

CaseMap Summary Judgment Report

Case: Hawkins

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Wrongful Termination

Fact	Source
Sat 01/10/1998 to Wed 01/21/1998 -- Philip Hawkins negotiates draft Hawkins Employment Agreement with William Lang.	Hawkins Employment Agreement
Tue 05/11/1999 -- Philip Hawkins receives Hawkins Performance Review from William Lang. Is rated a 1 "Outstanding Performer."	Hawkins Performance Review
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

Age Discrim Against Hawkins

Fact	Source
Fri 01/15/1999 -- Philip Hawkins turns 51.	Deposition of Philip Hawkins, 5:11
06/??/1999 -- William Lang makes decision to reduce size of staff.	Deposition of William Lang, 43:19
Thu 08/05/1999 #1 -- Philip Hawkins and William Lang meet.	Deposition of Philip Hawkins, 12: 2
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
Fri 11/12/1999 -- Reduction in force takes place. 55 Anstar Biotech Industries employees are let go including Philip Hawkins.	ABI Memo of 11/11/99

Pattern & Practice

Fact	Source
07/??/1999 -- Susan Sheridan is terminated.	Deposition of Philip Hawkins, 45:10-19

Retaliation

Fact	Source
01/??/1997 -- William Lang offers Philip Hawkins Sales Manager position at Anstar Biotech Industries.	Deposition of Hawkins, p. 201, l 12 – 20.
Mon 12/01/1997 -- Philip Hawkins promoted to Anstar Biotech Industries VP of Sales.	Lang Letter of 12/01/97

Transfer

Fact	Source
Mon 08/09/1999 -- Philip Hawkins transferred to Anstar Biotech Industries office in Fresno.	Deposition of Philip Hawkins, p.43, l18.

Demotion

Fact	Source
Mon 07/12/1999 -- Anstar Biotech Industries second quarter sales announced. Sales have dropped by 8%.	Deposition of Philip Hawkins, p. 144 l 14-16.
Fri 07/30/1999 -- Philip Hawkins demoted to sales manager.	Deposition of Philip Hawkins, p. 24, l15.

Hawkins Deserved Termination

Fact	Source
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
Tue 05/11/1999 -- Philip Hawkins receives Hawkins Performance Review from William Lang. Is rated a 1 "Outstanding Performer."	Hawkins 199 Performance Review
Mon 07/12/1999 -- Anstar Biotech Industries second quarter sales announced. Sales have dropped by 8%.	
Mon 08/09/1999 -- Philip Hawkins transferred to Anstar Biotech Industries office in Fresno.	Deposition of Philip Hawkins, p.43, l18.