



The Due Process Advocate

*"No Person shall be . . . deprived of life, liberty, or property without the due process of law"
- Fifth Amendment of the United States Constitution*

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HOME DEPOT UPPER MANAGEMENT TURNS EMPLOYEE'S AMERICAN DREAM INTO NIGHTMARE

New Hampshire business woman, Barbara Stringer, began her almost 20-year career at Home Depot as a cashier and worked her way upward for the next 19 ½ years to an Assistant Store Manager. By all accounts, Barbara Stringer was a "natural" customer service person. She's been described as a super "people-person" by many of her peers and past associates at Home Depot; the perfect ambassador for Home Depot's quest to be number one in the industry. Her husband, Mike, explained that "Barbara lived and breathed ORANGE, always going way above the call of duty to keep a store running smoothly."

In fact, Barbara Stringer's outstanding performance was heralded in the fall of 2011 as Barbara appeared on the cover Home Depot's national publication "Orange" that was distributed to 300,000 Home Depot associates throughout the country.

You can imagine Barbara's surprise when she was, all of a sudden, targeted for termination by her store manager, Peter Tavano in 2012! Her employment was terminated on February 18, 2013 as set forth in detail in the CHARGE OF DISCRIMINATION received and docketed by the New Hampshire Commission for Human Rights pursuant to NH RSA 354-A. Barbara alleged that she had been verbally attacked, humiliated, undermined, ignored, and unfairly disciplined by Tavano because she was a female employee. On April 4, 2013, The EEOC issued a NOTICE OF CHARGE OF DISCRIMINATION based on SEX.

A very contentious litigation has evolved in the US District Court for the District of New Hampshire. Home Depot continues to claim that Barbara Stringer's termination was based on performance, but Barbara claims she was an outstanding employee that was terminated on the basis of sexual discrimination in a hostile work environment.

Home Depot's own private investigation report, prepared by its District Human Resources Manager, Frances Cianci, included the following:

ADDITIONAL CONCERNS OR CONSIDERATIONS:

Female over 40, African American

Has brought to the SM's attention the potential of a medical condition (no supporting detail at this time)

But the plot thickens - and gets worse!

It seems that Barbara Stringer's termination came at a time when "cost-cutting" became a major operational objective of Home Depot in their quest to rack up the best numbers as the leading American retailer of home improvement and construction products and services. Barbara Stringer insists she was terminated, in part, because she was a long-term, salaried employee with accumulated benefits and stock options. Home Depot could replace Barbara Stringer at half the cost of Barbara Stringer's salary after having worked for almost two decades. At the time she was terminated, Barbara believes that Home Depot was on a mission to reduce the number of salaried employees and continue, if not accelerate, the re-purchase and buy-back of Home Depot shares. She believes her termination had nothing to do with her performance - but everything to do with being targeted, in Barbara Stringer's own words, as being "too old, female, black, and making too much money."

Barbara Stringer predicts that the "Home Depot empire will begin to crumble as its customer base realizes that good customer service has been sacrificed for the sake of maintaining higher operating and profit margins than its rival, Lowes." She also advises Home Depot investors to "forget the hype and take a closer look at what Home Depot stock will really be worth when the focus on customer service is gone..."

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