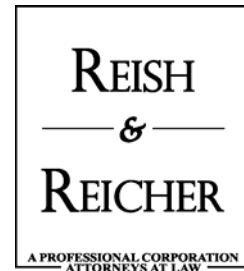


A Sample of Employment Cases Handled by Reish & Reicher Attorneys



CIVIL LITIGATION OR GOVERNMENT AGENCY MATTERS

1. A manufacturing company was sued by its former CEO to set aside a general release he signed in exchange for a large severance package and for damages, claiming that he was really fired because he complained of alleged unlawful business practices. We aggressively defended the case, unearthed a significant downside for the Plaintiff, and settled the case on a confidential basis for a fraction of the amount sought by the Plaintiff. [Los Angeles Superior Court]
2. Defended a manufacturing client sued for sexual harassment by an employee who quit while under suspicion of financial misconduct. We confronted Plaintiff at her deposition with her criminal activity and resume fraud and then asked Plaintiff to specify every alleged incident of sex harassment. The case soon settled at mediation, in part because Plaintiff's lies had caught up with her and she could not physically or emotionally withstand the stress of a jury trial. [Los Angeles Superior Court]
3. Represented a professional film lab in litigation brought by a former employee over access to medical insurance benefits. We removed the case to Federal Court. Plaintiff dismissed the case after we filed our ERISA preemption/improper party motion to dismiss and we also put Plaintiff on notice of an intended Rule 11 sanctions motion. [United States District Court, Central District of California]
4. Defended two sales employees hired by our California electronics design and installation firm who were sued for unfair competition and non-compete breaches under Pennsylvania law. Following accelerated discovery and a multi day injunction trial in Philadelphia, the court refused to enjoin the two employees from working for our client, and found that there was no trade secret theft or unfair competition. Plaintiff then dismissed its case. [United States District Court, Eastern District of Pennsylvania]
5. Defended a plastic mold injection company against age and national origin discrimination, wrongful termination and breach of contract claims. We disposed of the case via summary judgment motion. [Los Angeles Superior Court]
6. Defended a manufacturing company against civil claims for wrongful termination in violation of public policy by independent contractors who claimed they were employees, before the DLSE on alleged unpaid overtime claims, and before the EDD and IRS on failure to withhold employment and income taxes on allegedly misclassified workers. [Los Angeles Superior Court; California Department of Labor Standards Enforcement; California Employment Development Department; and Internal Revenue Service]
7. Defended a medical products company against claims for wrongful termination, trade libel and antitrust brought by the company's former sales team. Prosecuted unfair business practices and RICO cross-claims upon discovery that former sales team had secretly set up competing manufacturing and sales network while still employed by the client. [United States District Court, Central of California and Los Angeles Superior Court]

8. Defended an educational services company client sued for wrongful termination, racial discrimination and fraudulent inducement of employment. We saw little liability exposure to our client; but the Plaintiff had a highly unrealistic sense of its value and refused to try mediation to resolve the case. After the first three days of arbitration trial, capped by our aggressive cross-examination of the Plaintiff, the case settled for a nominal amount and was dismissed. [American Arbitration Association, Los Angeles]
9. Defended a non-union, film media client sued Unfair Labor Practices involving alleged intimidation and retaliation for union organizing activities. We also advised on lawful ways to oppose union organizing and conduct an informational campaign, and engaged consultants to aid our client in that effort. The Union lost the representation election and we convinced them to drop the ULP claims. [National Labor Relations Board]
10. Obtained a Restraining Order prohibiting a manufacturing client's employee, who had threatened to stab a co-worker and then bring his guns to work and start shooting, from contact with the company or any of its employees at work or at home. We then brought in and coordinated private security, law enforcement and psychiatric professionals to bring a non-violent close to the situation. We negotiated a "resignation" of employment and advised our client to pay COBRA medical insurance premiums for a period of time so the employee could continue psychiatric treatment. [Los Angeles Superior Court]
11. Defended a national, consumer audio products retailer and its CEO against claims by its former national sales manager that he was discriminated against on the basis of age in violation of the ADEA and wrongfully terminated. The case was successfully concluded in summary judgment. [United States District Court, Central District of California]
12. Represented a chemical dye manufacturer against senior managers who, in violation of trade secret, confidentiality, non-interference and non-solicitation provisions in an employment contract, started a competing company using the former employer's formulas, customer lists and vendor lists. [Los Angeles Superior Court and United States Bankruptcy Court, Central District of California]
13. Represented a non-profit corporation against its former president in an action for breach of implied contract, conversion, misappropriation, breach of fiduciary duty, fraud and restitution regarding the embezzlement of funds and coordinated with law enforcement to obtain a criminal conviction. [Orange County Superior Court]
14. Defended a record company and its officers against a former employee's claims of wrongful termination, breach of contract and fraudulent inducement of contract. [United States District Court, Central District of California]
15. Defended a national insurance company against claims of wrongful termination by a long-term employee. [United States District Court, Central District of California]
16. Defended a national insurance company in an arbitration in which a former employee claimed to be entitled to hundreds of thousands of dollars in commissions and service charges. We successfully defended the claims, and recovered a judgment against the former employee, establishing that he had submitted false new business reports, and thereby received excess commission payments. [American Arbitration Association]

17. Defended a manufacturer against claims for various alleged violations of ERISA, including claims of discrimination for the purpose of interfering with attainment of plan benefits in violation of ERISA §510. Successfully concluded action by summary judgment. [United States District Court, Central District of California]
18. Represented a national construction and maintenance company in a gender discrimination case. Plaintiff dismissed the case when her counsel saw our lack of jurisdiction motion to dismiss. [Los Angeles Superior Court]
19. A former worker sought to disgorge over \$700,000 of commissions paid our creative services company client under the Talent Agency Licensing Act. After cross-examination at trial that was quite embarrassing for the Plaintiff, our client offered to let the Plaintiff drop the case and not pursue him for malicious prosecution. The Plaintiff dismissed the case. [California Department of Labor Standards Enforcement]
20. Defended a restaurant client was investigated by, and sued in a proceeding before, the California Labor Commissioner because management took part of the gratuities left by patrons. Prior to trial, most employee claims were settled for 50% or less on the dollar. We then aggressively tried the case in an administrative court against the few remaining employees who were awarded only a portion of the amount they sought. [California Department of Labor Standards Enforcement]
21. Defended an import/export company and its majority shareholder against claims of sexual harassment and discrimination. [Los Angeles Superior Court]
22. Defended a manufacturing company and officers accused of sexual harassment. [Los Angeles Superior Court]
23. Defended a federal contractor in an administrative investigation by the California Labor Commission on behalf of 40 former employees seeking unpaid wages in exchange for benefits waivers. [California Department of Labor Standards Enforcement]
24. Defended a national manufacturer against claims by regional distributor for alleged wrongful termination of distributorship and breach of distributorship agreement. Case resolved in mediation for less than 20% of plaintiff's demand. [Los Angeles Superior Court]
25. Represented a postproduction company in an administrative proceeding before the California Labor Commissioner regarding claims for non-payment brought by an employee. [California Department of Labor Standards Enforcement]
26. Defended a teleproduction company against a former employee's claims of wrongful termination and breach of alleged agreement for ownership in the company. [Los Angeles Superior Court]
27. Represented a rehabilitation services company sued by a competitor for unfair competition and misappropriation of trade secrets, including inducing employees to switch employment and misappropriation of customer lists, referral lists and existing cases. [Los Angeles Superior Court]
28. Defended a rehabilitation company in an administrative action initiated by a former employee who alleged unpaid overtime, expense reimbursement and penalties. [California Department of Labor Standards Enforcement]

29. Defended an employee and an entertainment industry company owner in an administrative proceeding involving claims of sexual harassment and discrimination. [California Department of Fair Employment and Housing]
30. Represented a medical group in an administrative proceeding initiated by a former employee who claimed she was discharged in violation of public policy against age discrimination. [California Department of Fair Employment and Housing]
31. Prosecuted claims by a national consulting firm for misappropriation of trade secrets and breach of fiduciary duty against an executive who resigned to start a new local office of a competitor. [Los Angeles Superior Court]
32. Defended a medical partnership against claims of a former employee-partner for wrongful termination, accounting and wrongful dissolution. [Los Angeles Superior Court]
33. Defended a law firm and its principal against claims by an associate attorney of religious discrimination based upon alleged failure to reasonably accommodate for religious holidays. [Los Angeles Superior Court]
34. Prosecuted claims by an office equipment supplier against a former employee for embezzlement. [Los Angeles Superior Court]
35. Defended a senior management team who resigned and opened a new local division of a national contracting firm against unfair competition, misappropriation of trade secrets and breach of fiduciary duty claims. [United States Bankruptcy Court]
36. Defended a computer peripheral manufacturer and its chief executive officers and former shareholders against claims of breach of employment agreement and fraud by employee claiming stock ownership interest and rights as shareholder after acquisition of company by competitor. Case settled at mandatory settlement conference for approximately 10% of the plaintiff's demand.
37. Represented an automobile company to collect sanctions against a plaintiff and his attorney after judgment of dismissal in a wrongful termination action. [Los Angeles Superior Court]
38. Defended a wood products company against claims for retaliation under Labor Code §132A. [Workers Compensation Appeals Board]
39. Defended a manufacturing company against claims by a minority shareholder of wrongful discharge in violation of public policy against age discrimination. [Los Angeles Superior Court]
40. Defended an electronic equipment manufacturer against discrimination claims by a former employee that he was fired in violation of a California Labor Code provision that protects discussion of wages among employees. [California Department of Labor Standards Enforcement]
41. Defended an office products company against pregnancy discrimination and wrongful termination claims. [Los Angeles Superior Court]
42. Represented a sports instruction company against a former employee in an action for unfair competition. Employee started competing business with the former employer's customer list and customers. [Los Angeles Superior Court]

43. Defended an entertainment service company against a former employee's claims under California Labor Code §132A that the employer retaliated against her for seeking Worker's Compensation benefits. [Workers Compensation Appeals Board]
44. Prosecuted claims by the president of an environmental company for wrongful termination and submitted contract claims to arbitration. [Los Angeles Superior Court and American Arbitration Association]
45. Assisted an equipment rental company in the investigation and termination of its general manager suspected of running a competing business while still employed. Prosecuted a civil action for trade misappropriation, breach of fiduciary duty and unfair competition against the former employee. [Los Angeles Superior Court]
46. Defended an accounting firm against a former employee's claims under California Labor Code §132A that the firm retaliated against her for seeking Worker's Compensation benefits. [Workers Compensation Appeals Board]
47. Obtained a decision by a state agency not to prosecute claims on behalf of a terminated employee who claimed hearing impairment discrimination. [California Department of Fair Employment and Housing]
48. Defended an engineering company accused by a state agency of misclassifying workers as independent contractors instead of as employees. Agency sought employment and income taxes plus penalties for alleged failure to withhold. [California Unemployment Insurance Appeals Board]
49. Represented a business services company in a CUIAB Appeal to establish that a former employee had been terminated for diversion of customers to a new employer and not for alleged disability discrimination. [California Unemployment Insurance Appeals Board]
50. Defended a school board member against sexual harassment claims made by a school employee. [Los Angeles Superior Court]
51. Defended a law firm against unpaid wages and penalties claims by an independent contractor who claimed he was an employee. [California Department of Labor Standards Enforcement]
52. Defended a sports equipment manufacturer against claims of sexual harassment and wrongful termination. [United States District Court, Central District of California]
53. Defended a marketing company against claims of disability discrimination before a state agency. [California Department of Fair Employment and Housing]
54. Defended an educational services company against claims of age and disability discrimination and retaliation claims under California Labor Code §132A before various state agencies. [California Department of Fair Employment and Housing and Workers Compensation Appeals Board]