

**Phillip Hawkins v.  
Anstar Biotech Industries**

***Fact Chronology***

Authored by:

**Chris Attorney  
[Your Organization Name Here]**

Tuesday, February 01, 2005

Fact Chronology

2/1/2005 1:28 PM

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
10/??/1996	<p><b>Welcome to CaseMap 5!</b> <i>The next several facts explain a few CaseMap features. The Hawkins case starts below on 11/25/96.</i></p>			Undisputed		→
Sat 10/12/1996	<p><b>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.</b></p> <p>You're used to employing rich text feature like <b>bold</b> 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>	<p><b>You can also use color, etc., in any custom Description fields you create.</b></p>		Disputed by: Opposition		↑
Tue 10/15/1996	<p>CaseMap 5 makes it easy to <b>create a PDF of any spreadsheet.</b> 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>			Undisputed		↑
Fri 10/18/1996	<p><b>ReportBooks</b> 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>			Undisputed		↑

Fact Chronology

2/1/2005 1:28 PM

	Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
	**	<p><b>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.</b></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 <i>What's New in CaseMap 5</i> 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> <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>			Undisputed		↑
	Mon 11/18/1996	<p>CaseMap also features <b>live spell checking</b>. This fact contains a nuber speling misakes. 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>			Undisputed		↑

## Fact Chronology

2/1/2005 1:28 PM

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
**	CaseMap also offers AutoCorrect as well as legal term and medical term dictionaries for the spell checker.	**	**	**	**	**
Fri 11/22/1996	<p>This cell discusses CaseMap's Linked File Indicator feature. When you select this cell, note that a <i><a href="#">paperclip icon</a></i> 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>	Hawkins Employment Agreement, Hawkins Performance Review		Undisputed	Wrongful Termination	↑
Mon 11/25/1996	William Lang meets Philip Hawkins while touring Converse Chemical Labs plant in <b>Bakersfield</b> .	Deposition of William Lang, 25:14; Interview Notes		Undisputed	Hawkins Deserved Termination	↘
12/??/1996	William Lang invites Philip Hawkins to visit Anstar Biotech Industries facilities in Irvine.	Interview Notes	✓	Prospective	Pattern & Practice	↓
01/??/1997	William Lang offers Philip Hawkins <b>Sales Manager</b> position at Anstar Biotech Industries.	Interview Notes		Undisputed	Retaliation	→
Mon 01/13/1997	<b>Philip Hawkins joins Anstar Biotech Industries as a Sales Manager.</b>	Anstar Biotech Industries Employment Records		Undisputed		→
Mon 12/01/1997	Philip Hawkins promoted to Anstar Biotech Industries VP of Sales.	Interview Notes		Undisputed	Retaliation	↘
Sat 01/10/1998 to	Philip Hawkins negotiates <b>draft</b> Hawkins	Hawkins Employment	✓	Undisputed	Wrongful Termination	↘

Fact Chronology

2/1/2005 1:28 PM

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Wed 01/21/1998	Employment Agreement with William Lang.	Agreement	**	**	**	**
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.	✓	Disputed by: Opposition	Wrongful Termination	↘
Fri 01/15/1999	<b>Philip Hawkins turns 51.</b>	Deposition of Philip Hawkins, 5:11		Undisputed	Age Discrim Against Hawkins	?
Tue 05/11/1999	Philip Hawkins receives Hawkins Performance Review from William Lang. Is rated a 1 " <b>Outstanding Performer.</b> "	Hawkins Performance Review	✓	Undisputed	Wrongful Termination, Hawkins Deserved Termination	↓
06/??/1999	William Lang makes decision to reduce size of staff.	Deposition of William Lang, 43:19		Undisputed	Age Discrim Against Hawkins	↘
07/??/1999	Susan Sheridan is terminated.	Deposition of Philip Hawkins		Undisputed	Pattern & Practice	↓
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	✓	Disputed by: Opposition	Hawkins Deserved Termination	↗
Mon 07/12/1999	Anstar Biotech Industries second quarter sales announced. Sales have dropped by 8%.			Undisputed	Demotion, Hawkins Deserved Termination	→
Fri 07/30/1999	Philip Hawkins <b>demoted</b> to sales manager.	Deposition of Philip Hawkins, p. 24, l15.		Undisputed	Demotion	↘
Thu 08/05/1999 #1	Philip Hawkins and William Lang meet.	????		Undisputed	Age Discrim Against Hawkins	→
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	✓	Disputed by: Us	Pattern & Practice, Demotion	↓

## Fact Chronology

2/1/2005 1:28 PM

Date & Time	Fact Text	Source(s)	Key	Status +	Linked Issues	Eval by CA
Mon 08/09/1999	Philip Hawkins <b>transferred</b> to Anstar Biotech Industries office in Fresno.	Deposition of Philip Hawkins, p.43, 118.		Undisputed	Transfer, Hawkins Deserved Termination	⬇
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		Undisputed	Wrongful Termination, Age Discrim Against Hawkins	⬇
Fri 11/12/1999	Reduction in force takes place. 55 Anstar Biotech Industries employees are let go including Philip Hawkins.		✓	Undisputed	Wrongful Termination, Age Discrim Against Hawkins	⬇
Mon 11/22/1999	<b>Philip Hawkins files suit.</b>	Complaint		Undisputed		➔
Tue 12/14/1999	Philip Hawkins turns down job offer from Converse Chemical Labs.	Rumor William Lang heard		Prospective	Failure to Mitigate	↗
01/??/2000	Philip Hawkins meets with Susan Sheridan	Rumor William Lang heard		Prospective		?
01/??/2000	Philip Hawkins is diagnosed as suffering <b>Post Traumatic Stress Disorder.</b>				Mental Anguish	↗