

Horton v. Trident Society et. al. Case Summary

I had the privilege of representing Felicia Horton, a married mother of five children and three grandchildren. Felicia has worked hard her entire life. She was employed by Trident Society, its affiliates and parent corporation, Service Corporation International (“SCI”) as an “independent sales representative”. SCI illegally misclassified her and all the salespeople as independent contractors, to increase profits on the backs of its employees. In addition, Felicia was subjected to a steady and unrelenting barrage of sexual harassment by her sales manager, Guy Allen. Allen had sexually harassed numerous women prior to Felicia which included sexual molestation, perverted sexual advances and language, degrading comments about women, intimidation, and retaliation. When women raised concerns, they were mocked, threatened, terminated or force to quit. Three months prior to Felicia’s hire, the VP of HR recommended the termination of Allen which was disregarded by the CEO. Because SCI enabled Allen’s predatory behavior, Felicia became his next target.

After years of litigation without an offer and a three-week trial, a judgment was obtained and eventually paid in the amount of \$2,463,935 nearly four years after I took on Felicia’s case. Along the way, I also pursued claims for fourteen other salespeople, recovering an additional \$1,325,000. In the end, SCI paid a total of \$3,788,935. This was possible because of Felicia’s courage, the “me-too” female witnesses who testified, the assistance of my co-counsel (Carl Lewis and Jason Whooper) and associates (Heidi Brown and Arcelia Magana), my support staff (Gina Hicke, Malia Johnson and Beth Diachenko), and the support of our respective families. The road was long and difficult but with faith, trust, determination and a fair judge, justice prevailed. SCI eventually fired Allen and fixed its illegal pay practices. We all proudly made things better for others.

