

## AGE DISCRIMINATION CASES

“Retirement is wonderful!! We thank God (and you) every day that we moved forward with our legal action . . . . It helped insure we can really enjoy this stage of our lives and be comfortable knowing our money will outlast us and hopefully help our children and grandchildren! Life is good John and you were very instrumental in making it that way!” - SA

“John [LaRosa] represented me in an employment matter. He was professional, responsive and clearly discussed all the details and possible outcomes of my case. I highly recommend John.” - SB

<b>Nature of Case</b>	<b>Results</b>	<b>Jurisdiction</b>
Age Discrimination; Constructive Discharge; Demotion	Obtained a settlement for a 67 year old Trademark Paralegal of a Fortune 500 apparel company who was demoted with a reduction in pay and forced to resign because of her age.	United States Equal Employment Opportunity Commission
Age Discrimination in Employment; Forced Resignation	Procured a settlement for a 58 year old executive told he would be fired if he did not retire.	United States Equal Employment Opportunity Commission
Race Discrimination; Age Discrimination	Obtained a settlement for a 61 year old, African-American Fraud Investigator of a bank who was discharged by her younger, Caucasian supervisor for allegedly poor performance after the client received numerous awards during her more than 30 years of service.	United States Equal Employment Opportunity Commission
Reverse Race Discrimination and Age Discrimination; Non-renewal of Contract	Obtained a six figure settlement for a then 55 year old Caucasian public school principal whose contract was non-renewed by her African-American superintendent who previously stated publicly that she wanted more “African-Americans” and more “young people” in leadership roles.	United States District Court For the District of Delaware

Age Discrimination; Sex Discrimination; Unpaid Administrative Leave; Performance Improvement Plan	Obtained a settlement for an award-winning, 50 year old, female Director of a healthcare system arising from her younger, male supervisor's placement of her on a 5 month performance improvement plan ("PIP"), placement of her on unpaid administrative leave, and discharge of her less than 4 months after issuing her the 5 month PIP.	United States District Court For the District of Delaware
Retaliation; Age Discrimination; Termination of Employment	Negotiated a settlement and health benefits for one year for a 55 year old marketing director of a Fortune 500 company who was fired less than 6 weeks after he filed a charge of age discrimination against its president who is 15 years younger than him.	United States Equal Employment Opportunity Commission
Denial of Promotion; Retaliation; Involuntary Transfer; Sex and Age Discrimination in Employment	Won an EEOC determination of cause for discrimination and eventually procured a five figure settlement for a 48 year old female executive denied a promotion and involuntarily transferred to another department after she complained of sex and age discrimination by her younger male manager.	United States Equal Employment Opportunity Commission
Delaware Whistle Blowers' Protection Act and Sex and Age Discrimination	Procured a settlement for a 47 year old female Store Manager of a national pharmacy chain who was fired less than four months after she internally reported a younger male vice president after he unsuccessfully tried to flirt with her, made ageist comments about her age, and physically grabbed her.	United States District Court For the District of Delaware
Age Discrimination; Termination of Employment	Procured a six figure settlement for a 60 year old railroad engineer fired by his 28 year old general manager after refusing to commute nearly 3 hours to a job.	United States District Court For the Eastern District of Pennsylvania
Delaware Worker's Compensation Improvement Act; Perceived Disability and Age Discrimination	Procured a settlement for an EMT/Firefighter who was forced to undergo a fitness for duty test, suspended just nine months after filing a workers' compensation claim for a knee injury, and encouraged to resign by the president of the fire company who said, "Let's face it. You are 45."	United States Equal Employment Opportunity Commission