



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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PROFOUND ADMONITION BY

TERMINATED EMPLOYEE MAY HAUNT HOME DEPOT INVESTORS

AS THE STRINGER CASE REMAINS UNRESOLVED

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. 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. On April 4, 2013, The EEOC issued a NOTICE OF CHARGE OF DISCRIMINATION based on SEX.

Ultimately, Stringer filed a formal COMPLAINT (for Discrimination, Retaliation, and Wrongful Termination) against Home Depot in the New Hampshire District Federal Court on February 16, 2016.

From the time Stringer was targeted for termination in 2012, and then throughout the entire litigation of her claims, she has fought a losing battle to assert her due process rights. In fact, the written documentation of her alleged "poor performance" (used to substantiate just cause for her termination) had gone conspicuously missing from her personnel file right after her termination. In fact, the documentation surfaced when Home Depot's counsel, M. Amy Carlin, Esq. disclosed that the documentation had suddenly been located in July of 2017; more than four years after she was terminated!

This story was first introduced in Vol. 17, No. 1 of

The Due Process Advocate in August of 2017:

*HOME DEPOT UPPER MANAGEMENT
TURNS EMPLOYEE'S AMERICAN DREAM*

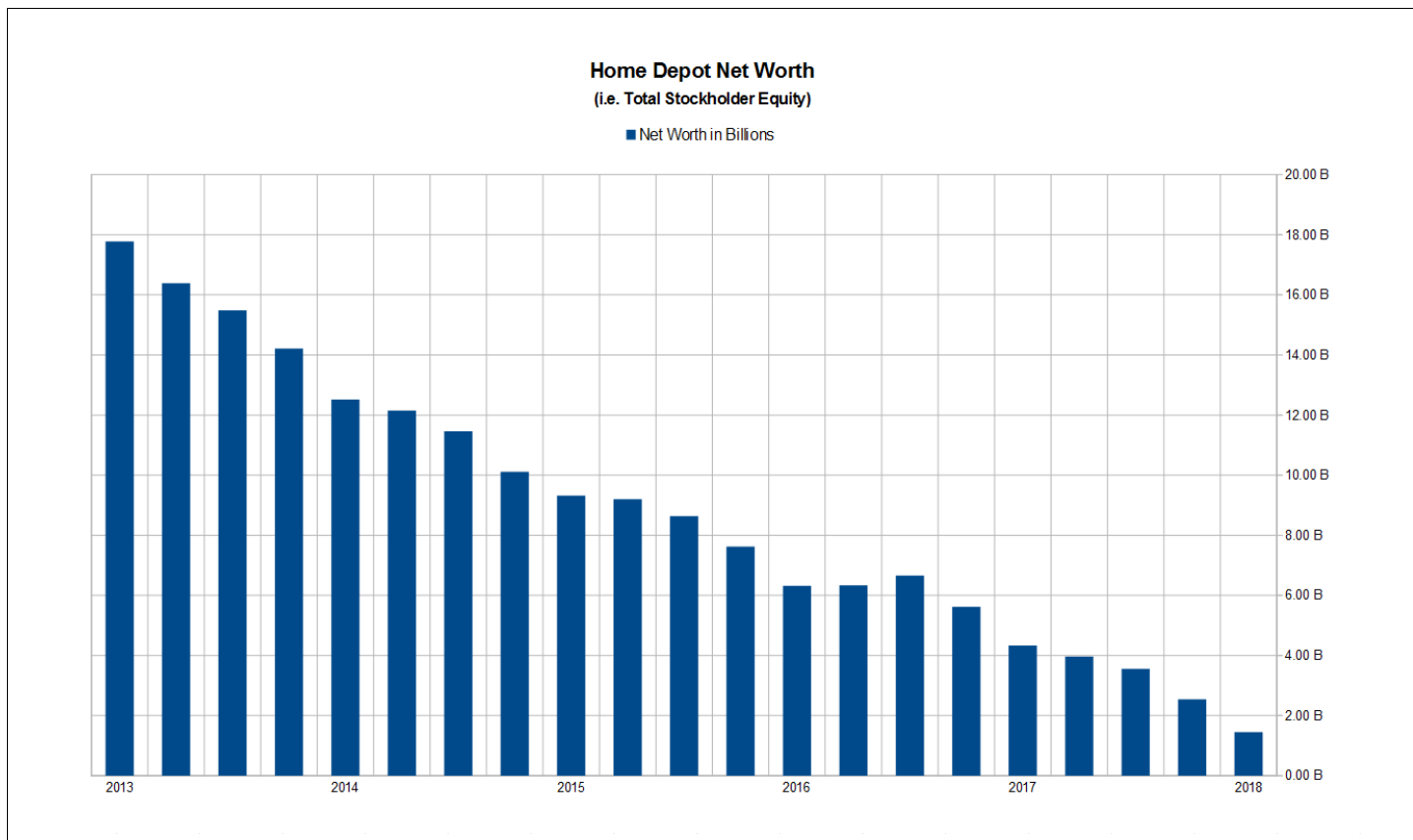
INTO NIGHTMARE.

*The edition was published as a prime
example of due process gone awry.*

Prior to that date, according to Stringer, Carlin stuck to her story that the sum and substance of Stringer's entire personnel file of record, after 19 ½ years of employment, was only 66 total pages (3.3 pages per year) and that Stringer had been given her entire file. Stringer says "that's just ludicrous" and "everyone knows that a substantial part of my personnel file is unaccounted for - and the documentation that surfaced in July of 2017 is the documentation upon which Home Depot now alleges that my performance was poor and cause for termination." Worse yet, claims Stringer, "the Court has shown an incredible bias against me in their interim decisions and orders" and that "it is painfully obvious that due process is restricted and stifled when it comes to fighting Home Depot in the federal courts - especially if you are alleging any form of discrimination or hostile work environment." Home Depot is just too big to "fail and jail."

The Stringer story, however, has now taken a profound twist. As mentioned in the prior edition, at the time she was terminated Stringer 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, she was "too old, female, black, and making too much money."

Barbara Stringer then predicted 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." Her last comment was somewhat prophetic as she admonished 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..."



Now it appears that Stringer’s look into the future viability of Home Depot was anything but far-fetched. Home Depot has implemented a corporate operational and financial strategy that has, literally, wiped out their net worth. In fact, the five-year period beginning from the time Barbara Stringer was terminated, February of 2013 to February of 2018, saw Home Depot’s net worth plunged from almost \$18 billion to less than \$2 billion. Home Depot’s stockholders now own an interest in a company that is worth, very conservatively, less than 10 percent of what it was worth five years ago.

Asked what her current advice is, Barbara Stringer replied, "Take your money out of Home Depot and invest it in a company that actually believes in customer service."

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