

CaseMap Facts by Issue Report

Case: Hawkins

Created: 7/11/2005 10:30:16 AM

Issue: 1 Wrongful Termination

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Sat 01/10/1998 to Wed 01/21/1998	Philip Hawkins negotiates <i>draft</i> Hawkins Employment Agreement with William Lang.	Hawkins Employment Agreement	Yes	Undisputed	Wrongful Termination	Against Us
02/??/1998	William Lang tells Philip Hawkins that he has changed his mind regarding the Hawkins Employment Agreement. It is not in force as it was never signed and changes were not finalized.	Philip Hawkins, Deposition of William Lang, p. 19, l.3.	Yes	Disputed by: Opposition	Wrongful Termination	Against Us
Tue 05/11/1999	Philip Hawkins receives Hawkins Performance Review from William Lang. Is rated a 1 " Outstanding Performer. "	Hawkins Performance Review	Yes	Undisputed	Wrongful Termination, Hawkins Deserved Termination	Heavily Against Us
Thu 09/23/1999	Philip Hawkins writes letter to William Lang complaining about the way he's being treated and alleging plan to eliminate older staff during reduction in force.	Hawkins Letter of 9/23/99	No	Undisputed	Wrongful Termination, Age Discrim Against Hawkins	Against Us

Issue: 2 Age Discrimination

There are no Facts linked to this Issue.

Issue: 2.1 Age Discrim Against Hawkins

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Fri 01/15/1999	Philip Hawkins turns 51.	Deposition of Philip Hawkins, 5:11	No	Undisputed	Age Discrim Against Hawkins	Unsure
06/??/1999	William Lang makes decision to reduce size of staff.	Deposition of William Lang, 43:19	No	Undisputed	Age Discrim Against Hawkins	Against Us
Thu 08/05/1999 #1	Philip Hawkins and William Lang meet.	????	No	Undisputed	Age Discrim Against Hawkins	Neutral
Thu 09/23/1999	Philip Hawkins writes letter to William Lang complaining about the way he's being treated and alleging plan to eliminate older staff during reduction in force.	Hawkins Letter of 9/23/99	No	Undisputed	Wrongful Termination, Age Discrim Against Hawkins	Against Us
Fri 11/12/1999	Reduction in force takes place. 55 Anstar Biotech Industries employees are let go including Philip Hawkins.		Yes	Undisputed	Wrongful Termination, Age Discrim Against Hawkins	Heavily Against Us

Issue: 2.2 Pattern & Practice

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
12/??/1996	William Lang invites Philip Hawkins to visit Anstar Biotech Industries facilities in Irvine.	Interview Notes	Yes	Prospective	Pattern & Practice	Heavily Against Us
07/??/1999	Susan Sheridan is terminated.	Deposition of Philip Hawkins	No	Undisputed	Pattern & Practice	Heavily Against Us
Thu 08/05/1999 #2	Philip Hawkins alleges that William Lang tells him "The old wood must be trimmed back hard."	Complaint, p. 8; Deposition of Philip Hawkins, p21., l2; Hawkins Letter of 9/23/99	Yes	Disputed by: Us	Pattern & Practice, Demotion	Heavily Against Us

Issue: 3 Retaliation

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
01/??/1997	William Lang offers Philip Hawkins Sales Manager position at Anstar Biotech Industries.	Interview Notes	No	Undisputed	Retaliation	Neutral
Mon 12/01/1997	Philip Hawkins promoted to Anstar Biotech Industries VP of Sales.	Interview Notes	No	Undisputed	Retaliation	Against Us

Issue: 3.1 Transfer

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Mon 08/09/1999	Philip Hawkins transferred to Anstar Biotech Industries office in Fresno.	Deposition of Philip Hawkins, p.43, l18.	No	Undisputed	Transfer, Hawkins Deserved Termination	Against Us

Issue: 3.2 Demotion

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Mon 07/12/1999	Anstar Biotech Industries second quarter sales announced. Sales have dropped by 8%.		No	Undisputed	Demotion, Hawkins Deserved Termination	Neutral
Fri 07/30/1999	Philip Hawkins demoted to sales manager.	Deposition of Philip Hawkins, p. 24, l15.	No	Undisputed	Demotion	Against Us
Thu 08/05/1999 #2	Philip Hawkins alleges that William Lang tells him "The old wood must be trimmed back hard."	Complaint, p. 8; Deposition of Philip Hawkins, p21., l2; Hawkins Letter of 9/23/99	Yes	Disputed by: Us	Pattern & Practice, Demotion	Heavily Against Us

Issue: 4 Hawkins Deserved Termination

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Mon 11/25/1996	William Lang meets Philip Hawkins while touring Converse Chemical Labs plant in Bakersfield.	Deposition of William Lang, 25:14; Interview Notes	No	Undisputed	Hawkins Deserved Termination	Against Us
Tue 05/11/1999	Philip Hawkins receives Hawkins Performance Review from William Lang. Is rated a 1 " Outstanding Performer. "	Hawkins Performance Review	Yes	Undisputed	Wrongful Termination, Hawkins Deserved Termination	Heavily Against Us
Sun 07/04/1999	Philip Hawkins allegedly makes derogatory remarks about Linda Collins to Karen Thomas during Anstar Biotech Industries Fourth of July picnic.	Interview Notes	Yes	Disputed by: Opposition	Hawkins Deserved Termination	For Us
Mon 07/12/1999	Anstar Biotech Industries second quarter sales announced. Sales have dropped by 8%.		No	Undisputed	Demotion, Hawkins Deserved Termination	Neutral
Mon 08/09/1999	Philip Hawkins transferred to Anstar Biotech Industries office in Fresno.	Deposition of Philip Hawkins, p.43, 118.	No	Undisputed	Transfer, Hawkins Deserved Termination	Against Us

Issue: 5 Damages

There are no Facts linked to this Issue.

Issue: 5.1 Failure to Mitigate

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Tue 12/14/1999	Philip Hawkins turns down job offer from Converse Chemical Labs.	Rumor William Lang heard	No	Prospective	Failure to Mitigate	For Us

Issue: 5.2 Lost Wages

There are no Facts linked to this Issue.

Issue: 5.3 Mental Anguish

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
01/??/2000	Philip Hawkins is diagnosed as suffering Post Traumatic Stress Disorder.		No		Mental Anguish	For Us