

Network Services. She alleged that NSN committed numerous breaches of her two-year contract of employment. She claimed these breaches included her removal from the position of senior executive officer, the defendants' failure to pay her a \$30,000 bonus as guaranteed by the contract, failure to issue stock options and the repeated harassment and humiliation of the plaintiff by the defendants and their employees. The plaintiff alleged that the breaches were committed in a willful and wanton manner. The plaintiff alleged that she had no option but to leave her employment because of these breaches and the accompanying harassment by her co-workers. In addition, the plaintiff alleged that NSN Network Services conspired to cause the termination of her employment contract. She also claimed that the defendants Robert Lawrence, William Suffa and Jacor Communications improperly interfered with her employment contract. The defendants admitted that Ms. Montemayor had a written contract for employment with NSN Network Services. The defendants denied that NSN Network Services materially breached that agreement. The defendants submitted that the plaintiff was not discharged, constructively or otherwise, from her employment with NSN Network Services. Rather, the plaintiff terminated the agreement for what she termed as "good reason" on October 17, 1997, and the defendants maintained that she was not entitled to any compensation under that contract after October 17, 1997. Additionally, the defendants stated that there was no conspiracy to terminate the plaintiff's employment, and the defendants denied interfering with the plaintiff's employment contract. The defendants contended that they wished for the plaintiff to remain as an employee of NSN Network Services and they made continual efforts to have the employees of NSN Network Services work together in an effective and appropriate manner.

**Note:** The plaintiff has also filed a lawsuit for sexual harassment, to be tried in the United States District Court for the District of Colorado.

**Damages Alleged:** \$700,000 for economic damages plus non-economic damages on the tort claim and contract claim.

**Final Demand Before Trial:** In excess of \$1 million according to the plaintiff's attorney.

**Final Offer Before Trial:** \$50,000 joint offer and a confidential offer during trial according to the plaintiff's attorney.

**Plaintiff's Expert Witness:** None.

**Defendants' Expert Witness:** None.

**Verdict:** For the plaintiff and against the defendant NSN Network Services on the breach of contract claim, \$75,053.

For the defendants William Suffa and Robert Lawrence on the conspiracy claim.

For the plaintiff and against Jacor on the civil conspiracy claim. (The jury was unable to come to agreement on damages on the conspiracy claim against Jacor. The plaintiff has requested a new trial on the civil conspiracy claim against Jacor.)

For the defendants William Suffa, Robert Lawrence and Jacor Communications on the interference with contract claim.

**Timothy C. Roach v. American Standard Insurance Company of Wisconsin**

**Case No:** 98-CV-3248

**Judge:** John W. Coughlin

**Trial Dates:** November 29 - December 2, 1999

**Plaintiff's Attorney:** Sam Livingston

(The Law Office of Samuel G. Livingston)

**Defendant's Attorney:** Arthur R. Karstaedt

(Harris, Karstaedt, Jamison & Powers, PC)

**Type of Claim: Bad faith breach of insurance contract and punitive damages.**

On October 2, 1997, Timothy Roach was driving a vehicle when he rear-ended a vehicle driven by Wanda Burg. On November 17, 1997, the defendant American Family Insurance Company of Wisconsin, denied coverage and cited a lapse in coverage for failure to pay premiums. In December 1997, the plaintiff paid \$800 of his personal funds for the property damage to Wanda Burg's car, and executed a release signed by Wanda Burg's personal injury attorney; the release indicated that Mr. Roach had settled only the property component of Ms. Burg's loss, and that further claims would be presented for personal injury and/or medical bills. The plaintiff brought this lawsuit to establish that he was covered under the defendant's policy of insurance at the time of the October 1997 accident; in addition, he claimed that the defendant had acted in bad faith. The plaintiff also was seeking punitive damages. The plaintiff said that American Family initially produced its entire claims file without objection; however, it was discovered later that 20 documents had been removed from the file, including a telephone log which indicated problems with the claim denial and a statement that the company would "lose if this matter goes to court or the insurance commissioner." In October 1998, the plaintiff moved for summary judgment as to the validity of defendant's cancellation process under Colorado law. American Family confessed coverage on December 17, 1998. American Family agreed to reimburse the plaintiff for the property damage payment which he had made from his own funds plus 10% interest, and the defendant agreed to indemnify the plaintiff for any future personal injury claim by Wanda Burg. The defendant refused to pay any attorney's fees or costs incurred to that point, and the case proceeded to trial on the issue of bad faith. The plaintiff alleged that American