CONFIDENTIAL ATTORNEY-CLIENT PRIVILEGED

CLIENT FILE: REBECCA MARTINEZ

Client ID:	LAW-001
Full Name:	Rebecca Martinez
Phone:	(415) 555-0191
Email:	r.martinez@email.com
Address:	2847 Pine Street, San Francisco, CA 94115
Employer/Defendant:	TechFlow Solutions Inc.
Case Type:	Wrongful Termination
Case Status:	Active - Discovery Phase
Settlement Demand:	\$250,000

CASE DETAILS AND ANALYSIS

Client was terminated on March 15, 2024, after filing a workers' compensation claim for repetitive stress injury. Employee handbook states progressive discipline policy, but client received no warnings. Supervisor made statements about "troublemakers" and workers' comp being expensive. Client worked as Senior QA Engineer for 3 years with excellent performance reviews. LEGAL ISSUES: Wrongful termination in violation of public policy (Labor Code 132a), breach of implied contract (employee handbook), intentional infliction of emotional distress. DAMAGES: Lost wages \$8,500/month, benefits worth \$1,200/month, seeking reinstatement or front pay. Client experienced anxiety and depression requiring therapy.

CASE TIMELINE

- Initial incident/violation occurred
- Client consultation scheduled
- Retainer agreement signed
- Demand letter sent to opposing party
- Complaint filed (if applicable)
- Discovery phase initiated
- Mediation/settlement discussions

LEGAL STRATEGY

LEGAL STRATEGY: Pursue all available remedies under applicable state and federal law. Document all damages and maintain detailed records. Consider alternative dispute resolution to minimize costs and time. Evaluate strength of case based on evidence and witness testimony. NEXT STEPS: Complete discovery, conduct depositions, prepare expert witness reports, evaluate settlement opportunities, prepare for trial if necessary. ESTIMATED CASE VALUE: \$250,000 based on current damages assessment.