



# Jim McDonald Discusses Why Employers Are Right to Protect Themselves with PIPs

Publication

12.04.24

In a letter to the editor published in the *Wall Street Journal*, **James McDonald Jr.** responds to an article about the use of Performance Improvement Plans (PIPs). He discusses why employers implement PIPs, how they can advise employees on work performances, and provide documentation if expectations aren't met and termination is required.

To read Jim's letter to the editor visit the [Wall Street Journal](#) (subscription required).

## ***Related People***



**James J. McDonald, Jr.**

Partner

949.851.2424

Email

## ***Service Focus***

Reductions in Force (RIFs)

## ***Related Offices***

Irvine

Tampa

