

**LARGE RECOVERIES**

“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

“[Y]ou present yourself in a very professional manner at all times . . . . It has become a pleasure knowing you . . . . You are developing qualities not generally acquired by most attorneys. I know you are going to become recognized as one of Delaware’s best attorneys.” - EJR

<b>Nature of Case</b>	<b>Results</b>	<b>Jurisdiction</b>
Severance; Negotiation	Negotiated a severance package of more than 20 months’ base salary worth in excess of half of a million dollars for the President of a healthcare insurance company without asserting any legal claims.	Out-of-Court Settlement
Breach of Contract; Wage Payment and Collection Act; Merger; Breach of the Covenant of Good Faith and Fair Dealing	Assisted as local counsel in obtaining a six figure settlement for the President of a software sales start-up company who was wrongfully discharged by its CEO to avoid paying him a Retention Bonus and other earned compensation after the employer merged with a competitor.	<b>Delaware Superior Court</b>
Procedural Due Process under the Fourteenth Amendment and 42 U.S.C. § 1983; Denial of Promotion	Obtained a six figure recovery on behalf of three, long time police Sergeants each denied promotion to Lieutenant in favor of two, less experienced officers including a Corporal in violation of state law requiring that Lieutenant promotees have at least two years time in grade as Sergeants.	United States District Court For the <b>District of Delaware</b>

<p>Warn Act Violations; Mass Layoff, Plant Closings</p>	<p>Assisted as local Delaware counsel in obtaining a large settlement of a class action brought by 45 named employees on behalf of a class of over 250 workers subject to a mass layoff who were not provided sufficient advance written notice of the terminations of their employment as required by federal law.</p>	<p>United States <b>B</b>ankruptcy Court For the <b>D</b>istrict of <b>D</b>elaware</p>
<p>Government discrimination; Race discrimination in contracts.</p>	<p>Obtained a six figure recovery for an African-American President of a business denied a contract with a state college because of his race.</p>	<p>United States District Court For the <b>D</b>istrict of <b>D</b>elaware</p>
<p>Quid Pro Quo Sexual Harassment; Pregnancy Discrimination; and Retaliation; Reduction in Force</p>	<p>Procured a large settlement for a female Lab Technician whose job was eliminated as part of an alleged reduction in force by the married male Executive Director of a global Research and Development organization after he impregnated her and she returned from pregnancy leave and ended his affair with her.</p>	<p>United States <b>E</b>qual <b>E</b>mployment <b>O</b>pportunity <b>C</b>ommission</p>
<p>Sexual orientation discrimination</p>	<p>Obtained a six figure contract buyout for a homosexual public school principal whose contract was non-renewed because of her sexual orientation.</p>	<p>Delaware <b>D</b>epartment <b>O</b>f <b>L</b>abor Division of Industrial Affairs</p>

<p>Shareholders' Agreement; Executive Compensation; Arbitration; Breach of contract</p>	<p>Obtained a six figure structured settlement for a retired President and minority shareholder of a medical practice who expanded the practice from six to eight locations and increased the business's revenue. Upon retirement, the client was denied payment for his shares of stock and two annual bonuses and was sued by his former employer. All claims against him were dismissed as part of the settlement obtained on his behalf.</p>	<p><b>Delaware</b> Court of <b>Chancery</b></p>
<p>Reverse race discrimination and age discrimination; Non-renewal of contract</p>	<p>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.</p>	<p>United States District Court For the <b>District of</b> <b>Delaware</b></p>
<p>Racial harassment and retaliation; Unpaid Leave</p>	<p>Procured a six figure settlement package for an African-American executive placed on unpaid leave from a global pharmaceutical company after she reported racial harassment in the workplace by her Caucasian supervisors.</p>	<p>Delaware <b>Department</b> <b>Of</b> Labor Division of Industrial Affairs</p>
<p>National origin and race discrimination; Denial of promotions in local government employment</p>	<p>Obtained a \$215,000 settlement on behalf of two Hispanic police officers each denied promotion to Sergeant because of their ethnicity.</p>	<p>United States District Court For the <b>District of</b> <b>Delaware</b></p>
<p>Delaware Whistle Blowers' Protection Act</p>	<p>Obtained a \$300,000 settlement for a town manager fired for reporting the treasurer's mismanagement of public funds, the police chief's misappropriation of public resources, and non-resident developers' acts against the public interest.</p>	<p><b>Delaware</b> <b>Superior</b> Court, Kent County</p>

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
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