
January 25, 2026

Xiangju “Jane” Zhang
21910 Vivienda Ave.
Grand Terrace, CA 92313

Re: Notice of Termination

Dear Jane,

Thank you for the opportunity to work with you as a nanny for our son Tom, born 1/12/2026. You are hereby fired, effective immediately (approximately 10 a.m. on Sunday morning 1/25/2025). You are instructed to pack up your things and leave immediately, having no further contact with baby Tom, Tina (Mom), or Sherry (Grandma). I will watch you pack and will walk you out. You can have a ride back to your husband’s house if you leave now, or you can wait outside for your husband to pick you up– it’s your option.

Our reasons for firing you are simple: you have been a complete failure as a nanny, with multiple problems that have caused us great distress. These include, but are not limited to, the following breaches of your contract:

1. Your sense of safety for our son is deficient. I personally caught you sleeping with the baby in your arms four times, which we have expressly instructed you not to do because of the risk of Sudden Infant Death Syndrome (SIDS), as well as the possibility that you smother him, he falls off the bed, or otherwise is injured. Despite me catching you sleeping with Tom multiple times, and despite me instructing you multiple times that Tom is to sleep only in the crib, you repeated the behavior and outright refused to put him in the crib. You do not seem to understand that you are a service provider and we are the customers, and you are not following our reasonable instructions. This is unacceptable and is, itself, sufficient reason to let you go. Further regarding safety/health, until recently you refused to put socks on Tom, which on at least one occasion caused his feet to get so cold that they turned purple. You refused to take responsibility for this and you said it was normal, which it was not. Although you grudgingly put Tom in a onesie and wore socks for him after this incident, the point is that you have a reckless disregard for his well-being, which is unacceptable especially for a nanny to a brand new and highly vulnerable infant.
2. You do not appear to care about caring for babies. You care more about preparing food in the kitchen, sometimes for multiple hours at a time, than caring for our baby. *We hired you to care for our baby*, not to cook meals for yourself in the kitchen or spend excessive time on food that no one actually needs and that no one asked for. Your job was to care for our baby, and you neglected that task to an extreme degree.

3. Part of your job was caring for Mom during her recovery, which would include washing bottles and checking in on her regularly. Although you provided her meals more or less as agreed, you were gone for hours at a time after parking baby Tom in her room, forcing Mom to care for him when that was primarily your job. Mom also had to wash her own bottles and prepare her own milk bottles because you were too busy talking on your phone about your next job to be bothered to help her.
4. You routinely left baby Tom in the crib by himself while in the kitchen or elsewhere, forcing the rest of us to check on him regularly when you were not doing your job. You had Sherry watch the baby for extended periods, which defeats the purpose of hiring a nanny in the first place. You also often let the baby sit with dirty diapers or wet blankets until Mom or Sherry reminded you to change him, and this also is unacceptable.
5. You complained about me waking you up while checking on baby Tom in the early morning hours, while apparently not realizing that the only reason I had to check on Tom was that I didn't trust you to care for him properly after catching you multiple times sleeping with him in your arms. If you had done your job properly, I would not have bothered you. And it should not be bothersome to you for a dad to check on his newborn child, no matter how often that occurs.

Overall, we got the sense that you are only out for yourself and that you don't actually like caring for babies, which is inconsistent with the job of a special nanny. Why are you even a nanny when you don't actually like caring for babies? The whole point of hiring you was to make our lives easier, not harder, and you horribly failed in that effort because our lives are much harder with the stress and worry that stems from you not doing your job. Don't bother asking us for a reference because your behavior is inexcusable and completely dissatisfying.

Despite that we didn't get what you agreed to provide, we are paying you out for a full 12 days of work (morning of January 13, 2025 to morning of January 25, 2025) plus the extra "boy care" fee via Zelle, cash, and our previously paid deposit. I will drive you back to your husband's house right now, or you can have him pick you up within one hour. Do not attempt to persuade us to change our minds; we have all had enough of you and we hope you improve your behavior in the future. Please do not make a scene or cause any problems with your departure, because I am fully prepared to remove you from Sherry's property myself, or contact Three Oaks security or law enforcement to do the same, if necessary.

Sincerely,



Andrew G. Watters, Esq.