



Dwaine B. Duckett
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EXECUTIVE SEARCH FIRMS

Recently the State Assembly passed Assembly Bill 168 into law effective January 1, 2018. This bill prohibits questions related to salary history from being asked of candidates during any part of the hiring and recruiting process. As you may know, equal pay on the basis of gender has been a hot topic as of late, and the university is committed to making progress on this front, along with continuing its efforts for pay equity with regards to other protected classes designations such as race, age and disability. We are currently taking measures to ensure all UC locations are prepared for compliance as soon as possible.

As an organization that provides executive search and recruiting services for the University of California, we expect that you will not ask candidates for this information or provide it to anyone at UC so we can all comply with the letter and spirit of AB 168.

If you have any questions, please contact me directly at Dwaine.Duckett@ucop.edu.

Sincerely,

A handwritten signature in black ink, appearing to read "Dwaine B. Duckett", with a long horizontal flourish extending to the right.

Dwaine B. Duckett
Vice President, Systemwide Human Resources