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HANDLING THE PROBLEM EMPLOYEE - POINTS AND PITFALLS

* **John C. Fox, Esq.** is the President and a founder of Fox, Wang & Morgan P.C., headquartered in San Jose, California in the heart of the Silicon Valley. Mr. Fox is an across-the-board employment lawyer representing employers nationwide. He leads large and complex litigation matters in state and federal courts, in cases involving trade secrets, wage-hour and discrimination class actions, wrongful termination, corporate investigations, and the use of statistics in employment matters. He also provides strategic advice for a wide range of companies nationwide relating to their employment policies and practices and helps build employment systems in a way designed to minimize legal risk. Mr. Fox was previously Executive Assistant to the Director of OFCCP, where he was in charge of all policy and enforcement matters. Mr. Fox has a broad-based view of the many legal issues involved in discrimination law and Affirmative Action compliance.

****Jay J. Wang, Esq.** is a founder of Fox, Wang & Morgan P.C. Mr. Wang is a 1999 graduate of the Georgetown University Law Center. Mr. Wang's practice focuses on employment counseling and litigation, including civil claims involving wrongful termination, harassment, wage-hour issues, and trade secret misappropriation. Mr. Wang is a frequent lecturer on employment law matters with the Santa Clara County Bar Association, and provides seminar training for clients. Mr. Wang served on the Santa Clara County Bar Association's Board of Trustees from 2005 through 2011. Mr. Wang has served as Chairman of the Santa Clara County Bar Association's Labor & Employment Executive Committee, as well as Chairman of the Santa Clara County Bar Association's Professionalism Committee.

*****Alexa L. Morgan, Esq.** is a founder and Partner of Fox, Wang & Morgan P.C. Her practice focuses on virtually all areas of employment law before both state and federal courts, as well as administrative agencies. She regularly handles employment litigation matters involving complex class action issues, workplace discrimination, sexual harassment, wrongful termination, and wage claims. Ms. Morgan also regularly counsels employers on various preventative measures in order to decrease their exposure to employment litigation. She is also active in the pro bono community, having successfully represented clients in employment, guardianship, unlawful detainer, and education-related matters. Prior to founding Fox, Wang & Morgan, Ms. Morgan was an Associate at Manatt, Phelps & Phillips, LLP and at Gibson, Dunn & Crutcher LLP.

THIS OUTLINE IS MEANT TO ASSIST IN A GENERAL UNDERSTANDING OF THE CURRENT LAW RELATING TO EMPLOYMENT LAW. IT IS NOT TO BE REGARDED AS LEGAL ADVICE. COMPANIES OR INDIVIDUALS WITH PARTICULAR QUESTIONS SHOULD SEEK ADVICE OF COUNSEL.

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