On November 8, 2013, the Board of Directors of Pacifica Foundation Radio held an election for Executive Director. Eleven Directors—Teresa Allen, Carolyn Birden, Janet Coleman, John Cromshaw, Janis Lane Ewart, Heather Gray, Luzette King, Tracy Rosenberg, Manijeh Saba, Katea Stitt, and Richard Uzzell —voted to elect me to the position. Accordingly, on November 15, 2013 I signed a contract providing that I fill the position upon completing a background check as approved by the Board.
- 5. On January 10, 2014, Ms. Gray submitted to the Board her written report accounting for the work she did in completing the check. Her completion of that work is as approved by the Board.
- 6. At a meeting on January 20, 2014, the Board received Ms. Gray's report. However, the sense and apparent intent of nine then-directors—Lydia Brazon, Benito Diaz, Brian Edwards Tiekert, Nancy Hentschel, Cerene Roberts, Brenda Medina, Tony Norman (de facto), Dan Siegel, and Margy Wilkinson—was merely to balk at her January 10th report, question its veracity, and raise unfounded questions about every aspect of the background check. Nevertheless, the Board, by

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the eleven Directors mentioned in paragraph 5 above, as well as myself who then held a Director-seat, approved of the Board's receipt of Gray's said report.

- 7. On an individual, informal basis, twelve directors—Teresa Allen, Jessica Apollinar, Carolyn Birden, Janet Coleman, John Cromshaw, Janis Lane Ewart, Luzette King, Tracy Rosenberg, Manijeh Saba, Katea Stitt, and Heather Gray —approved of the content of the January 30, 2014 Contract to hire me as Executive Director for three years.
- 8. A copy of said contract is attached to the Plaintiff PDGG's complaint and marked Exhibit "A1".

VERIFICATION (Code Civ. Proc., §§ 446 and 2015.5)

I, Summer Reese, declare that the foregoing declaration is true and correct, except as to matters stated therein on my information and belief and as to those matters I believe it to be true. I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and if called upon to testify thereto I could and would do so competently.

Executed on January 20, 2015 at Richmond, California.

Summer Reese, Declarant

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MEMORANDUM OF POINTS AND AUTHORITIES IN SUPPORT OF MOTION TO SET ASIDE THE HONORABLE IOANA PETROU'S JUNE 3, 2014 VOID ORDER

1. Where judicial notice is requested of Cross-complainant's Articles of Incorporation, said Articles, showing it is governed by Corporation Code § 5214, is a matter of record Cross-complainant alleges it is a "California Not-for-Profit Corporation", and the Articles of Incorporation, judicial notice of which was requested on May 28, 2014, show Cross-complainant to be a California nonprofit public benefit corporation governed by Corporations Code § 5214 (June 16, 2014 Memo., p. 8, lines 7—13). Under § 5214, Reese may treat the signatures of Heather Gray and Richard Uzzell on the January 30, 2014 Contract ("the 2014 Contract") as dispositive where she did

Apparent authority is an essential adjunct to actual authority in enabling third parties to deal effectively with organizations [who] . . . treat the agent's act or statement as dispositive, without further inquiry directed elsewhere within the organization, in the absence of circumstances suggestive of self-dealing or other irregularity. Rest.3d Agency § 3.03, p. 176.

not know of any alleged lack of authority to enter thereinto.

Moreover, based on points and authorities, *infra*, Cross-complainant's allegations about circumstances wherein the Board took no formal vote to approve or ratify the 2014 Contract, alleged to be "fraudulent" in consequence thereof, are <u>without merit</u>.

2. Gray and Uzzell had the implied actual authority to enter into the 2014 Contract

The Board had the power to delegate on Gray and Uzzell actual authority to enter into the 2014

Contract, whether by intentionally conferring it on them, or allowing them to believe themselves to possess it. (Civ. Code, § 2315; Warshauer v. Bauer Constr. Co. (App. 1 Dist. 1960) 179 Cal.App.2d

44, 49—50, citing Smith v. Schuttpelz (1934) 1 Cal.2d 158; see 85 Ops.Cal.Atty.Gen. 162, 169 (2002) and authorities cited therein.)

That is because an agent has actual authority to make contracts incidental to the agency:

Unless otherwise agreed, authority to make a contract is inferred from authority to conduct a transaction, if the making of such a contract is incidental to the transaction, usually accompanies such a transaction, or is reasonably necessary to accomplish it.

Restatement (Second) of Agency § 50 (1958); see also id. § 35 (authority to conduct transaction includes authority for incidental acts). The implied authority of an agent to do the things normally incident to the authorized transaction is actual, not apparent authority. (Citations omitted.) . . .

Thomas v. I.N.S. (9th Cir. 1994) 35 F.3d 1332, 1339.

There is no dispute that for 531 days—from August 17, 2012 through January 29, 2014—the Board hired Reese as Executive Director on an "acting" or "interim" basis. After this extraordinary length of

time, it was Gray's manifest duty "[t]o expedite the business in every way compatible with the rights of members," and "[t]o authenticate by his or her signature, when necessary, all acts, orders, and proceedings of the assembly" (RONR, § 47, p. 450; see *Butler v. Solano Land Co.* (App. 1 Dist. 1920) 46 Cal.App. 171, 173 [implied authority of president of corporation must arise out of duties and responsibilities it actually entrusted to him or duties acquiesced in by it].)

There is no dispute Reese was nominated for Executive Director and on November 8, 2013 received 11 votes (she having then held a Director-seat but abstained from voting for herself), thereby electing her to the position. And during the 76-day period from November 15, 2013 to January 30, 2014, the Directors, by so allowing Gray and Uzzell to believe themselves to possess authority to enter into the January 30, 2014 Contract, created in them the actual authority to do so.

An election to an office becomes final immediately if the candidate is present and does not decline . . . An officer-elect takes possession of his office immediately upon his election's becoming final, unless the bylaws or other rules specify a later time. . . RONR § 46, p. 444.

Carrying forward the decision of the majority of 11 Directors de jure (excluding Reese who abstained from the Nov. 8, 2013 vote on her own election), Gray and Uzzell had the implied actual authority to enter into the 2014 Contract with Reese. (See *Whittaker v. Otto* (App. 4 Dist. 1961) 188 Cal.App.2d 619, 623 [agent may, by oral or written authorization of principal, carry forward any ordinary business transaction, and agent's act becomes act of principal]. Cf. *Black v. Harrison Home Co.* (1909) 155 Cal. 121, 123 [under corporate bylaws making it "the duty of the president to sign all contracts which had first been approved by the directors" they could deny validity of agreement having his unapproved signature].)

Based on points and authorities alleged *supra*, Gray; and on those alleged in Reese's June 16th Memorandum (p. 4, line 23—p. 5, line 27), Uzzell; had the implied actual authority to enter into the 2014 Contract. Cross-complainant's allegation about Reese not qualifying under Corporations Code § 313's (or, correctly, § 5214's) term "other person" is utterly frivolous.

3. Assuming arguendo Gray and Uzzell lacked actual authority to sign The 2014 Contract, they still had apparent authority to do so

There is no dispute that at the time they signed the 2014 Contract, said Heather Gray and Richard Uzzell were the (acting) chair and secretary, respectively, of the PFR Board. Under Corporations Code § 5214, the signatures of two such officers—one of the "operational" and the other of "financial" category—appearing on a contract creates conclusive evidence it is not invalid for lack of authority. (See *Snukal v. Flightways Mfg., Inc.* (2000) 23 Cal.4th 754, 784, fn. 11 ("*Snukal*").)

"[M]ost organizational activity takes place less formally" (Rest.3d Agency § 3.03, p. 177) than Cross-complainant's allegations insisting a formal vote must have been taken in order to permanently hire Reese as Executive Director. Corporations Code § 5214—whose language is "nearly identical" to that of § 313, § 7214 and § 12354 of that code, and which is to be construed (nearly) identically as in *Snukal* (see *Dyna-Med v. Fair Hous. Com.* (1987) 43 Cal.3d 1379, 1393—1394 [parallel development of statutes])—provides that the appearance of Gray's and Uzzell's said signatures constitutes conclusive evidence. (See *Lunden v. County of L.A.* (App. 2 Dist. 1965) 233 Cal.App.2d 811, 816 [governmental agents actions' under poorly drafted agreement had apparent authority of government based on performance under agreement and all parties' belief therein and in agents' authority].)

4. Neither the Bylaws nor RONR prohibited ratification effected by a Majority of Directors, though made outside of noticed meeting

"'It is generally accepted that corporate bylaws are to be construed according to the general rules governing the construction of statutes and contracts.' [Citation.] Bylaws must '"be given a reasonable construction and, when reasonably susceptible thereof, they should be given a construction which will sustain their validity" '[Citation.]" (Citation.)...

Singh v. Singh (App. 1 Dist. 2004) 114 Cal. App. 4th 1264, 1294.

a. Board can take action in or out of formal meeting, provided Directors are "present and voting"
Bylaws, article 6, § 8 provides that action by unanimous consent, though taken outside of meeting,
"shall have the same force and effect as any other validly approved action of the Board..." ("§ 8"). §
8 permits official PFR action taken outside of meeting to be taken without debate or discussion, but
with the unanimous approval of the Directors "present and voting." The concern underlying § 8
appears to that of protecting each Director's right to participate in debate on proposed action. (See
Barham v. Barham (1949) 33 Cal.2d 416, 423 [where "any doubt exists as to the purpose of the
parties' dealings as expressed in the wording of their contract, the court may look to the
circumstances surrounding its execution—including the object, nature and subject matter of the
agreement ..."].)

§ 8 supersedes the following:

In any case, a board can transact business only in a regular and properly called meeting of which every board member has been notified—or at an adjournment of one of these meetings (citation)—and at which a quorum . . . is present. . . The personal approval of a proposed action obtained separately by telephone, by individual interviews, or in writing, even from every member of the board, is not the approval of the board, . . .

RONR § 49, pp. 486—487.

Except as to § 8's requirement of unanimous consent to take action without any discussion or debate, "the approval of a majority of the Board present and voting shall be required for any [action] of the Board." (Bylaws, art. 6, § 5; italics added.) The requirement of unanimity is an exception to the usual basis of determining the voting result, i.e., a majority of those "present and voting." On that basis, the required proportion is a majority of the set, i.e., the then-serving Directors who may participate ("present") and may vote ("voting"). (See RONR § 44, p. 402 [defining "present and voting"];

American-Hawaiian Steamship Co. v. Home Sav. and Loan Assn. (App. 2 Dist. 1974) 38 Cal.App.3d 73, 82 [the words of a contract must be understood in their ordinary and popular sense unless they are words "whose very use" implies they are terms of technical significance], citing Johanson v.

Riverside County Select Groves (App. 4 Dist. 1935) 4 Cal.App.2d 114). Like the next section (§ 6), § 5 reflects a concern the drafters had with respect voting result of "the then serving Directors" (id.).

As a parliamentary work under pre-established Bylaws, RONR's requirement of "approval of the board" is not controlling. RONR § 49 strives to always preserve members' right to an "opportunity to mutually debate and decide the matter as a deliberative body" (*id.*, p. 487); but § 8 expressly permits a mode of official action without such opportunity.

b. Directors have right to be apprised of purposes of every call of meeting of the Board, but not to be given notice of adjourned Board meeting held for previously noticed purpose

To determine whether Gray performed her duties as chair "in every way compatible with" Directors' rights to, inter alia, notice of meeting and participation in PFR, it's necessary to evaluate the character and extent of those rights (RONR, § 47, p. 450. Cf. Gardiner v. Gaither (App. 1 Dist. 1958) 162 Cal.App.2d 607, 622—623 ["It seems clear that a person who has rights flowing from a contract has an "interest" in that contract, and should . . . be able to maintain an action to secure a declaration of the character and extent of those rights when an actual controversy exists."]; Maguire v. Hibernia Sav. & Loan Soc. (1944) 23 Cal.2d 719, 736 (en banc) ["The fact that determination of the controversy involves an investigation of rights originating many years past does not render the claim stale."]).

There are two exceptions referenced in the first clause of the last sentence of Bylaws, art. 6, § 5, supra (i.e., "Except as otherwise expressly provided herein, the approval of a majority of the Board present and voting shall be required for any [action] of the Board"; italics added). § 8, supra, is one of those two; the other, which modifies the definition of quorum in § 5's first sentence, appears in § 5's second sentence, which provides for quorum after other Directors left the meeting consisting of no

less than seven Directors all of whom must concur in any official action of PFR taken at such stage of a meeting. And the <u>only</u> circumstance in which the Board can take action in the name of PFR without using the "present and voting" basis for determining the result of any vote, is the "unanimous consent" basis of action taken outside of meeting without debate or discussion pursuant to § 8.

Bylaws article 6, § 4 contains provisions for 30 days' notice of regular meeting specifying purposes thereof, and 7 days' notice of special meeting specifying purpose thereof and prohibiting any business taken outside of the scope of the notice. The thrust of the meaning of these Bylaw provisions is to apprise, by taking certain steps well in advance, each Director of opportunities to participate in debating and discussing decisions of the Board which are of interest or possible concern to her or his Directorship. There is no requirement a Director actually participate in voting or assenting to every decision; indeed, Directors holding less than one third the total seats (art. 6, § 5) may take official action for PFR under non-emergency, even commonplace circumstances.

Under the Bylaws and RONR, just as few (i.e., 7) Directors may conclude a meeting in a particular manner: "Adjournment to meet" or adjournment to reconvene. An adjourned meeting, though not mentioned in the Bylaws, is provided in order to "take[] up its work at the point where it was interrupted in the order of business or in the consideration of the question that was postponed to the adjourned meeting, . . . " (RONR, § 9, p. 94; see Bylaws art. 5, § E(7) ["meeting at such other times as may be necessary in order to carry out the duties of the Board"].) As in regular meetings, Directors who are "voting and present" at an adjourned meeting form the basis to determine whether valid PFR action is taken. And, where the Bylaws do not expressly require PFR action be taken by the Board at a noticed meeting, valid PFR action may be taken at an unnoticed adjourned meeting, so long as notice of the proposed action was given at a previous meeting which was noticed. (RONR § 22, p. 244 ["Unlike a special meeting, an adjourned meeting does not require notice, although it is desirable to give notice if feasible."]; Seal of Gold Min. Co. v. Slater (1911) 161 Cal. 621.)

The Bylaws are silent on adjourned meeting, and do not exhaust the subject of modes in which valid PFR action may be taken. Except where in conflict with the Articles or Bylaws, RONR governs. (See *United Growers' Co. v. Eisner* (1897) 22 N. Y. App. Div. 1 [special meetings of corporate directors may be held, although the bylaws do not provide for such].) Accordingly, RONR § 49's requirements that "a board can transact business only in a regular and properly called meeting of which every board member has been notified—or at an adjournment of one of these meetings (citation)—and at which a quorum . . . is present" are superseded by four requirements:

(i) Article 6, § 8, supra, providing for action taken by unanimous consent, and outside of meeting;

(ii) The second sentence of article 6, § 5, permitting as few as 7 concurring Directors, who remain meeting after others left, to act in the name of PFR;

- (iii) The Articles of Incorporation, and
- (iv) Bylaws, article 1, § 2. That Bylaw section and the Articles define the organization as "Foundation" and a nonprofit public benefit corporation, respectively. Adopting these definitions, the PFR Board could employ any mode whereby the majority of a corporate board may take official action, provided such mode is not in conflict with the California Corporations Code, Articles, Bylaws or applicable provisions of RONR (excluding, e.g., RONR § 49's said superseded requirements).

No notice of adjourned meeting is required under the Bylaws, whose other meeting-notice requirements appear designed to ensure each of the 22 (or 23) Directors is apprised of opportunities to participate in developing and taking Board action. Hence a Director does not have an *absolute* right to notice of *every* meeting. Advance or recent notice of the "purpose" of proposed action satisfies the Bylaws' notice requirements apprising Directors of ongoing and upcoming business of the Board. Such is the character and nature of the Directors' right to notice of Board business.

c. Gray's expeditious conduct of Board action in permanently hiring Reese was compatible in every way with Directors' rights, so that no constructive or other "fraud" should be presumed therefrom

At the time the January 30, 2014 Contract was signed, the Board's express authorization of the said 2013 Contract gave all Directors notice the background check was underway and would be completed on or before January 10, 2014. The said special committee, composed of Gray and Reese and tasked with investigating Reese's background, did not expire. Its report, made in writing on or about January 4, 2014 and consisting of an "account of work done", was or was to be filed with the Board (RONR § 51, p. 525). "Apart from filing such a report, . . . no action on it is necessary and usually none should be taken" (*ibid.*).

Gray acted compatibly with Directors' rights pursuant to both the 2013 and 2014 Contracts. Even assuming *arguendo* Gray did not notify all Directors as to her completion of the background check and as to her intention to sign the said 2014 Contract, such performance of her duty to expedite Board business was "in every way compatible with the rights of [Directors]" (RONR, § 47, p. 450). The Court should not indulge Cross-complainant's allegation about her said expeditious conduct of Board business being "fraudulent", where her performance of official duties involved no breach thereof. (*Gold v. L.A. Democratic League* (App. 2 Dist. 1966) 49 Cal.App.2d 365, 373 ["constructive fraud" arises from a breach of duty by one in a confidential or fiduciary relationship to another which induces a justifiable reliance by the latter to his prejudice.]. Accord, *Warren v. Merrill* (App. 2 Dist.

2006) 143 Cal.App.4th 96, 109.)

5. Even assuming arguendo Gray and Uzzell lacked any authority to enter into The January 30, 2014 Contract, a majority of the then-serving Directors Could and presumptively did discuss and ratify said Contract later that day

Civil Code § 2019 provides: "An agent must not exceed the limits of his actual authority, as defined by the Title on Agency." Where Gray and Uzzell signed the 2014 Contract having a three-year term, their authority to do so must have been in writing. (See *Seymour v. Oelrichs* (1910) 156 Cal. 782, 793—800 [an agent having no written authority could not bind his principal to an oral agreement having a term exceeding one year, as would violate statute of frauds].) And to such extent as the Court could ultimately find creation of the two said officers' authority to enter into the 2014 Contract lacked adequate written support, said Contract is valid where a quorum of Directors could and presumptively did ratify it later that day. The Directors' capacity to do so is in accordance with any mode whereby the majority of a corporate board may take official action, and not in conflict with the Nonprofit Public Benefit Corporation Law, Articles, Bylaws or any provision of RONR (but those in § 49 thereof which are superseded by the Bylaws; p. 5, line 24—p. 6, line 13, *supra*).

There is no dispute early on the day of January 30, 2014, Heather Gray, Richard Uzzell, and Summer Reese each signed the said 2014 Contract to employ her for three years thereafter. In addition to Gray and Uzzell, ten others who were then Directors—viz., Teresa Allen, Jessica Apollinar, Carolyn Birden, Janet Coleman, John Cromshaw, Janis Lane Ewart, Luzette King, Tracy Rosenberg, Manijeh Saba, and Katea Stitt—knew of said Contract, and approved and assented to such signing. They did so at the Board meetings held on January 20 and 23, 2014. (Declaration attached hereto.)

Further, after the signing and before the election held on the evening of January 30th, the 12 said Directors (who then comprised what is now the Plaintiff- assn.) could and presumptively did give their approval and consent to the 2014 Contract. Bylaws Article 6, § 8, providing for action taken by unanimous consent outside of meeting and without debate or discussion, provides one mode of taking action outside of meeting; nowhere in the Bylaws is this provided as the exclusive mode of taking such action. All 12 of those Directors were duly elected at the time they took the opportunity to informally discuss said Contract, and the result of the said January 30th informal action was neither padded nor diluted but taken by Directors "present and voting." Therefore, under the Bylaws and RONR, the Board approved and ratified the said January 30, 2014 Contract.

 It is well settled as a matter of law that the agreement of a corporation entered into by its manager without authority sufficiently ample to enable him to execute the same may be approved and ratified so as to become binding upon such corporation through the knowledge, approval, and consent of a majority of the membership of the board of directors acting individually and informally, . . .

Countryman v. California Trona Co. (App. 1 Dist. 1918) 35 Cal.App. 728, 734.

In Countryman, supra, knowledge and discussion of agreement by a "majority if not all of the directors" who permitted performance of services under an agreement, effected the corporation's ratification thereof. (See Brown v. Crown Gold Min. Co. (1907) 150 Cal. 376, 387 [where majority of board knew the facts regarding employment agreement and were individually advised with respect thereto, and "took no measures to disaffirm as directors that employment," they ratified it]; Scott v. Superior Sunset Oil Co. (1904) 144 Cal. 140, 143 [separate assent of board majority effected ratification of employment contract]; Crowley v. Genesee Min. Co. (1880) 55 Cal. 273, 275—276 [recognizing "a necessity of giving effect to the acts of such corporations, according to the mode in which they choose to be transacted," citing Bank of Middlebury v. Rutland R. R. Co., 30 Vt. 159]. Cf. 3 Treatise on the Law of Corporations (7th ed. 1913; Cook, William) § 713a, pp. 2458—2459, and non-California authorities cited therein.)

Assuming *arguendo* all signatories of the said 2014 Contract were ignorant thereof and assuming no authority existed where neither Gray nor Uzzell believed themselves to possess it (Civ. Code, § 2315; *Warshauer v. Bauer Constr. Co. (supra)* 179 Cal.App.2d at 49—50), ratification of said Contract cannot be avoided on such grounds. (See *Greve v. Taft Realty Co.* (App. 3 Dist. 1929) 101 Cal.App. 343, 352; *Floyd v. Tierra Grande Dev. Co.* (App. 1 Dist. 1921) 51 Cal.App. 654, 663.)

6. The Court is precluded from finding fraud occurred in the execution of the January 30, 2014 Contract or declaring it void where Defendant-individuals Had reasonable opportunity to learn of its nature and failed to do so

On the evening of January 30, 2014, PFR held an election whereby Defendant-individuals purported to gain a majority of seats on the Board of Directors. In this moment of opportunism, Cross-complainant's lay witness purportedly alleges the 2014 Contract is "fraudulent" for lack of formal vote thereon.

Unless a formal vote of the Board is specifically required under applicable provision of RONR, <u>no</u> such vote is required for the Board to take action on behalf of PFR (*Brown v. Crown Gold Min. Co. (supra)* 150 Cal. at 387; *Scott v. Superior Sunset Oil Co. (supra)* 144 Cal. at 143; *Crowley v. Genesee Min. Co. (supra)* 55 Cal. at 275—276; *Pixley v. W. P. R. R. Co. (supra)* 33 Cal. 183.) The

dispensing of such formality is a longstanding practice accepted in both the public (*Inglewood Teachers Assn. v. PERB* (App. 2 Dist. 1991) 227 Cal.App.3d 767, 776) and private-for-profit sectors (*CDB Software, Inc. v. Kroll* (Tex.App.—Hous. 1998) 992 S.W.2d 31, 40).

Notwithstanding Cross-complainant's incorrect interpretation of the Bylaws' and RONR's technical phrase "present and voting" (see p. 3, line 18—p. 4, line 15, supra), the 2014 Contract was ratified by a majority of the Board, as recognized by the courts (Countryman v. California Trona Co. (supra) 35 Cal.App. at 734; Brown v. Crown Gold Min. Co. (supra) 150 Cal. at 387; Scott v. Superior Sunset Oil Co. (supra) 144 Cal. at 143; Crowley v. Genesee Min. Co. (supra) 55 Cal. at 275—276; Pixley v. W. P. R. R. Co. (supra) 33 Cal. 183), and permitted under the Bylaws (id., art. 6, § 5; RONR § 44, p. 402; American-Hawaiian Steamship Co. v. Home Sav. and Loan Assn. (supra) 38 Cal.App.3d at 82; Johanson v. Riverside County Select Groves (supra) 4 Cal.App.2d 114).

a. Cross-complainant's purported "fraud in the execution" theory

Cross-complainant's lay witness, Margy Wilkinson—as to whom there appears no qualification to offer legal opinion—alleges the 2014 Contract is "fraudulent", though signed by Gray and Uzzell creating both apparent (Reese's June 16, 2014 Memo.) and implied actual (p. 1, line 18, et seq.) authority. Said allegation, as best as one might surmise, appears based on a theory of ""[f]raud in the execution" [which] arises when a party executes an agreement "with neither knowledge nor reasonable opportunity to obtain knowledge of its essential terms." (Citations.) . . . " (Southwest Administrators, Inc. v. Rozay's Transfer (9th Cir. 1986) 791 F.2d 769, 774.)

[W]hen the plaintiff seeks a judicial determination the contract is void for fraud in the execution . . . California law, like the Restatement, requires that the plaintiff, in failing to acquaint himself or herself with the contents of a written agreement before signing it, not have acted in an objectively unreasonable manner. One party's misrepresentations as to the nature or character of the writing do not negate the other party's apparent manifestation of assent, if the second party had "reasonable opportunity to know of the character or essential terms of the proposed contract." (Rest.2d Contracts, § 163, p. 443.) If a party, with such reasonable opportunity, fails to learn the nature of the document he or she signs, such "negligence" precludes a finding the contract is void for fraud in the execution.

Rosenthal v. Great Western Fin. Securities Corp. (1996) 14 Cal.4th 394, 423; underline added.

Cross-complainant's allegations with respect to "fraud" are also close to the facts in *Pixley v. W. P. R. R. Co. (supra)* 33 Cal. 183. There, the California Supreme Court held an oral agreement to hire employees of a corporation, which it made despite an 1861 enactment requiring railroad companies' contracts be in writing, was ratified through frequent interviews the employees subsequently had with

the president and directors of said corporation. In addition to their knowledge and assent through such communication, creation of a presumption the board ratified the employment contracts was based on partial execution thereof. These acts gave rise to that presumption, which overcame any inference from board minutes being devoid of any record of corporate action with respect to their employment or services for said corporation. No fraud can be presumed from the absence of any record of formal vote approving of Gray's January 10, 2014 report as to the completed background check of Reese, or the Board's execution of the January 30, 2014 Contract employing Reese.

b. Defendant-individuals had reasonable opportunity to obtain knowledge of the Bylaws and RONR

In the instant case, a Director of PFR is bound by the Articles of Incorporation and Bylaws thereof and RONR provisions adopted thereunder, "whether he has signed them or not." (*McFadden v. Board of Supervisors of L.A. County* (1888) 74 Cal. 571, 574.) There is no dispute that as members of PFR, Defendant-individuals were parties or quasi-parties to the Bylaws thereof (*id.*). "It is the general rule that a person who executes a contract is charged with knowledge of all its provisions where he had the means of such knowledge and of which he negligently deprived himself (citations) . . ." (*Gajanich v. Gregory* (App. 1 Dist. 1931) 116 Cal.App. 622, 633.) This rule is premised on the legal prerequisite of reasonable diligence of a contracting party:

"Generally, it is not reasonable to fail to read a contract; this is true even if the plaintiff relied on the defendant's assertion that it was not necessary to read the contract. [Citation.] Reasonable diligence requires a party to read a contract before signing it. [Citation.]" (Citation.)...

Rosencrans v. Dover Images, Ltd. (App. 4 Dist. 2011) 192 Cal.App.4th 1072, 1080.

Even assuming *arguendo* the PFR Bylaws and RONR were bodies of special knowledge, there is no allegation either set of rules were withheld from any director, who therefore could have consulted it at any time. (See *Lingsch v. Savage* (App. 1 Dist. 1963) 213 Cal.App.2d 729, 738 [rejecting claim of fraud, as between parties having no confidential relationship, where alleged misrepresentations went to facts that were not "beyond the reach of the plaintiff"].)

The Defendant-individuals and one of their attorneys, include Norman, an active Pennsylvania attorney at law; and Siegel, an active California attorney at law, each of whom had at his disposal the laws of the State of California. (See *Taff v. Atlas Assurance Co.* (App. 2 Dist. 1943) 58 Cal.App.2d 696, 702 [the "experience and intelligence of plaintiff [are] factors to prove his neglect" of a legal duty]). Irrespective of said attorneys' apparent failure to inquire into the Bylaws, the RONR adopted thereunder, and/or California law applicable thereto, the said authorities provide the terms of the parties' agreement (i.e., Bylaws), under which a presumption exists that the January 30, 2014

Contract is lawfully executed. And for failure to determine the applicability of said authorities to the facts in this case, Cross-complainant is precluded from seeking a determination by the Court that the 2014 Contract is "fraudulent." (See *Cohen v. Wedbush, Noble, Cooke, Inc.* (9th Cir. 1988) 841 F.2d 282, 287 [distinguishing federal doctrine of unconscionability from California's, and holding plaintiffs' failure to inquire about the ramifications of arbitration clause precluded fraud claim as between parties at arm's length], overruled on another ground in *Ticknor v. Choice Hotels Internat.*, *Inc.* (9th Cir. 2001) 265 F.3d 931, 941.)

Apart from the aforesaid apparent neglect of duty of inquiry by attorneys Siegel and Norman, the Court could find the other Defendant-individuals who sat on the PFR Board prior to the January 30, 2014 election—Lydia Brazon, Benito Diaz, Brian Edwards-Tiekert, Cerene Roberts, and Margy Wilkinson—were, as laypersons, aware they had only limited knowledge of the Bylaws and provisions of RONR adopted thereunder, but treated their limited knowledge as sufficient resulting in their mistaken assent to delegate to Heather Gray the authority as chair to "carry forward any ordinary business" incident to Reese's said November 8, 2013 election as permanent Executive Director (Whittaker v. Otto (supra) 188 Cal.App.2d at 623).

"A party [to a contract] bears the risk of a mistake when [¶]... he is aware, at the time the contract is made, that he has only limited knowledge with respect to the facts to which the mistake relates but treats his limited knowledge as sufficient." Conservatorship of O'Connor (App. 1 Dist. 1996) 48 Cal.App.4th 1076, 1098, citing Rest.2d Contract, § 154, subd. (b), pp. 402-403.

Those five lay Defendant-individuals did not constitute a majority; their mistake is moot in any event. c. Defendant-individuals had reasonable opportunity to learn of the nature of the 2014 Contract and any failure to learn thereof was due to their objectively unreasonable conduct

The character and nature of a Director's right to notice of Board business are such that she or he be apprised in *advance* of the purposes of *proposed* Board action and, in addition thereto, *recent* notice of the purpose of *ongoing* business, by reason of the fact RONR § 22 is not in conflict with any Bylaw provision (p. 6, lines 12—26, *supra*) and expressly provides no notice of adjourned meeting is required. All Directors were apprised of the November 15, 2013 Contract; all of them did receive recent notice of Reese's November 8, 2013 election and business subsequent to said election. Through the January 20 and 23, 2014 meetings, this notice remained recent and consistent with their rights to notice of proposed action (p. 4, line 24—p. 6, line 22, *supra*).

Moreover, no fraud could have occurred in the execution of the 2014 Contract where any alleged misrepresentation as to the terms thereof "do[es] not negate the other party's apparent

 manifestation of assent, if the second party had "reasonable opportunity to know of the character or essential terms of the proposed contract." (Rest.2d Contracts, § 163, p. 443.) Said Defendant-individuals had 531 days—August 17, 2012 through January 29, 2014—in which to learn the character of the proposed contract to permanently employ Reese in substantially the same position in which she had been acting in an "acting" or "interim" basis during those 531 days.

There is no comma in the operative phrase in the 2013 Contract and no requirement thereunder the Board formally vote whether to approve Gray's said background check of Reese. (Orthopedic Sys., Inc. v. Schlein (App. 1 Dist. 2011) 202 Cal.App.4th 529, 545; RONR § 51, p. 525). And if a Director believed anything pertaining to Gray's check invalidated Reese's election, PFR's parliamentary authority provides the recourse of raising a point of order about her not "meet[ing] the qualifications for the post established in the bylaws" (RONR § 46, p. 445). Based on such belief, the Director could raise the point of order "at any time" (RONR § 23, p. 251). The audio (i.e., www.kpftx.org) and written (i.e., minutes) records disclose no such point of order was raised with respect to Reese's November 8, 2013 election as permanent Executive Director.

Alternatively, Defendant-individuals, as other directors, could simply have received Gray's said report upon which to base their assent to the procedure subsequent to Reese's election.

Delegation and reliance by directors . . . may take place in numerous and varying factual contexts. [I]n carrying out their oversight obligations directors will <u>almost certainly have to rely on information, reports, and statements from other persons and from committees of the board.</u> . . . In making business judgments, directors will often have to delegate responsibility with respect to the evaluation of various matters and will almost invariably have to rely on memoranda, documents, and oral statements prepared and presented by other persons.

Briano v. Rubio (App. 6 Dist. 1996) 46 Cal.App.4th 1167, 1179, quoting 1 ALI,

Briano v. Rubio (App. 6 Dist. 1996) 46 Cal. App. 4th 1167, 1179, quoting 1 ALI, Principles of Corporate Governance: Analysis and Recommendations (1994) § 4.01(b), com. b, p. 170; underline added.

"Other persons" includes directors, officers, and employees (id., § 4.02(a), p. 188), e.g., Heather Gray as both a Director and as the (acting) chair of the PFR Board of Directors.

In the usual case, directors and officers <u>will be reasonable</u> in believing that they can rely on [the] information, opinions, reports, statements, decisions, judgments, and performance [of others] without the need for independent verification or further inquiry.

1 ALI, Principles of Corporate Governance: Analysis and Recommendations, *supra*, § 4.02, com. i, p. 194, underline added. (Accord, 11 Fletcher Cyclopedia of the Law of Private Corporations (2003 rev.vol.) §§ 5329.10, 5329.15, 5336, 5344, pp. 601, 603, 617—618, 628.)

But, Defendant-individuals neither raised a point of order nor conducted themselves in such manner

as appeared reliant on Gray's said January 10, 2014 report. Their conduct during that entire month was not objectively reasonable. Again and again, they demanded independent verification of that report and inquired as to each and every aspect thereof. Without having raised a point of order with respect to Reese's suitability for Executive Director or debating any pending motion, they repeatedly spoke out of order, clamoring for detailed information on Reese's background although it was reasonable to believe "they can rely" on that report, and although entitled to rely on counsel's advice that Reese's nonapplication for a Social Security number "does not affect Pacifica. General Counsel Andy Gold agreed, saying that the only thing employers are require to do is to 'ask for a number,' and that this was done." (PFR, minutes of Feb. 22—25, 2013 (closed) meeting, p. 4.)

While the five said Defendant-individuals preoccupied themselves with their suspicions during the meetings held January 20 and 23, 2014, none of them made any motion with respect to the scope and nature of duties of the Executive Director, what benefits should accrue to the position, what probationary period ought to exist, whether dispute should be arbitrable, etc. Any failure of said Defendant-individuals to learn of the nature or character of the 2014 Contract, which might have occurred despite the many opportunities available at those meetings in late November and December 2013 as well as January 2014, was caused by their said objectively unreasonable conduct and "precludes a finding the contract is void for fraud in the execution" (Rosenthal v. Great Western Fin. Securities Corp. (supra) 14 Cal.4th at 423).

d. No fraud could have occurred in the execution of the 2014 Contract where no provision thereof which is different from the 2013 Contract is either "materially" different therefrom or essential to an employment contract

A "fraud in the execution" theory is not viable unless contractual terms which an ostensibly assenting party does not know—through the party's failure to learn thereof, though having had reasonable opportunity to do so and not having acted in an objectively unreasonable manner—are "essential" to such contract (*Rosenthal v. Great Western Fin. Securities Corp.* (*supra*) 14 Cal.4th at 423, citing Rest.2d Contracts, § 163, p. 443. Cf. *In re Mediscan Research, Ltd.* (9th Cir. BAP 1989) 109 B.R. 392, 396 ["numerous agreements and notes" whereby party repeatedly rearranged contracting party's liability in complete disregard of representation made to investors, evidenced common law fraud].)

Eleven Directors de jure voted for Reese as permanent Executive Director, whereas nine Directors de jure voted for another nominee. "[C]arry[ing] forward any ordinary business" (Whittaker v. Otto (supra) 188 Cal.App.2d at 623) in accordance with the will of that majority of 11, Gray

proceeded to consult a California-based human resources firm with respect to the contents of the 2014 Contract, by which no rescission of the 2013 Contract was made because "the parties' performance indicates they intend to be bound by the [2013 Contract]" (*Travelers Ins. Co. v. WCAB* (1967) 68 Cal.2d 7, 17 (*Travelers*); disapproved on another point in *LeVesque v. WCAB* (1970) 1 Cal.3d 627).

On June 3rd, the Court found the November 15, 2013 Contract (i.e., Nov. 11, 2013 "offer letter") to be "materially different" from the 2014 Contract. In *Travelers*, *supra*, the California Supreme Court said "an employment contract need not detail every condition of employment" (68 Cal.2d at 17, citing *Gordon v. Wasserman* (1957) 153 Cal.App.2d 328).

In *Travelers*, a California resident was hired by telephone in California to work in Utah. Although the oral contract of hire included the terms of the parties, time and place of employment, salary, and the general category of employment (geologist), the California resident's specific duties were not designated until he arrived on the job. In upholding an administrative finding his contract had been formed in California, the court stated:

That particular terms remain undesignated does not render the original contract invalid for uncertainty. Later agreement on the unspecified terms does not rescind the original contract (citation), especially if the parties' performance indicates they intend to be bound by the prime agreement (citation)...

Travelers, supra, 68 Cal.2d at 17.

Even assuming *arguendo* Defendant-individuals' conduct with respect to their opportunities to learn of the contents of the 2014 Contract was not objectively unreasonable as would preclude a finding of fraud in the execution thereof (*Rosenthal v. Great Western Fin. Securities Corp.* (*supra*) 14 Cal.4th at 423), said 2014 Contract could no more be an instrument of "fraud" than the 2013 Contract. And because Defendant-individuals acknowledge said 2013 Contract, albeit an "offer letter", the terms of the 2014 Contract, though different from the 2013 Contract, evidence no fraud:

- That the particular duties of Executive Director are not set forth in the 2013 Contract does not render it invalid for uncertainty. Nor is the theory viable that Defendant-individuals, who as directors of PFR knew or should have known the duties of "Executive Director" cover a broad scope of affairs within PFR, and of policies set mutually by that officer and the Board, did not know of the character or essential terms of the 2014 Contract providing for such duties, when the 2014 Contract does not make their 2013 Contract uncertain (*Travelers*, *supra*, 68 Cal.2d at 17).
- Directors, by assenting to the 2013 Contract, cannot state a viable "fraud" claim because the
 compensation provided thereunder, in addition to an annual salary \$105,000, differs in respect of
 benefits, insurance, and paid sick leave when those benefits, insurance, and paid sick leave are on

terms identical to those to which PFR's other "national staff" are entitled. (See *Wilson v. Wilson* (App. 1 Dist. 1950) 96 Cal.App.2d 589, 593 [terms of salary and/or drawing account of partner, expressly left to future agreement, were not uncertain; Civ. Code, §§ 1643, 3541].)

Directors, by assenting to the 2013 Contract, also knew or should have known that removal of officers is "[s]ubject to the rights, if any, of an officer, under any contract of employment, . . . , either with or without cause, by the Board at any regular or special meeting thereof" (Bylaws, art. 9, § 3); and that agreement to be made pursuant to the November 8, 2013 vote electing Reese, i.e., the 2014 Contract employing her for three years, would provide for progressive discipline (see *id.*, art. V, headed TERMINATION FOR CAUSE).

As for other terms of the 2014 Contract, Defendant-individuals allegedly made themselves unaware of those terms because of their objectively unreasonable conduct, clamoring in meetings subsequent to Gray's said January 10, 2014 report as to the completed background check, demanding independent verification thereof. Notwithstanding such conduct, those terms are unessential and can be forced on each party. (*Boyd v. Bevilacqua* (App. 1 Dist. 1966) 247 Cal.App.2d 272, 286.)

It's reasonable to determine the 2014 Contract should provide for a probationary period (*id.*, art. VII), and for arbitration of any dispute arising from said Contract (*id.*, VIII). As to a fulltime executive managerial position in the local economy, an annual salary of \$105,000 with the benefits set forth in article III and severance in VI is also fair and reasonable. (See *Coleman Engineering Co. v. North Am. Aviation, Inc.* (1966) 65 Cal.2d 396, 405—406 [settling prices of change orders under construction contract].) (Even in a for-profit setting, fairness of a top executive's salary leaves no requirement that directors ratify it. 1 ALI, Principles of Corporate Governance (1992) § 5.03, p. 236.)

Conclusion

Inasmuch as analysis of the foregoing relevant contract (Bylaw and RONR) provisions and of California law applicable thereto discloses Reese is more likely than not to prevail on the merits in the instant case (see *Price v. Hibbs* (App. 5 Dist. 1964) 225 Cal.App.2d 209, 221—222 [fraudulent violation of fiduciary duties and bylaws of corporation by officers thereof is actionable tort]), the Honorable Ioana Petrou is respectfully requested to reverse the findings made in support of her June 3, 2014 order and to set it aside. Accordingly, Reese's motion should be granted.

Respectfully submitted,

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Summer Reese, Cross-defendant in pro. per.