

conclusion that all elements of that claim were “easily satisfied” by the evidence.

IV. STATEMENT OF THE CASE

A. Factual Background.

1. The Parties.

Affiliated Mental Health Programs, Inc. provides mental health counseling and case management services to people with chronic and serious mental health issues, as well as support to their families. CP 127 (FOF 1).¹ Janice Becker is AMHP’s owner and President. *Id.* Joyce Leah Burton worked for AMHP from 2004 to 2009. FOF 2.

Beginning in January 2007, Burton was employed as AMHP’s Director. FOF 2. As Director, she was responsible for running the agency as a whole, and had ultimate responsibility for AMHP’s financial performance and stability. FOF 3; CP 23-25; RP 4-5. She also carried her own caseload of AMHP clients to whom she provided counseling. CP 24; RP 26-27.

2. The Employment Contract.

When Burton became Director, she signed an Agreement for Professional Services with AMHP (the “Contract” or “Employment

¹ “CP” refers to the Clerk’s Papers. “RP” refers to the Verbatim Report of Proceedings for April 27, 2011. “FOF” refers to the trial court’s Findings of Fact, which are at CP 127-129. “COL” refers to the trial court’s Conclusions of Law, which are at CP 129-130.