ehm v. Wal-Mart Stores, Incorporated

ase 2:07-cv-10168-LPZ-RSW

Document 1 Filed 01/10/2007 Receipt Number

Page 1 of 20

Doc. 1

38994

### UNITED STATES DISTRICT COURT IN THE EASTERN DISTRICT OF MICHIGAN SOUTHERN DIVISION

Exhibit A

JULIE ANN ROEHM,

Plaintiff,

٧.

Case: 2:07-cv-10168
Assigned To: Zatkoff, Lawrence P
Referral Judge: Whalen, R. Steven
Filed: 01-10-2007 At 09:13 AM
REM ROEHM V WAL-MART STORES INC
(EW)

WAL-MART STORES, INC.,

Defendant.

### NOTICE OF REMOVAL OF CIVIL ACTION

Defendant Wal-Mart Stores, Inc. ("Wal-Mart"), by and through its attorneys, Dykema Gossett PLLC, gives notice that the above action is removed from the Oakland County Circuit Court to the United States District Court for the Eastern District of Michigan, Southern Division. In support of removal, Defendant states as follows:

- On or about December 15, 2006, an action was commenced against Wal-Mart in the Circuit Court for the County of Oakland, State of Michigan, entitled "Complaint And Demand For Jury Trial" and designated as Case No. 06-079562-CK.
- Copies of the Summons, Complaint and Jury Demand were served upon Wal-Mart via its registered agent for service on December 20, 2006. Copies of the Summons, Complaint and Jury Demand are attached hereto as Exhibit A.
- 3. The Summons, Complaint, and Jury Demand attached hereto as Exhibit A constitute all process, pleadings and orders served upon or received by Wal-Mart in this action.
- 4. This Court has original jurisdiction based upon diversity of citizenship, pursuant to 28 U.S.C. § 1332, because, as set forth more fully below, this is a civil action wherein the amount in controversy exceeds the sum or value of \$75,000.00, exclusive of interest, costs and attorney fees, and is between citizens of different states.

- At the time this action was commenced, and at all times since, including at the 5. time this Notice of Removal of Civil Action is filed, Wal-Mart was and is a corporation organized under and existing by virtue of the laws of the State of Delaware, and having its principal place of business in the State of Arkansas. Wal-Mart was and is a citizen of the States of Delaware and Arkansas, and Wal-Mart is not now and has never been a citizen of the State of Michigan, where this action was brought, within the meaning of 28 U.S.C. § 1332(c).
- Wal-Mart is informed and believes that since approximately 1998, including at 6. the time this action was commenced and at the time this Notice of Removal was filed, Plaintiff is and has been a citizen of the State of Michigan. Plaintiff admits that she currently maintains a residence in Oakland County, Michigan. See, Exhibit A, Complaint at ¶ 1. Although Plaintiff asserts that she "temporarily relocated" her family from their "home" in Michigan to a "house" in Arkansas for less than a year while she was employed by Defendant, see id. at ¶ 11, Plaintiff does not allege that she at any time established a domicile in the States of Arkansas or Delawarc.
- In accordance with L.R. 81.1(a) and (b) and 28 U.S.C. § 1332(a), the amount in 7. controversy exceeds the sum or value of \$75,000.00, exclusive of interest, costs and attorneys fees. In support of its allegation that Plaintiff's Complaint sets forth a claim in excess of the jurisdictional amount required by 28 U.S.C. § 1332(a), Wal-Mart submits upon the following facts and reasons:
  - breach of contract, Complaint alleges Plaintiffs' a. misrepresentation, and claim and delivery. Consistent with state court practice, Plaintiffs' Complaint does not specify the sum sought as damages. Rather, the Complaint indicates that Plaintiffs seek an amount in excess of the jurisdictional requirement of that court, which is \$25,000.
  - Though the Complaint does not plead a specific amount in controversy in b. excess of the jurisdictional amount, Plaintiff does seek to recover actual damages, including, but not limited to: severance pay in the amount of \$325,000, see Exhibit A, Complaint at ¶ 10; stock options valued at approximately \$500,000, see id. at ¶ 8; a restricted stock award with an approximate value of \$300,000, see id.; and Annual Incentive Payments worth up to \$406,250, see id.

- If the allegations in Plaintiffs' Complaint are proven to be true, the amount c. in controversy exceeds the sum or value of \$75,000.00, exclusive of interest, costs and attorneys fees.
- This Notice of Removal is filed within thirty (30) days after service upon Wal-8. Mart of the initial pleadings as required by 28 U.S.C. § 1446(b).
- The Oakland County Circuit Court is located in the Eastern District of Michigan, 9. Southern Division.
- A Notice of Filing Notice of Removal to Federal Court and a copy of this Notice 10. of Removal of Civil Action have been filed with the Circuit Court for the County of Oakland, State of Michigan, as required by 28 U.S.C. § 1446(d), and copies of the same have been served upon Plaintiff's counsel as verified by the attached proof of service.
- Based upon the foregoing, Wal-Mart is entitled to remove this action to this Court 11. under 28 U.S.C. § 1441.

WHEREFORE, Defendant gives notice of removal of this cause of action from the Circuit Court for the County of Oakland to this Court.

Respectfully submitted,

DYKEMA GOSSETT PLLC

Debra M. McCulloch (P34995)

رseph A. Ritok, Jr. (P25472)

Attorneys for Defendant

39577 Woodward Avenue, Suite 300

Bloomfield Hills, MI 48304

(248) 203-0785

GIBSON, DUNN & CRUTCHER LLP

Eugene Scalia

Karl G. Nelson

David J. Debold (P39278)

Of Counsel for Defendant

1050 Connecticut Avenue N.W.

Washington, D.C. 20036

(202) 955-8500

DATE: January 10, 2007

## CERTIFICATE OF SERVICE

I hereby certify that on January 10, 2007, a true and correct copy of the foregoing Notice of Removal was served by certified mail, return receipt requested, upon the following counsel of record:

John F. Schaefer B. Andrew Rifkin The Law Firm of John F. Schaefer 380 N. Old Woodward, Suite 320 Birmingham, MI 48009 (248) 642-6665 Attorneys for Plaintiff

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The Law Firm of John F. Schaefer					
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Birmingham, MI 48009 (248) 642-6655	;		1		
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MC 01 (3/02) SUMMONS AND COMPLAINT

MCR 2.102(B)(11), MCR 2.104, MCR 2.105, MCR 2.107, MCR 2.113(C)(2)(a),(b), MCR 3.205(A

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### IN THE CIRCUIT COURT FOR THE COUNTY OF OAKLAND

RECTIVED FOR FILING GAKEAND COUNTY CLERK

JULIE ANN ROEHM, Individually,

Plaintiff,

'06 DEC 15 P3:58

No.: 06-

-CK

VS.

8Y..... No.: No.: Hon.:

WAL-MART STORES, INC., a Delaware Corporation

Defendant.

THE LAW FIRM OF JOHN F. SCHAEFER

JOHN F. SCHAEFER (P19948)

B. ANDREW RIFKIN (P46147)

Attorneys for Plaintiff

380 North Old Woodward Suite 320

Birmingham, Michigan 48009

(248) 642-6655

COMPLAINT AND DEMAND FOR JURY TRIAL

THE LAW FROM OF: OHN F. SCHAFFER

BIRMI NGHAH CONSIST FOINTS 48) 542-5895 (313) 881-1300 NOW COMES Plaintiff, JULIE ROEHM, by and through her attorneys, THE LAW FIRM OF JOHN F. SCHAEFER, and for her Complaint against Defendant, WAL-MART STORES, INC., she states unto this honorable Court as follows:

#### Jurisdiction and Parties

- Plaintiff JULIE ANN ROEHM maintains a residence in the City of Rochester Hills, County of Oakland, State of Michigan.
- 2. At all times relevant to this cause, Defendant WAL-MART STORES, INC. was and is a Delaware corporation, directly and or/indirectly (through wholly owned subsidiaries) maintaining retail stores and/or offices in and conducting regular and ongoing business in the County of Oakland, State of Michigan.
- 3. On January 13, 2006, Plaintiff entered into an employment contract with Defendant to employ Plaintiff as a key senior executive of the company, with major responsibilities for marketing, communications, planning, directing, coordinating and controlling overall corporate marketing and media strategy, along with a Post-Termination Agreement and Covenant Not to Compete (all of which are collectively referred to hereinafter as the "Agreement"). (Please see Exhibit A).
- 4. The Agreement was delivered to Plaintiff and executed by Plaintiff in the City of Rochester Hills, County of Oakland, State of Michigan.
- The amount in controversy exceeds the jurisdictional limits of this
   Court.00, excluding interest and costs.

THE LAW FIRM OF OHN F. SCILAEFER

#)RM:H6HAM GROESE FOINTE. (48) 642-6655 (313) 881-1300

#### Common Allegations

- Plaintiff re-alleges and incorporates the allegations set forth in paragraphs 6. above as if they were set forth fully, word for word, in this paragraph.
- At all times relevant to this Complaint, Defendant was and is responsible 7. for the actions of its employees and/or agents, as well as those persons representing themselves to be employees and/or agents of Defendant.
- As part and parcel of the Agreement, Defendant represented and 8. committed to pay to Plaintiff, in addition to a signing bonus of \$250,000 and her annual base pay of \$325,000, (1) Annual Incentive Payments up to 125% of Plaintiff's annual base salary, based upon Defendant reaching certain pre-established performance measures, (2) a restricted stock award with a value of approximately \$300,000, to be vested over a period from three to five years after the commencement of employment, (3) stock options with a value of approximately \$500,000, to be vested over a period from during the first five years after the commencement of employment, (4) and annual equity awards granted during the first quarter of each year of employment. (Please see Exhibit A).
- The Agreement further provides that Defendant would pay "Relocation" 9. benefits to Plaintiff, including up to 6 mortgage payments, so long as Plaintiff did not voluntarily leave Defendant's employ. (Please see Exhibit A).
- The Agreement also provided that if Defendant "initiates the termination of 10. [Plaintiff's] employment, [Defendant] will, for a period of one (1) year from the effective date of termination ... continue to pay [Plaintiff's] base salary at the rate in effect on the date of termination..." (Please see Exhibit A).

THE LAW FIRM ohn P. Schaefer

GROSSE POINTE MANDHINERARIS (313) 842-8655 (313) 881-1300

- 11. Based upon and in reliance upon the covenants made by Defendant in the Agreement, Plaintiff temporarily relocated her husband and children from their home in Rochester Hills, Michigan, to a house in Bentonville, Arkansas, and commenced work for Defendant on February 6, 2006.
- 12. On December 4, 2006, Defendant's CFO told Plaintiff that her employment was being terminated, ostensibly because Plaintiff "hasn't been fulfilling the expectations of an officer of the company."
- 13. Defendant provided no specific examples of any conduct by Plaintiff which did not fulfill the expectations of an officer of the company, because no such conduct exists.
- 14. Despite the fact that no such conduct exists by which Plaintiff did not fulfill the expectations of an officer of the company, Defendant told Plaintiff that her employment was terminated and that she would not receive any further compensation from Defendant beyond December 4, 2006.
- 15. Defendant further holds in its offices personal files and property of Plaintiff, but despite Plaintiff's requests to have that material returned to her, Defendant has refused.
- 16. Thereafter, agents of Defendant made false and malicious statements to the media.

#### Count I Breach of Contract

17. Plaintiff re-alleges all of the allegations recited in the preceding paragraphs.

THE LAW FIRM OF OHN F. SCHARTER PROTESTION UNITE MALES CANNOT

өнжімінам око55Е РОІНТЕ 48) 642-8655 (313) 86(-1300 18. Despite Defendant's contractual obligations – both expressed and implied
– Defendant specifically, willfully, and deliberately has breached those obligations.

Document 1

- 19. By refusing to pay Plaintiff the compensation to which she is entitled pursuant to the Agreement, and by failing to abide by the terms of the Agreement, both express and implied, Defendant has breached its Agreement with Plaintiff.
- 20. By way of example, without limitation, Defendant breached the Agreement by willfully and deliberately refusing pay Plaintiff any of the compensation to which she is entitled pursuant to the Agreement, and as described above.
- 21. By reason of Defendant's breaches of contract, Plaintiff has sustained damages, which include but are not limited to significant economic losses, monetary damages, increased costs, and attorney fees, as well as other consequential losses.
  - 22. Plaintiff has performed all conditions precedent under the Agreement.

WHEREFORE, Plaintiff respectfully requests that this honorable Court grant her judgment against Defendant in an amount in excess of the jurisdictional limits of this Court, plus exemplary and punitive damages, costs, interest, and attorney fees incurred by Plaintiff in the prosecution of this action.

# Count II Fraud and Misrepresentation

23. Plaintiff re-alleges all of the allegations recited in the preceding paragraphs.

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GROSSE POINTE (913) 881-1300

- Defendant made material representations of fact to Plaintiff that Defendant 24. would abide in good faith to the terms of the Agreement if Plaintiff entered into the Agreement and relocated her family to Arkansas. Defendant further represented that Defendant, pursuant to the Agreement, would pay all sums due and owing to Plaintiff according to the terms of the Agreement.
  - Defendant's material representations of fact to Plaintiff were false. 25.
- Defendant knew that its representations were false when they were made, 26. or Defendant made the misrepresentations recklessly, without knowledge of their truth as a positive assertion.
- Defendant made these assertions with the intention that the assertions be 27. acted upon by Plaintiff in entering into the Agreement.
- In entering into the Agreement with Defendant, Plaintiff acted in reliance 28. upon the misrepresentations of material fact made by Defendant.
- As a direct and proximate result of Defendant's misrepresentations of 29. material facts, Plaintiff has suffered, and will continue to suffer into the future, injuries and damages, including but not limited to significant economic losses, monetary damages, increased costs, attorney fees, as well as other consequential losses.

WHEREFORE, Plaintiff respectfully requests that this honorable Court grant her judgment against Defendant in an amount in excess of the jurisdictional limits of this Court, plus exemplary and punitive damages, costs, interest, and attorney fees incurred by Plaintiff in the prosecution of this action.

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# Count III Claim and Delivery

- 30. Plaintiff re-alleges all of the allegations recited in the preceding paragraphs.
- 31. Defendant remains in possession of belongings created and owned entirely by Plaintiff, with no connection whatsoever to Defendant, including but not limited to: (1) her Media Exchange files (which were left in stacks in her office), (2) all materials from all presentations and work she has done prior to her employment with Defendant, and (3) copies of the following computer Outlook folders/files: The Exchange, all personal folders, and Contacts.
  - Defendant has refused to return those belongings to Plaintiff.

WHEREFORE, Plaintiff respectfully requests that this honorable Court grant her judgment against Defendant, and/or order Defendant to return to Plaintiff forthwith all personal files and property of Plaintiff, and assess against Defendant exemplary and punitive damages, costs, interest, and attorney fees incurred by Plaintiff in the prosecution of this action.

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Respectfully submitted,

THE LAW FIRM OF JOHN F. SCHAEFER

JOHN F. SCHARFER (P19948) B. ANDREW RIFKIN (P46147)

Attorneys for Plaint off 380 North Old Woodward Suite 320 Birmingham, MI 48009 (248) 642-6655

Dated: December 15, 2006.

OHN F. SCHAEFER

BIRMINGHAM GROSSE FORKTE 148) 042-0055 (313) 881-1300 GROSSE FOINTE



#### STATE OF MICHIGAN

# IN THE CIRCUIT COURT FOR THE COUNTY OF OAKLAND

- REGEIVED FOR FILING UARLAND COUNTY SELEK

JULIE ANN ROEHM, Individually DEC 15 P3:58

Plaintiff,

No.: 06-

Hon.:

-CK

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WAL-MART STORES, INC., a Delaware Corporation

Defendant.

THE LAW FIRM OF JOHN F. SCHAEFER JOHN F. SCHAEFER (P19948)

B. ANDREW RIFKIN (P46147)

Attorneys for Plaintiff

380 North Old Woodward Suite 320 Birmingham, Michigan 48009

(248) 642-6655

JURY DEMAND

THE LAW PRIM

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GROSSE POINTE MAHDHAM 8) 842-6655 (313) 881-1300

NOW COMES Plaintiff, JULIE ROEHM, by and through her attorneys, THE LAW FIRM OF JOHN F. SCHAEFER, and hereby demands a trial by jury of the aboveentitled cause.

Respectfully submitted,

THE LAW FIRM OF JOHN F. SCHAEFER

BY: SCHADER (P19948)

B. ANDREW R**IF**KIN (P46147) Attorneys for Plaint#f

380 North Old Woodward Suite 320

Birmingham, MI 48009 (248) 642-6655

Dated: December 15, 2006.

THE LAW FIRM onn F. Schaefer

HRW/HGHAM GROSSE POINTE 18) 842-8658 (813) 881-1390

# Case 2:07-cv-10169-VTZ-COVERPSPERT 1 County illect of this Action arose Pagand 8 of 20

cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the state of the Clerk of Court for the purpose for the clerk of Court for the clerk of Court for the purpose for the clerk of Court for the purpose for the clerk of Court for the clerk

(a) PLAINTIFFS								
(a) PLAINTIFFS				DEFENDANTS				
JULIÉ ANN ROEHM				WAL-MART STORES, INC.				
(b) County of Residence of First Listed Plaintiff OAKLAND (EXCEPT IN U.S. PLAINTIFF CASES)				County of Residence of First Listed Defendant (IN U.S. PLAINTIFF CASES ONLY)  NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED.				
(c) Attorney's (Firm Name, A John F. Schaefer/B, Andrew Riff The Law Firm of John F. Schaef 180 N. Old Woodward, Stc. 320 II. BASIS OF JURISDI	kin fer <u>, Birmingham, MI 48009 / (2</u>	48) 642-6665 hily)		Dykema Gossctt PLLC MI 48304 / (248) 203-4 ITIZENSHIP OF PR	P31995)/ Joseph A. Ritok, Jr. 5, 39577 Woodward Ave., Ste. 9785 (SEE ATTACHED) RINCIPAL PARTIES (S	300, Bloomfield Hills,		
1 U.S. Government				(For Diversity Cases Only)  PTF DEF  Citizen of This State  One Box for Defendant)  PTF DEF  Citizen of This State  One Box for Defendant)				
□ 2 U.S. Government Defendant	4 Diversity (Indicate Citizenship of	of Parties in Item III)				□ 5 <b>(m</b> /s □ 6 □ 6		
				Case: 2:07-cv-10168	4.1			
IV. NATURE OF SUIT	(Select One Box Only)			Assigned To: Zatkof	f, Lawrence P	ATUTES		
CONTRACT  110 Insurance 120 Marine 130 Miller Act 140 Negotiable Instrument 150 Recovery of Overpayment Enforcemento/Judgment 151 Medicare Act 152 Recovery of Defaulted Student Loans (Excl. Veterans) 153 Recovery of Overpayment of Veteran's Benefits 160 Stockholders' Suits 190 Other Contract 195 Contract Product Liability 196 Franchise  REAL PROPERTY  210 Land Condemnation 220 Foreclosure 230 Rent Leuse & Ejectment 240 Torts to Land 245 Tort Product Liability 290 All Other Real Property	PERSONAL INJURY  3 10 Airplane 3 15 Airplane Product Liability 3 20 Assault, Libel & Slander 3 30 Federal Employers' Liability 3 40 Marine 3 45 Marine Product Liability 3 50 Motor Vehicle 3 55 Motor Vehicle 7 7 10 Motor Vehicle 1 10 Motor Vehicle 2 10 Motor Vehicle 3 10 Motor Vehicle 3 10 Motor Vehicle 3 10 Motor Vehicle 4 10 Motor Ve	PERSONAL INJURY 362 Personal Injury - Med, Malpractice 365 Personal Injury - Product Liability 368 Ashestos Personal Injury Product Liability PERSONAL PROPERI 370 Other Fraud 371 Truth in Lending 380 Other Personal Property Damage 1 385 Property Damage Product Liability PERSONER PETITION 510 Motions to Vacate Sentence Hubeas Corpus; 1 530 General 1 535 Death Penalty 1 540 Mandamus & Oth 1 550 Civil Rights 1 555 Prison Condition	200 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Referral Judge: Wha Filed: 01-10-2007 At REM ROEHM V WAL (EW)  530 Laquor Laws 640 R.R. & Truck 650 Aritine Regs. 660 Occupational Safety/Health 690 Other LABOR 710 Fair Labor Standards Act 720 Labor/Mgmt. Relations 730 Labor/Mgmt.Reporting & Disclosure Act 740 Ruilway Labor Act 750 Other Labor Litigation 751 Empl. Ret. Inc. Security Act	O9:13 AM -MART STORES INC  PROPER (Y RIGHTS  ○ 820 Copyrights ○ 830 Patent ○ 840 Trademark  SOCIAL SECURITY ○ 861 HIA (1395ff) ○ 862 Black Lung (923) ○ 863 DIWC/DIWW (405(g)) ○ 864 SSID Title XVI ○ 865 RSI (405(g))  FEDERAL TAX SUTTS ○ 870 Taxes (U.S. Plaintiff or Defendant) ○ 871 IRS—Third Party 26 USC 7609	portionment    Banking		
□ 1 Original ( 🕅 2 Rea	de Court A	nnellate Court	Rea	instated or 💛 🦪 anotho opened (speci				
VI. CAUSE OF ACTION	128 USC 8 1332	SC:			al statutes unless diversity);			
VII. REQUESTED IN COMPLAINT:	CHECK IF THIS IS UNDER F.R.C.P. 2	S A CLASS ACTION		DEMAND \$ 350,000+	CHECK YES only JURY DEMAND	demanded in complaint:		
VIII. RELATED CASI IF ANY		UDGE			DOCKET NUMBER			
DATE January 9, 2007		SIGNATURE OF AT	TORNE	Y OF RECORD  19	1472-			
FOR OFFICE USE ONLY		<del>)                                    </del>		$\overline{\mathcal{O}}$				

Eugene Scalia Karl G. Nelson David J. Debold (P39278)
Gibson, Dunn & Crutcher LLP
Of Counsel for Defendant
1050 Connecticut Avenue N.W. Washington, D.C. 20036 (202) 955-8500

Case 2:07-cv-10168-LPZ-RSW Document 1 Filed 01/10/2007 Page 20 of 20 ANT TO LOCAL RULE 83.11 Yes Is this a case that has been previously dismissed? If yes, give the following information: Court: \_\_\_\_\_ Case No.: Judge: \_\_\_\_\_ Other than stated above, are there any pending or previously 2. discontinued or dismissed companion cases in this or any other Yes court, including state court? (Companion cases are matters in which No it appears substantially similar evidence will be offered or the same or related parties are present and the cases arise out of the same transaction or occurrence.) If yes, give the following information: Court: \_\_\_\_\_ Case No.: Judge: \_\_\_\_\_ Notes: