

Welcome John,

This is your customized report that FiredWithoutCause.com created for you based on the personal profile that you created.

Basic Information

You advised us that you are **40 years old**. You worked as a **Senior Management / Middle Management** with a job title of **Product Manager** for **13 years**. Based on this information, our Severance Package Calculator selected **5** cases with relevant facts that best match yours.

Notice Periods Similar To Yours

In those cases, courts awarded notice periods between **10 to 17 months** with an **average of 11.8**. Here are the cases for selected for you:

Name of Case	Province	Level of Court	Job Classification	Position	Years of Service	Employee Age	Notice Period Given	Hyperlink
Bryson v. Print Key Inc.	ON	Superior	Executive	Senior Management	13	36	10	View link
Husband v. Labatt Brewing Co.,	BC	Superior	Middle Manager	Middle Management	14	41	10	View link
Dusconi v. Fujitsu-ICL Canada Ltd.	BC	Superior	Middle Manager	Middle Management	14	38	10	View link
Chand v. Craftsman Collision Ltd.,	BC	Inferior	Executive	Senior Management	14	42	17	View link
Carscallen v. FRI Corp.,	ON	Superior	Middle Manager	Middle Management	14	43	12	View link

Information About The Cases We Selected

When we selected the best matching cases for you, we selected cases where the employee had ages between 36 and 44, who worked at the same job between 12 and 14 years, with the same job classification as yours. To help you understand how this information influenced our analysis and give you information to evaluate your position, here is how cases in our entire database breaks down:

Variable	In the Age Range 36 to 44	Within the Years of Service 12 to 14	In the Same job classification: Senior Management / Middle Management
Average	40.0 months	13.0 months	11.0 months
Middle of Range	40.0 months	13.0 months	16.5 months
Lowest	36 months	12 months	0 months
Highest	44 months	14 months	33 months

How to use this information

The superior courts in the Province in which you work will generally pay greater attention to those cases decided in your Province, assuming all other facts are the same. The superior courts in the Province in which you work will generally pay greater attention to cases decided by higher levels of court: (1) the Supreme Court of Canada; (2) the Provincial appeal court; (3) the superior court of your Province; (4) the small claims court of your Province - all in that order.

If it was available online (which is in most cases), we provided a link to the court document located in the court's electronic archives. If a case is not available, you can contact the court directly and obtain a copy of the judge's reasons for decision.

Generally, the notice period will make up the bulk of your severance package or agreement. However, you might also be entitled to stock grants, stock options, bonuses, benefits, reference letters, and other entitlements. These types of issues are unique to each case and are extremely difficult, if not impossible, to model online. Read our negotiation manual, *Improve Your Severance in Seven Steps*, to understand how to get these non-salary

entitlements. Some employers may not pay you a lump sum financial severance package or award. They may simply tell you that your employment will end after a certain number of months. This practice, while uncommon, is not illegal so long as they give you a long enough period defined by the appropriate or legal notice period.

Use our [Counter-Offer Template Letters](#) written by employment lawyers, that help you say exactly what you need to say and incorporate the cases shown in the most persuasive way to get most results for your negotiation.

If you are using a lawyer, lower your legal fees by helping your lawyer spend less time on routine, technical research. You'll get better service and more informed advice from your lawyer.

The Fine Print

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This report is not legal advice or assistance. The provision of legal advice is regulated by provincial law societies and regulators. Generally, only registered lawyers can provide legal advice. We provide statistics based on groups of cases selected based on your criteria. Only a qualified lawyer can help you tailor each case to your unique facts. We guarantee the material accuracy of the information, but don't guarantee absolute accuracy. We take great care to ensure that all of the data that we store is correct, especially when it comes to quantitative data like the years of service, age of plaintiff, and job categories. For example, if we misspell a case name, this will not affect the quantitative information that we provide. Let us know if we have made an error and we will correct it immediately, provide you with the correct information, and refund your money. We have thousands of cases in our databases, but we do not compile information in ALL employment law cases that are ever decided. We select cases that are available in a law library to enable maximum access to the public, with comprehensive reasons from the judge. We are constantly adding to our database as new cases are decided and we work backwards to incorporate older, but appropriate, cases into our database.