

**Phillip Hawkins v.
Anstar Biotech Industries**

Case ReportBook

Authored by:

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Statement of Confidentiality

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Introduction

This ReportBook contains three reports we developed based on information gathered in our initial investigation of this case.

The reports are a Cast of Characters (a listing of the people and organizations central to the matter), a Fact Chronology, and a Document Index.

It's important to understand that these reports are rough drafts based on our limited understanding of the case, not polished or final work product. In fact, the reason we've sent you this ReportBook is so you can give the information in it a very hard edit. Your review is a critical step in the case analysis process. When you find an item that needs editing, please just mark up the report in question.

There are four tasks we would like you to complete:

1. Check for accuracy. For example, make sure the names of persons and organizations are properly spelled.
2. Fill in any blanks you can. For example, you'll see places on the Fact Chronology where we had to use partial dates, e.g., just year or just month and year. If possible, fill in the missing portion of the date. You'll also find a column called "Potential Sources" on the Fact Chronology. Please enter the names of any persons who might be able to testify about a fact in its Potential Sources cell.
3. Improve our descriptions. You'll surely spot events on the Facts Chronology that could be better or more fully described.
4. The most important step. Determine what's missing from each report and add it. What people and organizations aren't present on the Cast of Characters? What key case events are missing from the Fact Chronology? What important documents don't appear on the Document Index? If there isn't space on the reports for the items you need to add, please just use blank sheets of paper.

As soon as you've finished these steps, please return the marked up ReportBook to us. We'll enter your edits in our case analysis database and send you an updated version of the ReportBook for your files.

We greatly appreciate your assistance with this ReportBook editing exercise!

**Phillip Hawkins v.
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Cast of Characters

Cast of Characters

Object Type = Person or Object Type = Organization (14 of 26)

Object Type	Full Name	Role In Case
Person	Linda Collins	Anstar Biotech Industries Sales Manager - Philip Hawkins made derogatory comments about her to Karen Thomas at company 4th of July picnic.
Person	Randy Fosheim	Anstar Biotech Industries plant manager - Was at the 4th of July Picnic where Philip Hawkins apparently made derogatory remarks to Linda Collins. Survived the Reduction in Force.
Person	Anne Freeman	Plaintiff damage expert
Person	Philip Hawkins	Plaintiff - Former Vice President of Sales at Anstar Biotech Industries.
Person	Robert Kalinski	Defense age discrimination expert
Person	William Lang	CEO of Anstar Biotech Industries. Negotiated, but never finalized Hawkins Employment Agreement with Philip Hawkins. Decided that poor financial forecasts required Reduction in Force.
Person	George Regan	Henkle & Lee employee in charge of Anstar Biotech Industries audit. First to notice that Philip Hawkins was booking sales without invoicing until the following month.
Person	Susan Sheridan	Former Anstar Biotech Industries employee terminated prior to Philip Hawkins. Has her own suit against Anstar Biotech Industries. We can expect her to back up key portions of Philip Hawkins story.
Person	Karen Thomas	HR Manager at Anstar Biotech Industries - Heavily involved in the Reduction in Force planning. Survived the Reduction in Force.
Person	Frank Varvaro	Anstar Biotech Industries salesperson - Expected to testify that Philip Hawkins leaned on him to book fake sales. Survived the Reduction in Force.
Organization	Anstar Biotech Industries	Defendant
Organization	Converse Chemical Labs	Where Philip Hawkins worked before Anstar Biotech Industries.
Organization	EEOC	

Cast of Characters

Object Type = Person or Object Type = Organization (14 of 26)

Object Type	Full Name	Role In Case
Organization	Henkle & Lee	Accounting firm that audits Anstar Biotech Industries. Discovered irregularities in marketing expenses.

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Fact Chronology

Fact Chronology

Date & Time	Fact Text	Potential Source(s)
10/??/1996	<p>Welcome to CaseMap 5! <i>The next several facts explain a few CaseMap features. The Hawkins case starts below on 11/25/96.</i></p>	
Sat 10/12/1996	<p>You're looking at a new feature in CaseMap 5 -- you can now use bold, italic, underline, and color to format text in Description fields like Fact Text and Sources.</p> <p>You're used to employing rich text feature like bold in your word-processor, but it's unlikely you've found them available in a database application like CaseMap. That's because rich text behavior is extremely difficult to implement in database programs.</p>	
Tue 10/15/1996	<p>CaseMap 5 makes it easy to create a PDF of any spreadsheet. Just click the Print to Adobe PDF button on the toolbar above. (It's two buttons to the right of the plain old Print button.</p> <p>You don't even need to own a full Acrobat license and have it installed on your computer to create PDFs of CaseMap reports. The PDF capability is built directly into CaseMap 5.</p>	
Fri 10/18/1996	<p>ReportBooks are another important new aspect of CaseMap 5. A ReportBook is a compilation of reports along with cover, table of contents, report specific title pages, and so on.</p> <p>CaseMap 5 includes pre-built ReportBooks. Modify these as you wish. You can also create ReportBooks from scratch.</p> <p>Please Print Preview of one of the ReportBooks in this example case. This will give you a much better sense of the impressive work product CaseMap 5's new ReportBook functionality make it easy to create.</p> <p>Select ReportBook on CaseMap's main menu, then choose any of the pre-built ReportBooks listed, and click Preview on the fly out menu.</p>	
Fri 10/25/1996	<p>To learn more about CM5's new features, please read What's New in CaseMap 5 on the Help menu.</p>	
11/??/1996	<p>This cell demonstrates CaseMap's AutoSizing cell feature. Please select it. When you do you'll notice that the size of the cell automatically increases to show you all of the text.</p>	

Fact Chronology

Date & Time	Fact Text	Potential Source(s)
**	<p>When you leave the cell, it collapses back to its normal size. But each time you reenter it, it expands so you can easily read and edit the entire contents.</p> <p>You can also press the ENTER key on your keyboard to add hard returns in your text.</p> <p>Try typing in this cell and see how it grows. Just start typing ...</p>	**
Mon 11/18/1996	<p>CaseMap also features live spell checking. This fact contains a number of spelling mistakes. Select the cell and you'll see that a wavy red line appears below each spelling error. Right click a misspelled word and a shortcut menu appears with suggestions.</p> <p>CaseMap also offers AutoCorrect as well as legal term and medical term dictionaries for the spell checker.</p>	
Fri 11/22/1996	<p>This cell discusses CaseMap's Linked File Indicator feature. When you select this cell, note that a paperclip icon displays at the left end of the row.</p> <p>When this icon appears, it indicates that the selected record mentions documents that are linked to external files, e.g., their images. When you click the paperclip icon, a list of objects with external links is displayed. The list is organized by the field in which the object is mentioned. You can display any of the linked files by selecting an item in the list.</p> <p>Try clicking the paperclip icon at the left of this row to see the result.</p>	
Mon 11/25/1996	William Lang meets Philip Hawkins while touring Converse Chemical Labs plant in Bakersfield .	
12/??/1996	William Lang invites Philip Hawkins to visit Anstar Biotech Industries facilities in Irvine.	
01/??/1997	William Lang offers Philip Hawkins Sales Manager position at Anstar Biotech Industries.	
Mon 01/13/1997	Philip Hawkins joins Anstar Biotech Industries as a Sales Manager.	
Mon 12/01/1997	Philip Hawkins promoted to Anstar Biotech Industries VP of Sales.	
Sat 01/10/1998 to Wed 01/21/1998	Philip Hawkins negotiates draft Hawkins Employment Agreement with William Lang.	
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	

Fact Chronology

Date & Time	Fact Text	Potential Source(s)
**	finalized.	**
Fri 01/15/1999	Philip Hawkins turns 51.	
Tue 05/11/1999	Philip Hawkins receives Hawkins Performance Review from William Lang. Is rated a 1 "Outstanding Performer."	
06/??/1999	William Lang makes decision to reduce size of staff.	
07/??/1999	Susan Sheridan is terminated.	
Sun 07/04/1999	Philip Hawkins allegedly makes derogatory remarks about Linda Collins to Karen Thomas during Anstar Biotech Industries Fourth of July picnic.	
Mon 07/12/1999	Anstar Biotech Industries second quarter sales announced. Sales have dropped by 8%.	
Fri 07/30/1999	Philip Hawkins demoted to sales manager.	
Thu 08/05/1999 #1	Philip Hawkins and William Lang meet.	
Thu 08/05/1999 #2	Philip Hawkins alleges that William Lang tells him "The old wood must be trimmed back hard."	
Mon 08/09/1999	Philip Hawkins transferred to Anstar Biotech Industries office in Fresno.	
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.	
Fri 11/12/1999	Reduction in force takes place. 55 Anstar Biotech Industries employees are let go including Philip Hawkins.	
Mon 11/22/1999	Philip Hawkins files suit.	
Tue 12/14/1999	Philip Hawkins turns down job offer from Converse Chemical Labs.	
01/??/2000	Philip Hawkins meets with Susan Sheridan	
01/??/2000	Philip Hawkins is diagnosed as suffering Post Traumatic Stress Disorder.	

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Document Index

Document Index

Date	Full Name	Author(s)	Recipient(s)	Description
06/??/1998	Hawkins Employment Agreement			
08/??/1999	Hawkins Performance Review	William Lang	Philip Hawkins, William Lang	
Thu 09/23/1999	Hawkins Letter of 9/23/99	Philip Hawkins		
Wed 11/10/1999	Lang Reduction In Force Memo	William Lang	Anstar Biotech Industries Staff	
Fri 11/19/1999	Lang Memo to Regan	William Lang	George Regan	