

**Employment Practices Liability:
Sample of U.S. Verdicts and Reported
Settlements in Excess of \$2 million**

For the period December 2006 to December 2011

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Employment Practices Liability: Settlements and Verdicts

Most people are keenly aware of the current trends and developments in litigation arising from the workplace. Discrimination, wrongful termination, defamation, breach of contract and harassment claims capture headlines and continue to crowd the dockets of state and federal courthouses around the country. The focus of the employer has turned not just to litigation strategy, but risk management and insurance.

There is a considerable demand for information about the cost and settlement value of these claims. Unfortunately, there are no comprehensive sources for such information. This is attributable to many factors; the claims may be brought before federal and state agencies, such as the EEOC and/or state and local civil rights commissions; the claims may be litigated in both state and federal courts; many settlements are not discussed because confidentiality is at a premium in such cases, particularly for the employer; employment cases are not always categorized as such; and appeals are common in employment cases.

Here we present a summary of the largest reported settlements and verdicts in the employment discrimination arena over the past five years. The cases are arranged by the size of the settlement or verdict. We have identified the state of each case and indicated whether the case was in state or federal court. When possible, we have broken out any punitive damage award. We explain a bit about the background of each case and the allegations made by the plaintiffs. Each case is categorized as “Gender Discrimination” or “Disability Discrimination” or whatever other description best identifies the case by type. The cut-off point of two million dollars is arbitrary. There are hundreds of additional cases with settlements or verdicts in excess of one million dollars, for example, but logistics preclude finding and listing them on a regular basis.

The information was gathered from many sources – jury verdict services, attorneys, newspaper articles, and numerous internet research resources. It should be noted that many, if not most, of the multi-million dollar verdicts were appealed or an appeal is pending, and the final figures may be lower. The figures do not include defense costs unless otherwise indicated.

This summary is intended to be instructional – to provide information about the potential exposure associated with resolving employment-related litigation. It does not purport to be all-inclusive. **The verdicts and settlements added to the survey since the last addition are highlighted for ease of reference.**

If you are aware of a non-confidential employment practice liability settlements or verdicts within the last five years in excess of two million dollars that is not listed here, please call or write us, or e-mail your comments and cases to: JRyan@kbrlaw.com. We appreciate all input.

EMPLOYMENT PRACTICES LIABILITY
Settlements and Verdicts in Excess of \$2 Million
(December 2006 – December 2011)

1.	<p>\$4,100,000,000: Arbitration Award (yes, billion!)</p> <p>iFreedom Communications Inc.</p> <p>May 2009 State Court: CA</p> <p>Punitive Damages: \$2,926,276,674.27</p>	<p>Breach of Contract: Plaintiff, Chief Marketing Officer, entered into employment contract with Defendant. Plaintiff claimed that during his 15 month employment, defendants were late in paying his salary, that he was not paid his salary at all for other months, and that he was not paid for the two years following his termination, which the contract called for should he be terminated without cause. Plaintiff was also denied commissions and shares of common stock that he was entitled to receive. Plaintiff asserted his termination was without cause, and defendant's reason for his termination was to retaliate against him for his efforts to obtain wages and compensation he was owed. The arbitrator found Defendant breached the contract, breached its fiduciary duty, and was in violation of numerous state and federal wage laws. The award was for unpaid salary, commissions, travel expenses, compensation for unissued stock, and unreturned intellectual property. It also included statutory penalties, attorneys' fees, and punitive damages.</p> <p>Note: Defendants did not show up at the arbitration hearing.</p>
2.	<p>\$1,250,000,000: Settlement</p> <p>U.S. Department of Agriculture</p> <p>February 2010 Federal Court: DC</p>	<p>Race Discrimination: A group of black farmers filed a lawsuit against the government alleging that the USDA deliberately excluded African-American farmers from government programs because of racism and treated the farmers unfairly with respect to lending practices between 1987 and 1997. The farmers claimed they were systematically denied USDA loans and farm subsidies by agency officers. Some farmers alleged that, even if they were awarded a loan, the agency's long delays caused the farmers to miss the planting season and they were unable to repay other debts.</p>

<p>3.</p>	<p>\$750,000,000: Settlement</p> <p>GlaxoSmithKline PLC</p> <p>October 2010 Department of Justice</p>	<p>Whistleblower Retaliation: The international pharmaceutical company has agreed to pay \$750 million to the government to resolve civil and criminal charges that the drug maker sold adulterated products to Medicaid and other government health plans. A former Quality Assurance Manager for the pharmaceutical company originally filed a lawsuit against the company in 2004 under the qui tam provision of the False Claims Act in connection with violations of government manufacturing standards at its facility in Puerto Rico run by a subsidiary. The former employee alleged that she witnessed problems at the Puerto Rico facility, brought the problems to the company's attention and was terminated shortly thereafter while the problems went unaddressed. The company will admit guilt and pay \$150 million in criminal fees and \$600 million in civil penalties. The whistleblower will receive an estimated \$96 million of that settlement.</p>
<p>4.</p>	<p>\$370,220,000: Verdict</p> <p>Georges Marciano and Beverly Wilshire Properties, Inc.</p> <p>July 2009 State Court: CA</p> <p>Punitive Damages: \$25 million</p>	<p>Defamation: The owner of a real estate company alleged that five employees conspired to steal more than \$400 million in art, wine and money from him. The five employees counter-claimed against him and his company for defamation, alleging that Mr. Marciano sent letters to the police accusing them of criminal activity, reported the stolen money as income to the IRS, and engaged in a two year crusade to torment them. After a bench trial, the judge found that the owner and the real estate company were liable for defamation, intentional infliction of emotional distress, and fraud. A jury determined that each employee was to receive approximately \$75,000,000 in damages. The owner was prohibited from providing a defense to the counter-claims after he refused to appear for a deposition.</p>
<p>5.</p>	<p>\$253,367,250: Verdict</p> <p>Novartis Pharmaceuticals Corp.</p> <p>May 2010 Federal Court: NY</p>	<p>Sex Discrimination: A class of current and former sales representatives filed a lawsuit against the drug maker alleging that between 2002 and 2007, thousands of female sales representatives were subjected to discrimination based upon their gender and pregnancy. The plaintiffs claimed the company paid them less than their male counterparts, denied them promotions and treated them unfairly because they were women and, in some cases, because they became pregnant. The jury determined that Novartis engaged in a pattern and practice of discrimination against women and awarded \$3,367,250 in compensatory damages to the named plaintiffs and \$250 million in punitive damages.</p> <p>Update: The federal court granted final approval of a \$152.5 million settlement in July 2010. Under the settlement, Novartis will pay approximately \$60 million in back pay to the class and \$40 million in compensatory damages. The lawyers for the class were awarded \$40.1 million in fees and expenses, and the witnesses and class representatives will receive \$9.8 million.</p>

6.	<p>\$95,000,000: Verdict</p> <p>Aaron's, Inc.</p> <p>June 2011 Federal Court: IL</p>	<p>Sexual Harassment: The EEOC and a former customer services representative filed a lawsuit against the large furniture chain alleging sexual harassment. The employee claimed that the store's manager gave her inappropriate nicknames and touched her inappropriately throughout her employment. The plaintiff allegedly called the company's harassment hotline to complain, but no investigator got back to her. The manager also allegedly came up behind the employee in a stock room and hit her in the head with his genitals. That same day, the manager allegedly sexually assaulted her, after which he never returned to work. The company also allegedly denied the employee a promotion for complaining about the alleged assault and harassment. The jury awarded \$15 million in compensatory damages and \$80 million in punitive damages but the federal damages cap would reduce the award to \$41.6 million. Aaron's intends to appeal this case.</p>
7.	<p>\$70,000,000: Settlement</p> <p>Disney, Universal, ABC, CBS, NBC, Fox, William Morris, Endeavor and UTA, et al.</p> <p>January 2010 State Court: CA</p>	<p>Age Discrimination: A group of 165 writers brought a class-action lawsuit against 17 major networks and production studios, along with seven talent agencies alleging widespread age discrimination and alleged violations of the Labor Management Relations Act, the Federal Age Discrimination in Employment Act, and California's Fair Employment and Housing Act. The plaintiffs alleged that the networks, studios and talent agencies unfairly squeezed out writers older than 40 in their efforts to capture younger audiences, denying them employment on dramas and situation comedies. About \$2.5 million of the settlement will be used to establish a "Fund for the Future" that will issue grants and loans to older writers to aid their careers and study ways to supplement their pensions.</p>
8.	<p>\$61,000,000: Settlement</p> <p>United States Postal Services</p> <p>May 2007 Federal Court: CO</p>	<p>Disability Discrimination: Disabled U.S. Postal Service workers filed one of the country's largest disability discrimination lawsuits alleging the Postal Service routinely placed employees with workplace disabilities into menial "rehabilitation" positions that denied them any chance for advancement. Part of the settlement includes a \$25K payout to each employee who can prove discrimination on account of their rehabilitation status.</p>
9.	<p>\$57,000,000: Settlement</p> <p>Sprint Nextel Corporation</p> <p>May 2007 Federal Court: MI</p>	<p>Age Discrimination: An age discrimination lawsuit was filed against a telecommunications giant on behalf of older employees who lost their jobs during the company's reduction in force. The company settled a similar class action in the state of Georgia in 2006.</p>

<p>10.</p>	<p>\$53,000,000: Settlement</p> <p>FedEx Corp.</p> <p>April 2007 Federal Court: CA</p>	<p>Race Discrimination: African-American and Latino drivers filed a class action lawsuit alleging racial discrimination in its employment policies and programs. The lawsuit alleges that minority workers were systematically passed over for promotions, paid less than Caucasian workers and were disciplined more frequently and harshly than Caucasian employees for similar offenses. Furthermore, it was alleged that a “Basic Skills Test” administered for employment had a discriminatory impact on workers of color.</p>
<p>11.</p>	<p>\$46,608,599: Verdict</p> <p>Republic Service Inc.</p> <p>July 2008 State Court: OH</p> <p>Punitive Award: \$43,108,599</p>	<p>Retaliation: Former manager filed lawsuit in Ohio State Court alleging he was terminated for refusing to fire older and disabled managers. Plaintiff asserted the company forged documents that criticized his job performance, wrongfully fired him and interfered with his ability to get a new job. Jury found in plaintiff’s favor and district court denied defendant’s post-trial motion to vacate. Decision is currently being appealed.</p>
<p>12.</p>	<p>\$46,000,000: Settlement</p> <p>Morgan Stanley & Co. Incorporated</p> <p>July 2007 Federal Court: DC</p>	<p>Gender Discrimination: Washington D.C. Investment firm agreed to settle gender discrimination class action. Female financial advisors alleged they were denied equal opportunity in pay and promotion because of their gender. The firm has agreed to implement policies and procedures designed to ensure equitable treatment along gender including pay increases over a five-year period for female financial advisors. The firm settled a similar lawsuit in 2004.</p> <p>Update: A federal court granted final approval of the \$46 million settlement on October 26, 2007.</p>
<p>13.</p>	<p>\$45,000,000: Settlement</p> <p>New York State Civil Service Commission</p> <p>March 2011 Federal Court: NY</p>	<p>Race Discrimination. Former and current state workers filed a class action lawsuit against the New York State Civil Service Commission on behalf of black and Hispanic state workers and job applicants alleging that a former promotions exam was discriminatory and biased. The plaintiffs also claimed that they were not giving the customary opportunity to challenge some of the answers on the exam. The State agreed to pay \$45 million to the potential 4,000 person class over the next four years.</p>

<p>14.</p>	<p>\$35,000,000: Verdict</p> <p>Individual Employees and Directors of the Department of Family and Children Services</p> <p>April 2009 State Court: GA</p>	<p>Wrongful Termination: Employee of the Department of Family and Children Services (DCFS) voiced concerns that a company used by DFCS to conduct drug testing was inflating prices and taking too many tests. After voicing these concerns, DCFS director and other individual employees who had ties to the drug testing company took out a reckless conduct warrant against Plaintiff for failing to remove children from an unsafe home. Plaintiff was subsequently suspended and fired from her job. Plaintiff alleged that the individual employees conspired with Creative Consulting, the drug testing company, to have her fired after she voiced her concerns. Defendants never answered Plaintiff's Complaint and did not appear at trial, and judgment was issued as a default.</p>
<p>15.</p>	<p>\$33,000,000: Settlement</p> <p>Citigroup Global Markets Inc.</p> <p>March 2008 Federal Court: CA</p>	<p>Gender Discrimination. A class action lawsuit was filed against an international financial conglomerate's investment banking unit alleging that female brokers were subjected to discriminatory practices in pay and promotion and were deprived of equal training and sales support. The settlement includes monitoring initiatives aimed at preventing discrimination in the workplace, including a 4-year appointment of an industrial psychologist to oversee how the bank implements changes.</p>
<p>16.</p>	<p>\$32,000,000: Settlement</p> <p>Wachovia Corp./Wells Fargo Advisors, LLC</p> <p>June 2011 Federal Court: DC</p>	<p>Sex Discrimination: Current and former female employees brought a class action lawsuit against the financial company alleging sex discrimination. The plaintiffs claimed that Wachovia afforded fewer business opportunities to women working as financial advisors than men. In addition, the plaintiffs alleged that they experienced gender discrimination in career advancement, distribution of accounts, work assignments, partnerships and teams, compensation and other terms and conditions of employment. Wachovia Corp. and its successor, Wells Fargo & Co. agreed to a \$32 million settlement of the 3,000 member class action lawsuit.</p>
<p>17.</p>	<p>\$29,400,000: Settlement</p> <p>Medline Industries, Inc.</p> <p>March 2011 Federal Court: IL</p>	<p>Whistleblower Retaliation: Medline Industries Inc. has agreed to pay a total of \$85 million to the federal government and a former employee to settle a whistleblower lawsuit accusing it of paying fraudulent kickbacks to hospitals and companies. The former employee was a distribution service manager and director of account implementation who allegedly had personal knowledge of illegal inducements the company may have granted to hospitals and companies. The employee will receive \$23.4 million and his attorney will receive \$6 million on the retaliation claim and the government will receive the balance of \$55.6 million.</p>

<p>18.</p>	<p>\$27,500,000: Settlement</p> <p>Sidley Austin Brown & Wood LLP</p> <p>October 2007 Federal Court: IL</p>	<p>Age Discrimination: The EEOC filed suit alleging that the Firm violated the Age Discrimination in Employment Act when it forced 32 lawyers out of their partnership status because of their age. According to the EEOC, three partners retired in the 1990s under the firm's alleged age-based retirement policy while the remaining 29 were expelled from partnership owing to a restructuring. The agency also argued that the lawyers were entitled to protection under the ADEA as they were treated as employees rather than employers, as they had no voice in management decisions. Although none of the former 32 partners filed a formal complaint, the agency took action on its own after publicity surrounding the demotions generated attention.</p>
<p>19.</p>	<p>\$25,916,917: Verdict</p> <p>Kmart Corporation</p> <p>August 2009 State Court: CA</p> <p>Punitive Damages: \$25 million</p>	<p>Age Discrimination: Kmart employee for 20 years was transferred to another location, resulting in a grueling commute, and was replaced by a younger employee. Plaintiff was then assigned a new district manager, who visited his store an excessive amount, constantly criticized the store, and subjected him to written discipline. Plaintiff was then terminated based on this write up. He was 64 at the time of his termination, and was 6 points away from a fully vested pension with Kmart.</p>
<p>20.</p>	<p>\$21,400,000: Settlement</p> <p>Eastman Kodak Company</p> <p>September 2010 Federal Court: NY</p>	<p>Race Discrimination: 3,000 former employees brought a nationwide class action lawsuit against Eastman Kodak Co. for race discrimination. The employees alleged the company engaged in an ongoing pattern of discrimination against its African American employees. The plaintiffs claimed that Kodak discriminated against African American employees in compensation, promotions, wage classifications and job assignments, engaged in harassment and created a hostile work environment and retaliated against certain employees. The company agreed to pay approximately \$21.4 million to settle the matter, which includes awards of \$50,000 to each of 12 named plaintiffs. An organization of past and current African American employees of Kodak - The Employees Committed for Justice - will also receive \$458,000 of the settlement</p>

<p>21.</p>	<p>\$20,000,000: Settlement</p> <p>Verizon Communications, Inc.</p> <p>July 2011 Federal Court: MD</p>	<p>Disability Discrimination: The EEOC filed suit against 24 subsidiaries of Verizon Communications alleging that the companies unlawfully denied reasonable accommodations to hundreds of employees and disciplined and/or fired them pursuant to Verizon's "no fault" attendance plans. Under the plans, if an employee accumulated a designated number of "chargeable absences," Verizon placed the employee on a disciplinary step, which could ultimately result in more serious disciplinary consequences, including termination. The EEOC charged that Verizon failed to provide reasonable accommodations for employees with disabilities, such as making exceptions to its attendance plans for individuals whose "chargeable absences" were caused by their disabilities. Verizon agreed to pay \$20 million and provide equitable relief to resolve the class disability discrimination lawsuit.</p>
<p>22.</p>	<p>\$20,000,000: Settlement</p> <p>LA Weight Loss Centers, Inc.</p> <p>December 2008 State Court: CA</p>	<p>Gender Discrimination: Final approval given to a settlement of an EEOC practice or pattern lawsuit alleging sex discrimination against male applicants in hiring.</p>
<p>23.</p>	<p>\$20,000,000: Settlement</p> <p>Walgreen Company</p> <p>July 2007 Federal Court: IL</p>	<p>Race Discrimination: In a class action lawsuit filed on behalf of African American management trainees, managers and pharmacists, it was alleged that the company engaged in a pattern of racial discrimination in its hiring and assignment decisions, wrongfully denied promotions to African-American employees seeking advancement into the "Retail Career Path" or "Pharmacy Career Path," and assigned employees to low-performing stores in minority communities with little chance for promotion opportunities. As part of the settlement, the company agreed to hire a consultant to review its employment processes and develop and implement initiatives designed to create equal opportunity employment in its selection policies for certain positions.</p> <p>Update: A federal judge granted final approval of the consent decree on March 25, 2008, which provides for payment of over \$24 million to a class of African-American workers.</p>
<p>24.</p>	<p>\$19,200,000: Settlement</p> <p>Netapp Inc.</p> <p>April 2009 Federal Court: DC</p>	<p>Whistleblower: Plaintiff was a former employee of Netapp who filed an action under the False Claims Act alleging that defendant made false disclosures and statements as to discounts it provided to commercial customers and failed to extend proper discounts to government customers. The plaintiff further alleged that a government entity paid a higher price for its goods, resulting in higher profits for the company.</p>

<p>25.</p>	<p>\$19,034,254: Verdict</p> <p>Board of Trustees of CA State University</p> <p>December 2007 State Court: CA</p>	<p>Gender Discrimination and Retaliation: Female basketball coach alleged she was subjected to a hostile work environment, harassment, and wrongful termination in retaliation for supporting female equity at the university. The defendant denied the allegations, asserting that the plaintiff was terminated for manipulating her players, disregarding university policies, and for her abusive conduct.</p>
<p>26.</p>	<p>\$19,000,000: Settlement</p> <p>Outback Steakhouse</p> <p>December 2009 Federal Court: CO</p>	<p>Gender Discrimination: EEOC filed suit on behalf of a class of thousands of female employees against the restaurant chain alleging discrimination in terms and conditions of employment at hundreds of corporate-owned restaurants nationwide. The women alleged they were denied opportunities for advancement and favorable positions at the restaurant compared to their male counterparts. The class of employees includes all women employed by Outback for three years or more since 2002. A special administrator will allocate the monetary settlement.</p>
<p>27.</p>	<p>\$19,000,000: Verdict</p> <p>Asbury Automotive Group</p> <p>August 2008 Federal Court: OR</p> <p>Punitive Damages: \$11 million</p>	<p>Race Discrimination: Plaintiffs, four African American salesmen, sued defendant claiming race discrimination and retaliation. Specifically, they alleged that they were subjected to a hostile work environment and harassment in the form of racially offensive language, and retaliated against when they opposed the discriminatory practices. Each man was awarded \$1.9 - \$2.1 million for emotional distress, and \$2.75 million in punitive damages.</p>
<p>28.</p>	<p>\$18,750,000: Settlement</p> <p>Dollar General/Dolgencorp, Inc.</p> <p>October 2011 Federal Court: AL</p>	<p>Sex Discrimination and Equal Pay Act: A former employee filed a class action lawsuit on behalf of more than 2,000 female store managers against the parent company of the large discount retailer for sex-based wage discrimination. The plaintiff alleges that female store managers were paid less than male store managers because of their gender, in violation of the Equal Pay Act and Title VII. The plaintiffs also claimed that the company's compensation practices disparately impacted female employees. The parties settled the matter for \$18.75 million and remedial measures, pending court approval.</p>
<p>29.</p>	<p>\$18,000,000: Settlement</p> <p>City of South Gate</p> <p>October 2009 Federal Court: CA</p>	<p>Race Discrimination, Harassment, and Retaliation: 16 police officers filed suits alleging that they were subjected to racial slurs, false internal investigations, unfairly disciplined, and passed up for promotions. Many said they were discriminated against due to their association with a former Latino police chief. Settlement encompassed different lawsuits, several of which had gone to verdict.</p>

<p>30.</p>	<p>\$17,550,000: Verdict</p> <p>Forest River, Inc.</p> <p>April 2009 State Court: CA</p>	<p>Breach of Contract, Fraud, Violation of the Right to Privacy: Plaintiff was hired as an RV salesman, and Plaintiff and employer agreed to a 3 percent commission compensation plan. Since the company was new, Plaintiff agreed to initially accept a lower commission rate, and the company agreed to pay the difference when it could. Employer then terminated Plaintiff, and never paid him the difference in the commission rates. Plaintiff also claimed Forest River stole his laptop, deleted thousands of files, and accessed personal information. Employer counter-claimed for conversion and misappropriation of trade secrets.</p>
<p>31.</p>	<p>\$17,500,000: Settlement</p> <p>Wal-Mart Stores, Inc.</p> <p>January 2009 Federal Court: AK</p>	<p>Race Discrimination: Class action Plaintiffs alleged that Defendant discriminated against African-Americans on the basis of race in recruiting and hiring for the position of over-the-road truck driver. Plaintiffs claimed that informal recruiting methods resulted in bias against African Americans.</p>
<p>32.</p>	<p>\$16,000,000: Settlement</p> <p>Morgan Stanley & Co.</p> <p>October 2008 Federal Court: CA</p>	<p>Race Discrimination: Plaintiff filed a class action lawsuit on behalf of a class of African American and Latino employees alleging that defendant delegated authority to distribute accounts, leads, referrals, partnership opportunities, walk-ins, call-ins, and other business opportunities to its virtually all white male branch managers, creating an unlawful adverse affect on women and minorities. The Court approved a preliminary settlement agreement of \$16 million.</p>
<p>33.</p>	<p>\$15,600,000: Non-Verdict Award</p> <p>American Airlines, Inc.</p> <p>February 2008 Federal Court: TX</p> <p>Punitive Damages: \$10 million</p>	<p>Gender Discrimination: Plaintiff flight attendant sued airline and individual defendants alleging she was subjected to a hostile work environment, harassed, and threatened. Plaintiff was awarded a default judgment of \$15.6 million against an individual defendant. The claims against the airline were dismissed on summary judgment.</p>
<p>34.</p>	<p>\$15,360,000: Settlement</p> <p>Sanofi-Aventis U.S.</p> <p>March 2010 Federal Court: NY</p>	<p>Sex Discrimination: A group of female sales employees filed a class action lawsuit against the drug company alleging sexual harassment and systemic gender discrimination in hiring, pay, and promotions. The plaintiffs also claimed that the company retaliated against employees who complained about sex bias and the sexually hostile work environment, which included lewd comments, sexual innuendo, and the managers' practice of taking male sales employees to strip clubs during out-of-town meetings. The settlement includes \$2.047 million to fund a pay equity analysis and \$4.6 million in attorneys' fees and costs.</p>

<p>35.</p>	<p>\$15,000,000: Verdict</p> <p>Flushing Hospital Medical Center</p> <p>March 2009 State Court: NY</p> <p>Punitive Damages: \$1.5 million</p>	<p>Sexual Harassment: Nurse claimed she was sexually harassed by a doctor for a 12 year period at hospital. Allegedly, doctor asked her out on dates, and then behavior escalated to unwanted touching and sexual assault. Plaintiff claimed that behavior was tolerated until the assault occurred. Hospital claimed that it was never aware of doctor's behavior.</p>
<p>36.</p>	<p>\$15,000,000: Settlement</p> <p>Circuit City Stores Inc.</p> <p>December 2008 State Court: CA</p>	<p>Age Discrimination: A class of more than 200 employees alleged violations of the ADEA and state law, specifically that they were terminated because they were over forty years of age. Plaintiffs further alleged that they were told they could reapply at a later date, but that their salaries would be comparatively less.</p>
<p>37.</p>	<p>\$13,013,439: Verdict</p> <p>Diehl Controls North America Inc.</p> <p>June 2008 State Court: IL</p> <p>Punitive Damages: \$10 million</p>	<p>Wrongful Discharge, Breach of Contract, and Defamation: Plaintiff-CEO alleged that defendant wrongfully terminated him, breached his contract, and defamed him without just cause. He was told by defendant he was terminated for gross insubordination, misconduct, negligence, and willful violations of the law. He alleged he suffered emotional distress and was unable to find other employment. Defendant asserted plaintiff was terminated for failing to follow orders and for violating company policies. Of the total verdict, \$1,013,439 was awarded for breach of contract damages and \$2,000,000 was awarded in connection with Plaintiff's defamation claim.</p>
<p>38.</p>	<p>\$12,000,000: Settlement</p> <p>3M Company</p> <p>March 2011 Federal Court: MN</p>	<p>Age Discrimination. Current and former employees filed a lawsuit against 3M Co. alleging age discrimination. The employees contended that the company's performance review system was designed to discriminate against older employees, who were downgraded more frequently than younger workers under the system. The plaintiffs also claimed that the company gave preference to younger workers in training opportunities, which led to their quicker promotions. The company agreed to pay a \$12 million settlement with nearly 7,000 current and former employees.</p>
<p>39.</p>	<p>\$12,000,000: Settlement</p> <p>Xerox Corp.</p> <p>September 2008 Federal Court: NY</p>	<p>Race Discrimination: Class of approximately 1500 African-American current and former sales representatives alleged discrimination in assignments, compensation, and promotions. Plaintiffs alleged African American employees were assigned to sales regions in predominantly black communities or less lucrative industry sectors, depressing their commission-based pay. \$4 million of the settlement was for plaintiffs' counsel fees.</p>

<p>40.</p>	<p>\$11,950,000: Settlement</p> <p>Wal-Mart Stores</p> <p>July 2010 Federal Court: KY</p>	<p>Sex Discrimination: The EEOC filed a lawsuit against Wal-Mart's Kentucky distribution center on behalf of approximately 4,000 rejected female applicants alleging gender discrimination in violation of Title VII. The EEOC claimed that the distribution center engaged in a pattern or practice of sex discrimination in hiring for entry-level positions by regularly hiring male applicants for warehouse order filler positions and excluded female applicants who were equally or better qualified. The EEOC claimed that Wal-Mart employees in charge of hiring told the women that entry-level order filling positions were not suitable for females and that they mainly hired 18 to 25-year-old males for such jobs. Plaintiffs argued that although there was a physical component to the job, Wal-Mart failed to conduct strength testing or abilities testing. If a female applicant indicated that she could lift the weight, she was not allowed to prove her claim, plaintiff's counsel argued. Wal-Mart denied the allegations and argued that few applicants of either sex had the physical strength to do the order filler job; that women, on average, are not as strong as men; and that hiring decisions were based on the applicants' qualifications, not any improper basis. The parties reached an \$11.95 million settlement prior to trial. As part of the settlement, Wal-Mart agreed to pay \$11.7 million in back wages and compensatory damages, its share of employer taxes and up to \$250,000 in administrative fees. Wal-Mart agreed to offer preferential hiring for members of the class, which could include more than 4,000 women.</p>
<p>41.</p>	<p>\$11,700,000: Settlement</p> <p>Wal-Mart Stores, Inc.</p> <p>March 2010 Federal Court: KY</p>	<p>Sex Discrimination: The EEOC filed a lawsuit alleging that the Kentucky distribution center denied warehouse jobs to female applicants from 1998 through February 2005. The EEOC claimed Wal-Mart regularly hired male entry-level applicants for warehouse positions, but excluded equally or better qualified female applicants. Hiring managers allegedly told applicants that order filling positions were not suitable for women, and that they hired mainly 18- to 25-year-old males for order filling positions. The settlement included \$11.7 million in back wages and compensatory damages, employer taxes, and up to \$250,000 in administration fees. The consent decree also requires Wal-Mart to provide order filler jobs to female class members and to submit reports to the EEOC detailing its compliance with the decree.</p>

<p>42.</p>	<p>\$11,600,000: Verdict</p> <p>Madison Square Garden</p> <p>October 2007 Federal Court: NY</p>	<p>Gender Discrimination and Retaliation: A female executive filed suit against MSG alleging it failed to take remedial action with respect to her complaints of sexual harassment and instead terminated her in retaliation for complaining. Plaintiff alleges that when she rebuffed the sexual advances of a male executive, he began to undermine her position and made disparaging comments about her and called her a “bitch” and a “ho.” The jury found that despite repeated complaints, MSG ignored the harassment and instead terminated her. The award was for punitive damages only; compensatory damages for economic losses are to be decided at a later date. Defendants have announced they will appeal.</p>
<p>43.</p>	<p>\$11,441,559: Verdict</p> <p>Southern California Permanente Medical Group</p> <p>December 2008 State Court: CA</p>	<p>Retaliation and Defamation: Plaintiff worked in the radiology department of Defendant-medical center. Plaintiff advocated for medically appropriate health care of his patients. Soon after, Plaintiff was informed by human resources that allegations of sexual harassment and inappropriate racial comments were made against him. Defendant said these claims had merit and it required plaintiff to resign. Plaintiff alleged he was defamed and retaliated against for his advocating for better health care. He alleged he was rebuked by the department chief for requiring employees to adhere to protocols. Jury found that the discrimination allegations against plaintiff were without merit.</p>
<p>44.</p>	<p>\$11,000,000: Settlement</p> <p>Federal Bureau of Investigations</p> <p>September 2007 Federal Court: DC</p>	<p>Gender Discrimination. Current and former female professional support staff at the U.S. Federal Bureau of Investigation filed a class action lawsuit alleging that they were improperly denied promotion and advancement opportunities for which they were reasonably qualified. Plaintiffs allege they were rejected or deterred from seeking placement into managerial and administrative positions because they lacked prior investigative experience, a qualification that was neither job-related nor consistent with business necessity.</p>
<p>45.</p>	<p>\$10,742,500: Verdict</p> <p>Avaya, Inc.</p> <p>June 2008 State Court: NJ</p> <p>Punitive Damages: \$10 million</p>	<p>Age Discrimination: Plaintiff alleged he was terminated from position as business relationship manager in September 2003 as part of a purge of older workers carried out by a new department head. The department head fired eight people, all but one of whom was replaced by a younger worker. The average age of those fired was 49, and the average replacement’s age was 35. Defendant maintained layoff selections were based on performance.</p>

<p>46.</p>	<p>\$10,592,000: Verdict</p> <p>UBS Financial Services, Inc.</p> <p>May 2011 State Court: MO</p> <p>Punitive Damages: \$10 million</p>	<p>Sexual Harassment and Retaliation: Plaintiff, a client service associate, sued UBS Financial Services Inc. and her former supervisor for sexual harassment, gender discrimination and retaliation. The plaintiff alleged her supervisor sexually harassed her by making sexual comments, talking about his sex life, commenting on her breast size, showing her sexually offensive e-mails, looking down her blouse, and calling her at home. Plaintiff reported the sexual harassment to her managers, who removed her from their accounts, decreasing her workload and her compensation. Plaintiff then filed a formal internal complaint. The company launched an investigation and allegedly concluded that she either lied about the behavior or invited it, and did not take any action to prevent the ongoing behavior. Plaintiff subsequently filed a Charge of Discrimination against the company and was terminated the following month. The jury found in favor of plaintiff and awarded her \$10,592,000, which includes \$10 million in punitive damages.</p>
<p>47.</p>	<p>\$10,000,000: Settlement</p> <p>Roadway Express and YRC, Inc.</p> <p>September 2010 Federal Court</p>	<p>Race Harassment and Discrimination: The EEOC brought three race harassment and discrimination lawsuits against the large freight hauling company. The EEOC alleged that the company subjected black employees at two of its Illinois facilities to a racially hostile working environment and racial discrimination. The EEOC claimed that black employees were subjected to multiple incidents of hangman's nooses, racist graffiti, racist comments, and racist cartoons, and were also subjected to harsher discipline and scrutiny than their white counterparts. The company also allegedly gave more difficult and time-consuming work assignments to black employees than white employees. Moreover, the company allegedly failed to take effective corrective action despite black employees' complaints about a these conditions over the years. The court granted preliminary approval to a \$10 million, five-year consent decree, which covers over 300 African-American employees who worked at the Illinois facilities as dockworkers and janitors.</p>
<p>48.</p>	<p>\$9,200,000: Verdict</p> <p>AME Financial Corp.</p> <p>October 2009 Federal Court: GA</p> <p>Punitive Damages: \$7.5 million</p>	<p>Sexual Harassment and Retaliation: Former employee alleged that she experienced sexual harassment, including being groped, and other physical and inappropriate sexual conduct by Defendant's CEO. She also alleged retaliation, asserting AME tried to get her fired from her new job after she filed the lawsuit. Court determined Plaintiff's allegations occurred as a matter of law due to gross misconduct of defense lawyer – jury was only asked to determine damages.</p>

<p>49.</p>	<p>\$9,120,000: Verdict</p> <p>Curtiss-Wright Corp.</p> <p>February 2007 State Court: NJ</p> <p>Punitive Damages: \$4.56 million</p>	<p>Gender Discrimination: Executive sued aircraft manufacturer claiming failure to promote on account of her gender. She further alleged she was wrongfully terminated after she filed a lawsuit.</p>
<p>50.</p>	<p>\$9,100,000: Settlement</p> <p>Dell Inc.</p> <p>July 2009 Federal Court: TX</p>	<p>Gender Discrimination and Retaliation: Two female employees filed class action on behalf of female employees in certain grade-level positions at Dell alleging disparate treatment. The named Plaintiffs alleged that they had been denied promotions due to gender discrimination and in retaliation for complaining of gender discrimination. They further alleged that since 2003 the Company failed to promote women in the same ratio it promoted men, and generally treated women less favorably in terms of training opportunities, assignments, layoffs, and compensation. Dell agreed that \$3.5 million of the settlement would be used to raise the salaries of current female employees in certain positions.</p>
<p>51.</p>	<p>\$9,000,000: Settlement</p> <p>Navistar International Corporation</p> <p>June 2007 Federal Court: IN</p>	<p>Race Discrimination. A class action lawsuit, initially filed in the State of Illinois and thereafter transferred to Indiana, was brought by African American employees of a transportation company for alleged racial discrimination and harassment. The lawsuit alleged that racist graffiti, including swastikas and derogatory terms for blacks, littered the Warrenville-based plant. Furthermore, it was alleged that a bag full of hangman's nooses was found under the plant's human resources director's desk. They alleged that despite numerous complaints, nothing was done to remedy the harassment.</p>
<p>52.</p>	<p>\$8,900,000: Settlement</p> <p>Albertsons, LLC</p> <p>December 2009 Federal Court: OH</p>	<p>Race, Color and National Origin Discrimination and Retaliation: Grocery store chain jointly settled three lawsuits filed by the EEOC. The first lawsuit alleged a hostile work environment, including derogatory comments and graffiti with white supremacist and anti-immigration statements and images. It was also alleged that minority employees were given less favorable work assignments and subjected to harsher discipline. The second suit alleged a pattern and practice of retaliation, and that employees who complained of discrimination were given harder assignments, passed over for promotions, and/or fired. The third suit was on behalf of a single African-American employee who was terminated. Albertson also agreed to four years of monitoring by the EEOC and the institution of an extensive training program.</p>

<p>53.</p>	<p>\$8,750,000: Verdict</p> <p>City of Chicago</p> <p>February 2007 Federal Court: IL</p>	<p>Retaliation: Plaintiff, a female drug enforcement agent, sued the City claiming retaliation in violation of Title VII. Plaintiff brought charges against a former officer who was involved in stealing from and protecting drug dealers. The officer then allegedly damaged her reputation, and intimidated her by having her stalked. Plaintiff's husband, who was also a drug enforcement agent, sued the defendant in the same suit and received an award as well.</p>
<p>54.</p>	<p>\$8,010,072: Verdict</p> <p>Michael's Store, Inc.</p> <p>September 2010 State Court: FL</p>	<p>FMLA and Disability Discrimination: A former store manager claimed that she was unjustly terminated from her job at the large craft store while she was suffering from Stage II breast cancer. The plaintiff alleged that her district manager pressured her into returning to work early while she was on a six week medical leave because the store needed her to help manage the high volume of store operations. She alleged that after repeated phone calls from the manager, she returned to work after undergoing a double mastectomy because she feared she would lose her job. The plaintiff alleged that when she complained to a vice president, she was admonished by the human resources director. She sued the company and her district manager for wrongful termination and violation of the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA). The company claimed that she was terminated for violating three store policies, including having a family member help her unload merchandise from a truck, which she claimed was because her cancer left her too weak to do it on her own. The jury found that the defendants violated the FMLA and the ADA and awarded a total of \$8,010,072 in damages.</p>
<p>55.</p>	<p>\$8,000,000: Settlement</p> <p>International Profit Associates</p> <p>March 2011 Federal Court: IL</p>	<p>Sexual Harassment and Gender Discrimination: The EEOC sued the International Profit Associates (IPA), a telemarketer of small business consulting packages, for sexual harassment of its female employees. The EEOC alleged that the harassment involved a systemic pattern of sexual assaults and propositions, inappropriate touching, and crude sexual comments, and contended that IPA's highest ranking officers fostered and personally engaged in the harassment. The EEOC charged that IPA engaged in a pattern or practice of sexually harassing its female employees, and, prior to trial, the Court made a formal finding to that effect. The consent decree, which covers 82 women, provides for payment and distribution of the \$8 million in installments over three years.</p>

<p>56.</p>	<p>\$7,700,000: Verdict</p> <p>Vacation Sales Associates, LLC</p> <p>June 2007 Federal Court: VA</p>	<p>Gender Discrimination and Retaliation: Plaintiff alleged she was passed over for promotions in favor of less qualified males, and that she was harassed on the basis of her sex and age. She further alleged she was terminated in retaliation for filing a complaint with the EEOC. After the verdict, the Judge reduced the compensatory and punitive damages to \$200,000, back pay to \$208,708 and attorneys' fees and costs to \$239,865. On appeal the Circuit Court modified the back pay award to \$197,084 and attorneys' fees to \$163,440.</p>
<p>57.</p>	<p>\$7,600,000: Settlement</p> <p>Nike, Inc.</p> <p>October 2007 Federal Court: IL</p>	<p>Race Discrimination: African-American workers filed suit claiming they were subjected to an environment of bigotry and racial discrimination. Black workers alleged they tolerated racial slurs from store managers, were prohibited from advancing professionally and were wrongfully accused of theft, among other claims. The company admitted no wrongdoing but has agreed to a court-appointed diversity consultant to monitor store compliance and employ training for supervisors and managers.</p>
<p>58.</p>	<p>\$7,400,000: Default Judgment</p> <p>CDG Management LLC</p> <p>November 2010 Federal Court: MD</p>	<p>Sex Discrimination: The EEOC brought a lawsuit against the telemarketing company alleging sex discrimination. The EEOC claimed that the company had sexually discriminated against female job applicants since at least 2005. The court issued a default judgment of \$7.4 million against the bankrupt telemarketer. The Court did not order punitive damages or future injunctive relief as requested by the EEOC.</p>
<p>59.</p>	<p>\$7,000,000: Verdict</p> <p>Alberto Gonzales</p> <p>December 2007 Federal Court: PA</p>	<p>Race Discrimination: Two plaintiffs, agents of the DEA, sued defendant alleging they were victims of a racially hostile environment and retaliation. One plaintiff was awarded \$3 million in compensatory damages and the other was awarded \$4 million.</p>
<p>60.</p>	<p>\$7,000,000: Settlement</p> <p>Clayton County, Georgia</p> <p>June 2007 Federal Court: GA</p>	<p>Race Discrimination and Wrongful Termination: Current and former employees of a Clayton County's Sheriff's office filed a lawsuit against Clayton County, Georgia after a newly-elected African American Sheriff fired them on his first day in office. The lawsuit alleges that the Sheriff's firings were part of a plan to clean up an inherited "dysfunctional organization." Furthermore, most of the officers who were fired alleged they were terminated because of their Caucasian race or because they supported the Sheriff's opponent in the 2004 election.</p>

<p>61.</p>	<p>\$7,000,000: Settlement Kamehameha Schools May 2007 Federal Court: HI</p>	<p>National Origin Discrimination: A racial discrimination lawsuit was filed against a Hawaiian private school after a student was denied admission because he could not prove Native Hawaiian ancestry.</p>
<p>62.</p>	<p>\$6,800,000: Verdict TNT Logistics North America Inc. November 2008 State Court: MO Punitive Damages: \$6.75 million</p>	<p>Gender Discrimination: Plaintiff, an assembly line scanner in an automobile warehouse, alleged sexual harassment by her supervisor in the form of unwelcome advances, including inappropriate comments and touching. Plaintiff complained, but no action was taken to rectify the situation. Plaintiff's compensatory damage award was \$50,000, and the rest of the verdict was for punitive damages. Trial Court entered judgment on the compensatory award, and on defendant's motion, remitted damages to \$450,000. State Court of Appeals affirmed trial court's determination that the \$6.75 million punitive damage award was excessive, but found that the proper amount was \$3.75 million in punitive damages.</p>
<p>63.</p>	<p>\$6,547,134: Verdict Kelley Services, Inc. April 2008 State Court: CA</p>	<p>Religious Discrimination: Plaintiff was passed over for promotions due to her religion and non-membership of certain religious groups. Discriminatory hiring, promotions and recruiting.</p>
<p>64.</p>	<p>\$6,500,000: Verdict Kelly Services, Inc. April 2008 State Court: CA</p>	<p>Reverse Religious Discrimination: A former 10-year employee who worked as a software developer for a now defunct worldwide provider of temporary workers, filed suit alleging her employer failed to promote her because she was not a member of a religious group that her boss and other employees belonged to. The lawsuit alleged that despite plaintiff's qualifications and seniority, her boss repeatedly favored and promoted less-qualified employees because of their religious affiliation.</p>
<p>65.</p>	<p>\$6,200,000: Verdict PQ Corp. November 2009 Federal Court: PA</p>	<p>Age Discrimination: Two older workers sued, alleging that they were wrongfully targeted in a layoff because they were older. The jury found that the defendant's actions were willful, resulting in the doubling of each plaintiff's back pay awards.</p>

<p>66.</p>	<p>\$6,200,000: Settlement</p> <p>Sears Roebuck & Co.</p> <p>September 2009 Federal Court: IL</p>	<p>Disability Discrimination: EEOC brought class action lawsuit on behalf of a class of disabled employees, who were injured on the job. When plaintiffs wanted to return to work, they were still disabled, but Sears did not provide them with an accommodation, and instead, terminated them when their leave expired. Settlement represented the largest obtained by the EEOC for an individual disability discrimination case. Case represents the connection between workers compensation laws and the ADA.</p>
<p>67.</p>	<p>\$6,200,000: Verdict</p> <p>Los Angeles County Fire Department</p> <p>July 2007 Federal Court: CA</p>	<p>Sexual Orientation, Discrimination and Retaliation: An African American female firefighter brought suit against the fire department alleging she suffered discrimination, harassment and retaliation because she is a lesbian. The lawsuit alleged that plaintiff tolerated derogatory comments from supervisors, was forced to participate in arduous drills not required of other firefighters and once found her mouthwash spiked with urine. Plaintiff alleged that she faced retaliation when she complained of the treatment and was ultimately forced to terminate her employment.</p> <p>Update: A California appellate court reversed the \$6.2 million verdict in July 2010, finding that the plaintiff failed to pursue all administrative remedies following her termination.</p>
<p>68.</p>	<p>\$6,100,000: Verdict</p> <p>McDonald's Corporation</p> <p>October 2007 State Court: KY</p> <p>Punitive: \$5 million</p>	<p>Gender Discrimination: Plaintiff alleged that defendant failed to protect her from sexual harassment. She asserted that defendant failed to warn her of a telephone hoax against franchise restaurant employees that involved strip searching, and that she was strip searched by an assistant manager and his fiancé. The defendant denied the allegations, asserting it sent a voicemail with information regarding the hoax, and that it did not owe a duty to franchise employees.</p>
<p>69.</p>	<p>\$6,000,000: Settlement</p> <p>New United Motors & Manufacturing, Inc.</p> <p>August 2011 Federal Court: CA</p>	<p>Disability Discrimination: The EEOC filed a class action lawsuit against New United Motors & Manufacturing, Inc. (NUMMI), an automobile manufacturing plant, alleging that the company violated federal law by denying severance benefits to employees on medical leave. When the plant closed, employees received severance packages based on whether they worked during the last six months of the company's operation and their years of service. Several workers claimed that they were physically capable of returning to work during the severance period, but were denied reinstatement. As a result, most disabled workers were ineligible for the portion of severance pay that factored in their years of service. The company agreed to contribute \$6 million to a settlement fund to resolve the complaints.</p>

<p>70.</p>	<p>\$5,852,069: Verdict</p> <p>Fresno, California Board of Trustees</p> <p>August 2007 Federal Court: CA</p>	<p>Gender Discrimination and Retaliation: A former woman's volleyball coach filed a gender discrimination and retaliation suit against a Fresno, California university under Title IX, a federal law requiring gender equity in scholastic athletics. Plaintiff alleges the university failed to renew her contract because she advocated for equal treatment of women athletes. The school has appealed.</p>
<p>71.</p>	<p>\$5,804,109: Verdict</p> <p>El Paso Electric Company</p> <p>December 2010 State Court: TX</p> <p>Punitive Damages: \$5 million</p>	<p>Race Discrimination: A white former employee filed a lawsuit against the electric company alleging discrimination. The former benefits supervisor for the company alleged that he was wrongfully terminated by the company two days after an altercation with a Hispanic human resources manager. The plaintiff claimed that although an investigation cleared him of any wrongdoing in the altercation, the company fired both employees to better defend itself against a discrimination claim from the fired Hispanic human resources manager. Both terminated employees subsequently filed charges of discrimination with the EEOC, which found no evidence of discrimination in either claim. The jury awarded the plaintiff \$129,913 in back pay, \$669,196 for future lost earnings, \$5,000 in compensatory damages and \$5 million in punitive damages.</p>
<p>72.</p>	<p>\$5,800,000: Settlement</p> <p>ABM Industries, Inc., ABM Janitorial Services, Inc. and ABM Janitorial Services Northern California, Inc.</p> <p>September 2010 Federal Court: CA</p>	<p>Sexual Harassment: The EEOC brought a lawsuit on behalf of a class of 21 Hispanic female janitorial workers against the commercial cleaning provider and two subsidiaries alleging gender discrimination and sexual harassment. The EEOC claimed that the female workers were subjected to egregious sexual harassment, including the sexual assaults of some women. The EEOC alleged that the 21 class members were victims of varying degrees of unwelcome touching, explicit sexual comments and requests for sex by 14 male co-workers and supervisors, one of whom was a registered sex offender. Some of the harassers allegedly often exposed themselves, groped female employees' private parts from behind, and raped at least one of the victims. The EEOC also argued that the company failed to respond to the employees' repeated complaints of harassment, which made for a dangerous and sexually hostile work environment, with many of the harassers continuing to work despite the complaints. The companies agreed to pay \$5.8 million and provide other relief to the class, including establishing a toll-free hotline to receive complaints of harassment and retaliation and providing anti-harassment training to its employees in both English and Spanish, as well as providing annual reports to the EEOC.</p>

<p>73.</p>	<p>\$5,800,000: Settlement</p> <p>United Parcel Service Inc.</p> <p>June 2009 Federal Court: CA</p>	<p>Disability Discrimination: Class action brought by more than 1,000 current and former hearing impaired employees of UPS alleging that they were denied equal rights in the workplace. During the first two months of the trial, employees and applicants testified that they were excluded from receiving important workplace information, denied opportunities for advancement, and exposed to unsafe working conditions due to a lack of accommodations by UPS. This settlement, occurring during the trial, resolved Plaintiffs' denial of accommodations claims. The issue of whether UPS' driver requirements were discriminatory was decided at the trial, and Plaintiffs were successful.</p> <p>Update: UPS appealed the portion of the decision concerning its driver requirements, and the parties eventually agreed on a more lenient hearing standard for certain truck driver positions. UPS also agreed to pay \$4.1 million in attorneys' fees.</p>
<p>74.</p>	<p>\$5,795,000: Verdict</p> <p>Hyundai Motor Manufacturing</p> <p>May 2009 Federal Court: AL</p> <p>Punitive Damages: \$5 million</p>	<p>Gender Discrimination and Retaliation: Plaintiff alleged her team leader subjected her to sexual harassment and intimidation on a daily basis, and that defendant demoted and transferred her to a more physically demanding job in retaliation for her complaints of discrimination.</p>
<p>75.</p>	<p>\$5,570,000: Verdict</p> <p>ChevronTexaco Corporation</p> <p>October 2007 Federal Court: CA</p>	<p>Retaliation and Wrongful Termination: A 15-year female engineering employee filed suit against her employer alleging it failed to take remedial action with respect to the harassment and discrimination she was experiencing at the hands of her boss. The lawsuit alleged that once plaintiff complained about the harassment, she experienced retaliatory actions, including exclusion from work-related meetings and denial of merit raises, among others. Plaintiff alleged she was later fired when she took medical leave to undergo surgery. The jury found for plaintiff on her retaliation and wrongful termination claims, however, it did not find Chevron liable under FMLA or CRFA.</p>
<p>76.</p>	<p>\$5,400,000: Verdict</p> <p>Central Florida Investments</p> <p>February 2008 Federal Court: FL</p>	<p>Gender Discrimination: A female former spa manager alleged sex discrimination in violation of Title VII when she was subjected to a hostile work environment, sexually harassed, and terminated after she became engaged. The plaintiff further alleged that the defendant negligently sued her for payment of a promissory note that had previously been satisfied. The Defendant denied the allegations, and argued plaintiff was only suing him because he was wealthy.</p>

<p>77.</p>	<p>\$5,250,000: Verdict</p> <p>Baldwin Union Free School District</p> <p>May 2009 Federal Court: NY</p> <p>Punitive Damages: \$1 million</p>	<p>Sex and Race Discrimination and Retaliation: Plaintiff, a former middle school dean, sued school district, alleging that she was subjected to derogatory sexist and racist comments by the principal. She alleged that he then harassed her about her job performance after she made complaints about discrimination. She alleged that the district did not investigate her complaints, and then terminated her. \$250,000 of damage award was to Plaintiff's husband for loss of consortium.</p>
<p>78.</p>	<p>\$5,200,000: Verdict</p> <p>Sears Holdings Corporation</p> <p>October 2011 State Court: CA</p> <p>Punitive Damages: \$3 million</p>	<p>Race Discrimination: A former African-American project consultant alleged discrimination and wrongful termination. Plaintiff alleged that a co-worker called him a slave during a company barbeque. Several weeks later, the plaintiff allegedly confronted the co-worker about the incident, but the co-worker threatened him in response. Plaintiff claimed he immediately reported the incidents to his managers, who threatened him with termination and failed to discipline the co-worker. Five weeks later, the co-worker allegedly hit plaintiff with his shoulder, called him the N-word, and rammed his shoulder into his chest. The plaintiff admits hitting the co-worker in response. The Human Resources department conducted an investigation into the incident and plaintiff reported the racial slurs, harassment and management's awareness of the problems. Shortly thereafter the company terminated plaintiff for workplace violence. The jury awarded plaintiff \$5.2 million, including \$3 million in punitive damages.</p>
<p>79.</p>	<p>\$5,200,000: Verdict</p> <p>BFI Waste Services, LLC</p> <p>December 2006 State Court: VA</p> <p>Punitive Damages: \$2 million</p>	<p>Race Discrimination: Two plaintiffs alleged a racially hostile work environment, and the jury awarded \$600,000 in compensatory damages and \$2 million in punitive damages to each plaintiff. Trial Court reduced awards to \$300,000 each for compensatory damages and \$600,000 in punitive damages.</p>

<p>80.</p>	<p>\$5,150,000: Verdict</p> <p>AmeriPlan Corp.</p> <p>August 2010 State Court: TX</p>	<p>Misrepresentation: Plaintiff, a former independent salesman for the discount health plan services provider, sued the company for fraud, negligent misrepresentation, breach of an oral contract, and breach of his sales director contract after they terminated his contract. The plaintiff alleged that the company breached his sales director agreement and an oral promise by terminating him and refusing to keep paying him after termination in accordance with the company's promotional materials, which stated that salesmen would receive lifetime vested income once they attained the level of regional sales director. The jury found fraud, negligent misrepresentation, breach of an oral contract, and breach of a written contract, and awarded actual damages of \$150,000 and attorney fees of \$372,400. The jury determined that the harm to plaintiff resulted from the company's fraud and awarded \$5 million in punitive damages, but the plaintiff had to elect a remedy and could not recover both attorney fees and punitive damages.</p>
<p>81.</p>	<p>\$5,112,184: Verdict</p> <p>Orkin</p> <p>May 2008 State Court: NJ</p>	<p>Retaliation: Plaintiff, a termite technician, reported to a manager that the Company was allowing unlicensed technicians to spray pesticides and that pesticides were being sprayed improperly. 11 days after filing the report, Plaintiff was terminated. Defendant alleged that plaintiff was terminated for insubordination. Plaintiff alleged retaliation under the New Jersey Conscientious Employee Protection Act.</p>
<p>82.</p>	<p>\$5,000,000: Verdict</p> <p>United Christian Evangelistic Association of Florida, LLC</p> <p>January 2010 Federal Court: FL</p> <p>Punitive Damages: \$1 million</p>	<p>Sexual Harassment and Retaliation: A former assistant filed a lawsuit against the association and the minister for sexual harassment, battery, negligent retention and supervision, intentional infliction of emotional distress and retaliation. The assistant claimed the minister placed his hand on his crotch and that he was eventually required to perform oral sex on the minister. The plaintiff alleged he was subjected to daily humiliation and name calling by the minister after he rejected the minister's sexual advances. At trial, the plaintiff presented clothing containing the minister's semen. The award included \$1 million in punitive damages.</p>

<p>83.</p>	<p>\$5,000,000: Verdict</p> <p>City of Philadelphia</p> <p>May 2008 Federal Court: PA</p>	<p>Retaliation: A white male police officer sued the City alleging he was retaliated against by supervisors and other white officers when he reported discrimination against black officers and police wrongdoing. The Plaintiff further alleged that the city refused to take any action on the harassment he reported, and promoted two officers who threatened him. Two other white officers sued in this case and received awards.</p> <p>Update: The Court reduced the damages award here to \$300,000 pursuant to Title VII's statutory cap on non-economic damages. While the Pennsylvania anti-discrimination law does not have a cap on damages, the judge found that Plaintiff only took his Title VII claims to trial.</p>
<p>84.</p>	<p>\$4,965,000: Verdict</p> <p>California Department of General Services; Inter-Con Security Systems, Inc.</p> <p>April 2008 Federal Court: CA</p>	<p>Gender Discrimination and Retaliation: Plaintiff security guard complained that a janitorial supervisor was making inappropriate sexual comments and unwelcome sexual advances, and that she was being retaliated against for refusing to submit to the advances. Plaintiff further alleged that after being transferred to another building, an employee harassed and retaliated against her for her complaint. She claimed she was then subjected to excessive scrutiny of her work, discipline, and she was provided with inadequate equipment. She alleges her supervisor interceded on her behalf to stop the harassment, and then forced her to have oral sex and non-consensual intercourse with him because she "owed him." Soon after, plaintiff was terminated.</p>
<p>85.</p>	<p>\$4,950,000: Settlement</p> <p>City of Hayward</p> <p>March 2009 State Court: CA</p>	<p>Gender Discrimination, Sexual Orientation Discrimination, Retaliation: Plaintiffs were 14 current and former female employees of the Hayward Police Department, 5 of whom are lesbians. Plaintiffs alleged they complained to management of discrimination in promotions, denial of assignments and advancement opportunities, and improper discipline. They maintained that the police department supported an environment that was hostile to women and lesbians, and retaliated against them after they complained.</p>
<p>86.</p>	<p>\$4,500,000: Settlement</p> <p>Allstate Insurance Company</p> <p>December 2009 Federal Court: MO</p>	<p>Age Discrimination: EEOC filed suit on behalf of a class of 90 plaintiffs alleging that older employees were treated adversely in a company-wide reorganization. Allstate instituted a reorganization program in which agents would shift from being employees to being classified as independent contractors. 90 percent of the agents affected by the program were over the age of forty. It was alleged that Allstate's facially neutral policy had a discriminatory impact on the older workers.</p>

<p>87.</p>	<p>\$4,500,000: Verdict</p> <p>Mirage Casino-Hotel</p> <p>June 2008 State Court: NV</p>	<p>Wrongful Discharge: Plaintiff, defendant's former chief financial officer, sued the casino/hotel claiming wrongful discharge in violation of state law regarding contractual relations. Plaintiff alleged that the defendant wrongfully terminated his employment in violation of the parties' contractual agreement. Defendant denied the allegations and asserted that it terminated 20 managers after a \$5,00,000 fine was imposed by the state gaming commission for which the plaintiff was ultimately responsible.</p>
<p>88.</p>	<p>\$4,500,000: Verdict</p> <p>City of Cambridge</p> <p>May 2008 State Court: MA</p> <p>Punitive Damages: \$3.5 million</p>	<p>Retaliation: Plaintiff lost her job as executive director of the City's Police Review and Advisory Board. Plaintiff had previously filed a discrimination suit against defendant in 1998. Plaintiff asserted the City engaged in a five year retaliation effort, picking apart her performance in order to terminate her only two months after she filed the discrimination lawsuit.</p> <p>Update: Decision and verdict upheld by Superior Court.</p>
<p>89.</p>	<p>\$4,300,000: Settlement</p> <p>B&H Foto & Electronics Corp.</p> <p>March 2009 Federal Court: NY</p>	<p>National Origin Discrimination: EEOC filed suit on behalf of 149 Hispanic warehouse workers. The suit alleged that Defendant paid Hispanics less than their non-Hispanic counterparts and failed to promote them or provide them with health benefits because of their national origin.</p>
<p>90.</p>	<p>\$4,200,000: Verdict</p> <p>Brinks Home Security Inc.</p> <p>April 2009 State Court: MI</p>	<p>Whistleblower and Retaliation: Plaintiff claimed that commissions owed to her and other employees were misappropriated by others within the company. She also alleged that she reported that commission documents were being falsified in favor of white male employees to allow those employees to receive special perks, and that she threatened to go to the EEOC. Plaintiff was then terminated. Defendant alleged it had no knowledge of Plaintiff's intention to report any unlawful conduct. Damages were for back pay, front pay, and emotional distress.</p>
<p>91.</p>	<p>\$4,111,583: Arbitration</p> <p>SunTrust Robinson Humphrey</p> <p>December 2009 State Court: FL</p>	<p>Defamation: A former institutional salesman sued the investment banking company for wrongful termination and defamation. Plaintiff claimed that after firing him, his supervisors and the director of compliance placed defamatory language on his Uniform Termination Notice for Securities Industry Registration (Form U-5). An arbitration panel determined SunTrust had no cause to fire the plaintiff and that the company intentionally defamed him by including the language in his Form U-5.</p>

<p>92.</p>	<p>\$4,100,000: Verdict</p> <p>Teaneck Township</p> <p>December 2008 State Court: NJ</p>	<p>Retaliation: Plaintiff, a police officer, alleged he was retaliated against after testifying in a fellow officers sex discrimination case in that he was denied promotions and overtime, was harassed and threatened with termination, and was given less desirable assignments. When he complained about retaliation, eh alleged his job was threatened. Plaintiff alleged that as a result of the treatment, he suffered a nervous breakdown and had to go out on permanent disability.</p>
<p>93.</p>	<p>\$4,000,000: Verdict</p> <p>Journal Register East d/b/a The New Haven Register</p> <p>July 2008 Federal Court: CT</p>	<p>Retaliation: Plaintiff was involved in investigating a sexual harassment claim made by one the employees she supervised. While plaintiff initially intended to defend the company, she later became convinced that the employee was harassed. Plaintiff informed human resources that she did not want to assist in defending the company. Two days later she was terminated. Prior to her termination she received no disciplinary actions or warnings. She was told she was being terminated because the company was “going in a different direction”.</p>
<p>94.</p>	<p>\$4,000,000: Verdict</p> <p>Dianon Systems Inc.</p> <p>April 2008 State Court: CT</p>	<p>Retaliation: A male pathologist sued the defendant, a health care laboratory, claiming retaliation. Plaintiff asserted he was terminated in retaliation for his opposition to a new blood test, which he claimed was not supported by current scientific research and could give false positive results. Defendant claimed its’ testing methods were appropriate.</p>
<p>95.</p>	<p>\$3,990,000: Verdict</p> <p>Los Angeles Police Department</p> <p>November 2010 Federal Court: CA</p>	<p>Retaliation: A former Los Angeles police officer brought a lawsuit against the department alleging retaliation. The former officer claimed that he was terminated for providing testimony in a federal wage and hour lawsuit brought against the city by another officer. The plaintiff claimed that after his testimony, department officials initiated an investigation and ultimately discharged him for violating the city’s written rules on overtime. The federal jury found that the veteran officer was terminated for testifying against the department and awarded past and future damages.</p>
<p>96.</p>	<p>\$3,948,971: Verdict</p> <p>Norddeutsche Landesbank Girozentrale</p> <p>April 2007 Federal Court: NY</p> <p>Punitive Damages: \$2.5 million</p>	<p>Gender Discrimination: A former female bank executive filed a gender discrimination and retaliation lawsuit against a German bank’s New York office alleging she was demoted and later terminated in retaliation for filing a sex discrimination complaint. Plaintiff was awarded approximately \$1.3 million in back pay and benefits, \$100k for emotional distress and \$2.5m in punitive damages. The bank has appealed.</p>

<p>97.</p>	<p>\$3,828,166: Verdict</p> <p>Countrywide Financial Corporation</p> <p>February 2011 State Court: CA</p>	<p>Wrongful Termination: Plaintiff, a former chief leadership officer, sued Countrywide and Bank of America for wrongful termination in breach of public policy and fraudulent inducement. During his employment, plaintiff complained about noxious fumes in his office, although he didn't file a workers' compensation claim, and subsequently reported the incident to Cal/OSHA after Countrywide allegedly failed to properly address the potential health concerns. Afterward, Countrywide allegedly began removing his staff, isolating him and marginalizing his department. Plaintiff also claimed he was asked to mislead a credit rating company about Countrywide's succession planning, but he refused. After Bank of America acquired Countrywide, the plaintiff was not offered a post-merger position and instead received severance pay. The jury awarded the plaintiff \$3,828,166 in past and future economic damages.</p>
<p>98.</p>	<p>\$3,819,433: Arbitration Award</p> <p>Citicorp Credit Services, Inc.</p> <p>December 2008 State Court: FL</p>	<p>Age Discrimination: 59-year-old male former executive Vice President alleged he was terminated because of his age, along with three of the oldest employees, because supervisor wanted to keep young employees only. Defendant alleged that Plaintiff was terminated as part of a general layoff by the Company.</p>
<p>99.</p>	<p>\$3,800,000: Verdict</p> <p>Department of Veterans Affairs</p> <p>July 2009 Federal Court: FL</p>	<p>Hostile Work Environment Retaliation: Plaintiffs, three doctors and a former administrator, sued a VA medical center alleging they were retaliated against by the hospital's chief of staff and chief of medicine after they filed complaints with the hospital's Equal Opportunity Office. Specifically, Plaintiffs alleged they were denied bonuses, promotions, desired assignments and that the VA made their work lives generally miserable. The two female doctors also alleged sex discrimination and one physician alleged religious discrimination because of her Roman Catholic, pro-life views. The Government argued that the plaintiffs had problems with reforms instituted at the hospital.</p>
<p>100.</p>	<p>\$3,775,494: Verdict</p> <p>West Publishing Corporation</p> <p>September 2007 Federal Court: NV</p>	<p>Age Discrimination. A senior sales representative filed an age discrimination suit against his employer alleging he was fired because of his age and salary. Plaintiff was 53 years of age at the time he was fired and was earning \$280,000 a year. The lawsuit alleged that plaintiff's company engaged in a practice of forcing out higher paying employees and replacing them with younger lower paid employees. The jury awarded plaintiff \$1.8 million which doubled to \$3,775,494.00 million because jurors felt his employer willfully terminated him.</p>

<p>101.</p>	<p>\$3,736,000: Verdict</p> <p>Department of Veterans Affairs</p> <p>July 2009 Federal Court: FL</p>	<p>Sex and Religious Discrimination and Retaliation: Three physicians and an administrator alleged that they were subjected to adverse actions and denied supervisory positions, which affected their wages, promotions and assignments, and which created a hostile work environment. They further alleged that they were subjected to retaliation after filing EEOC complaints. Jury found for plaintiffs on their hostile work environment and retaliation claims.</p> <p>Update: Court reduced award to \$1,330,000 due to federal cap on compensatory damages.</p>
<p>102.</p>	<p>\$3,603,000: Verdict</p> <p>City of Los Angeles</p> <p>November 2008 State Court: CA</p>	<p>Retaliation: Plaintiff corroborated a female employee's allegations of sexual harassment in the form of lewd comments, crude jokes, and exclusion from training. Plaintiff claimed that during the investigation, he was ostracized and threatened with a demotion if he continued to support the female employee's claim. After the investigation was complete, plaintiff was demoted and reassigned. Defendant claimed Plaintiff improperly stored explosives and the demotion was justified.</p>
<p>103.</p>	<p>\$3,600,000: Verdict</p> <p>University of Texas Southwestern Medical Center</p> <p>May 2010 Federal Court: TX</p>	<p>National Origin Discrimination and Retaliation: A former Egyptian physician filed a lawsuit against the medical center alleging race and national origin discrimination and retaliation. The Plaintiff alleged he was the target of systemic discrimination by the Department Chief, who also made numerous discriminatory comments about other physicians of various racial and religious backgrounds. The physician eventually resigned. The jury determined the medical center constructively discharged the plaintiff and retaliated against him by impeding his potential employment at a competing hospital.</p>
<p>104.</p>	<p>\$3,600,000: Settlement</p> <p>City of Emeryville, California</p> <p>April 2007 Federal Court: CA</p>	<p>Race Discrimination: A 27-year employee of the City of Emeryville, California filed a lawsuit alleging wrongful termination. Plaintiff alleged that after she complained about racial comments and harassment by a co-worker, the City retaliated against her by requiring her to undergo psychological testing that deemed her "unfit" to perform her job. The City agreed to settle the suit for \$2.3m plus \$1.3m in attorneys' fees.</p>

<p>105.</p>	<p>\$3,556,000: Verdict</p> <p>UBS Financial Services Inc.</p> <p>April 2007 Federal Court: NY</p> <p>Punitive Damages: \$3 million</p>	<p>Gender and Race Discrimination: A former female stockbroker filed a lawsuit alleging race and gender discrimination and wrongful termination. Plaintiff alleged that she was subjected to higher performance standards which included being placed on a probationary “business development plan,” requiring her to meet unrealistic financial targets not expected of male stockbrokers. Plaintiff alleged that she was terminated after she filed an internal discrimination complaint and charges with the EEOC. The jury awarded plaintiff damages on her gender and wrongful termination claims only. The award included: \$3m in punitive damages, \$500k in economic damages and an additional \$56k in compensation for pain and suffering. The company has appealed the verdict.</p>
<p>106.</p>	<p>\$3,550,000: Verdict</p> <p>South Berwyn School District</p> <p>July 2010 Federal Court: IL</p> <p>Punitive Damages: \$100,000</p>	<p>Sexual Harassment: The parents of nine female students sued the school district, the principal and the former band teacher alleging due process, equal protection, failure to supervise, sexual harassment and intentional infliction of emotional distress. The students allegedly complained to the principal about feeling uncomfortable with the way that the band teacher touched them during band lessons. The plaintiffs alleged that the band teacher tied up the girls with duct tape and jump ropes; gagged some of the girls by putting rags in their mouths and taped their mouths shut; molested the girls by rubbing their thighs, backs and chests; and recreated pornographic bondage scenes for his sexual gratification. Despite the complaints, the band teacher was never investigated or disciplined, and the girls' allegations were never reported to higher officials. The band teacher's actions were brought to the attention of law enforcement when one of the girl's parents overheard her talking about the things he had done to her. He pleaded guilty to sexually abusing more than 20 girls, and was sentenced to 20 years in prison. Plaintiffs alleged that the principal knew about the allegations involving the teacher's sexual misconduct and intentionally hid that information from others. The jury awarded \$3.45 million in compensatory damages and \$100,000 in punitive damages against the principal.</p>
<p>107.</p>	<p>\$3,500,000: Verdict</p> <p>R&L Carriers, Inc.</p> <p>December 2009 Federal Court: VA</p>	<p>Race Discrimination and Malicious Prosecution: A former night-shift foreman at a warehouse operated by the trucking company sued the company and three employees for race discrimination malicious prosecution. The plaintiff alleges that a company investigation led to the plaintiff being charged with grand larceny in connection with the embezzlement and theft of computer equipment, and the plaintiff's subsequent termination. The plaintiff denied any knowledge of or involvement in the theft, and the authorities dropped the criminal charges. The jury found in favor of the plaintiff for the race discrimination and malicious prosecution claims and awarded \$3,500,000.</p>

108.	<p>\$3,500,000: Settlement</p> <p>Regents of the University of California</p> <p>September 2007 Federal Court: CA</p>	<p>Gender Discrimination and Retaliation. A former athletics official filed suit against a California state university for alleged gender discrimination and retaliation. It is alleged that the former official who once coached the swimming team and won a gold medal for swimming in the 1972 Olympics, was wrongfully laid off in retaliation for complaining about the unfair treatment of women in the university's athletics department.</p>
109.	<p>\$3,450,000: Verdict</p> <p>Pan American Laboratories LLC</p> <p>June 2009 Federal Court: TX</p> <p>Punitive Damages: \$2.4 million</p>	<p>Gender Discrimination and Retaliation: Plaintiff alleged that during her employment, she was told by Company President and Vice President that they did not like hiring women and that women were detrimental to the company. She claimed that she was subjected to inappropriate comments, including a comment by a manager about her breasts. She complained about the harassment, along with alleged discrepancies in pay. Plaintiff further alleged that she was then terminated in retaliation for her complaints, even though the company said she was terminated for insubordination after her name was called at a banquet to receive an award and she was not present. Plaintiff claimed that her absence was due to a medical issue, and that some men had missed portions of the banquet and were not terminated.</p>
110.	<p>\$3,400,000: Settlement</p> <p>Board of Trustees of Florida Gulf Coast University</p> <p>October 2008 Federal Court: FL</p>	<p>Gender Discrimination and Retaliation: Plaintiffs, both female coaches at Defendant-University, claimed they were retaliated against after they alleged unequal funding for male and female sport teams. They also complained of the disparate treatment of female employees in the Athletic Department. The next summer both Plaintiffs received poor performance evaluations. Subsequently, one of the plaintiffs resigned and the other was terminated after it was alleged she had an inappropriate relationship with a student.</p>
111.	<p>\$3,356,481: Verdict</p> <p>Wachovia Insurance Services, Inc.</p> <p>August 2010 State Court: NJ</p>	<p>Retaliation: A 49-year-old vice president at the large insurance services company alleged that he was terminated after 12 years of service because his age. The company alleged the plaintiff was terminated for violating company policy by forwarding and/or storing e-mail messages containing offensive materials in his office computer. The plaintiff claimed that he was actually dismissed because he was part of a group of salespeople that retained a lawyer to dispute a revision to the company's commission plan. After they hired the lawyer, the company entered individual contracts favorable to the salesmen. Powell sued the company alleging age discrimination and whistleblower retaliation for protesting the company's adoption of a new commission plan that breached his contract. The jury awarded \$3,356,481 in compensatory damages, finding in favor of the company on the age claim but against the company on the retaliation claim.</p>

<p>112.</p>	<p>\$3,335,861: Verdict</p> <p>Barry Hankerson and Wendy Linares</p> <p>March 2011 State Court: CA</p> <p>Punitive Damages: \$2,600,000</p>	<p>Sexual Harassment: Plaintiff sued her former recording manager for sexual harassment, intentional infliction of emotional distress, wrongful termination and defamation. The plaintiff allegedly began a romantic relationship with Hankerson, owner of Blackground Records, and two years later she began working at a salon in Calabasas, CA. The plaintiff claimed that after breaking up with Hankerson, he repeatedly attempted to reconcile and took retaliatory actions when she refused his advances. Hankerson purchased the salon where she was working and allegedly terminated her employment at the salon after she refused to continue their relationship. Hankerson also allegedly engaged in an ongoing campaign of sexual harassment, stalking, defamation and intentional infliction of emotional distress. The plaintiff also sued Hankerson's personal assistant for stalking, intentional infliction of emotional distress and conspiracy. The jury awarded the plaintiff a total of \$3,335,861 against both defendants, including \$2.6 million in punitive damages.</p>
<p>113.</p>	<p>\$3,300,000: Verdict</p> <p>East Texas Medical Center Emergency Medical Services</p> <p>August 2008 State Court: TX</p> <p>Punitive: \$1.5 million</p>	<p>Gender Discrimination: Plaintiff, a female emergency medical technician, sued employer and co-worker for sex discrimination and retaliation, alleging she was subjected to a hostile work environment and assault. She further alleged she was subjected to reprimands and transferred after she complained of the harassment. Defendant argued that plaintiff and co-defendant had a consensual sexual relationship.</p>
<p>114.</p>	<p>\$3,252,000: Verdict</p> <p>Sara Lee Corp.</p> <p>February 2009 State Court: WV</p>	<p>Disability Discrimination: Plaintiff was laid off and was told it was due to his handling of an altercation with a subordinate. Plaintiff alleged that the incident was a pretext for his termination, and that the real reason was that he was terminated due to his missing six weeks of work due to prostate cancer surgery and three additional months of work for radiation treatment. He alleged that after 12 years of service, and positive performance reviews, the employer began to try to build a case against him based on minor incidents. Defendant argued that Plaintiff's termination was the result of his history of treating employees poorly. Defendant also alleged age discrimination claims, but the jury's award was based on his disability discrimination claim. Damages were for front pay, back pay, and embarrassment.</p>

<p>115.</p>	<p>\$3,221,992: Verdict</p> <p>Hansa Stars Inc.</p> <p>April 2009 State Court: CA</p> <p>Punitive Damages: \$2 million</p>	<p>Retaliation: Defendants were employed as truck drivers by Defendant. Plaintiffs filed suit alleging violation of wage laws. Plaintiffs alleged that after they commenced the wage law suit, they were terminated for bringing the court action. Bulk of damages were for punitive damages, remaining damages were for actual wage law violations and penalties.</p>
<p>116.</p>	<p>\$3,200,000: Verdict</p> <p>Brazoria County, Texas</p> <p>July 2011 Federal Court: TX</p> <p>Punitive Damages: \$3 million</p>	<p>Sexual Harassment: Three former female employees of the Brazoria County, Texas Juvenile Probation Department filed a lawsuit against the county and James A. Blackstock for sexual harassment and discrimination. Plaintiffs alleged they were sexually harassed and assaulted by Blackstock while he was a court-at-law judge and Chairman of the Juvenile Probation Board. Blackstock allegedly used his judicial power and position to sexually harass and intimidate the women, including making sexual comments, showing the women pornographic emails on his work computer and grabbing, hugging and fondling them. Brazoria County admitted that Blackstock sexually harassed the plaintiffs, and the EEOC determined that Brazoria County had subjected the three women to a hostile work environment. The jury awarded \$50,000 each in compensatory damages to two plaintiffs, \$100,000 to the third plaintiff and \$1,000,000 in punitive damages for each plaintiff.</p>
<p>117.</p>	<p>\$3,200,000: Settlement</p> <p>Supervalu, Inc.</p> <p>January 2011 Federal Court: IL</p>	<p>Disability Discrimination: The EEOC brought a disability discrimination lawsuit against supermarket giants SUPERVALU INC., American Drug Stores LLC, and Jewel Food Stores, Inc. (collectively "Jewel-Osco"). The EEOC alleged that Jewel-Osco had a policy and practice of terminating employees with disabilities at the end of medical leaves of absence rather than bringing them back to work with reasonable accommodations. Jewel-Osco allegedly terminated approximately 1,000 employees in the greater Chicago area since 2003. The consent decree resolving the case provides for a fund in which 110 individuals will share, with an average award to approximately \$29,000 per claimant.</p>

<p>118.</p>	<p>\$3,150,000: Verdict</p> <p>Union City Restaurant Corp. and Food Service Properties Corp.</p> <p>February 2011 State Court: NJ</p>	<p>Sexual Orientation Discrimination: Two restaurant patrons were allegedly assaulted and beaten by several of the Burger King restaurant's employees. The plaintiffs claimed the attack was motivated by the employees' animus toward gay people. The plaintiffs brought a lawsuit against the restaurant alleging race and sexual orientation discrimination, failure to warn; failure to hire, train and supervise; negligent retention; false imprisonment; assault and battery; premises liability; negligent security; and intentional infliction of emotional distress. The defense denied that any anti-gay remarks were made to the plaintiffs and argued that the plaintiffs contributed to the incident by their own inflammatory remarks and conduct. The jury found the defendants were 95% liable for negligence while attributing 5% comparative liability to the plaintiffs. The jury awarded a combined \$3,150,000 (\$1.45 million in compensatory damages and \$1.7 million in punitive damages), but reduced it to \$2,992,500 to reflect the comparative liability.</p>
<p>119.</p>	<p>\$3,100,000: Settlement</p> <p>CareSource Management Group Co. and CareSource USA Holding Co.</p> <p>February 2011 Federal Court: OH</p>	<p>Whistleblower Retaliation: Two former nurse employees of CareSource brought a whistleblower lawsuit against CareSource alleging that they were retaliated against for complaining about the employer's billing Medicaid for assessments and case managements it did not provide. The lawsuit claimed that the company knowingly failed to provide required screening, assessment and case management for adults, and children with special health care needs, and submitted false information to the state of Ohio to retain Medicaid payments. The two former employees will receive about \$3.1 million for their part and CareSource is to pay back the U.S. and state of Ohio with the remainder of the \$26 million settlement.</p>
<p>120.</p>	<p>\$3,100,000: Verdict</p> <p>City of Los Angeles</p> <p>September 2008 State Court: CA</p>	<p>Retaliation and Whistleblowing: Plaintiff, a police officer, complained of race discrimination and possible theft of funds by his supervisor. After his complaint, he was called a "rat," sent for a behavioral evaluation, and transferred. As a result of the retaliation, Plaintiff was forced to take a six month stress-related leave of absence.</p>
<p>121.</p>	<p>\$3,050,000: Verdict</p> <p>City of Honolulu, County of Honolulu</p> <p>January 2008 State Court: HI</p>	<p>Retaliation: Plaintiff, executive director of County Workforce Investment Board, sued defendants alleging that she was retaliated against by the director of the City Department of Community Services. Specifically, plaintiff alleged that she was subjected to harassment and that her contract was not renewed in retaliation for her refusal to abide by illegal procedures used by her employer which violated federal guidelines on contract bidding.</p>

<p>122.</p>	<p>\$3,000,000: Settlement</p> <p>3M</p> <p>August 2011 Federal Court: MN</p>	<p>Age Discrimination: The EEOC filed a nationwide lawsuit alleging age discrimination against 3M, a diversified global technology company. The EEOC claimed that 3M unlawfully laid off hundreds of employees over the age of 45 during a series of reductions in forces (RIFs) from July 1, 2003 through December 31, 2006. 3M allegedly laid off many highly paid older employees, among others, to save money and cut workers in salaried positions up to the level of director. The EEOC also asserted that older employees were denied leadership training and laid off to make way for younger leaders. Pending judicial approval, the consent decree provides that 3M will pay \$3 million in monetary relief to a class of approximately 290 former employees.</p>
<p>123.</p>	<p>\$3,000,000: Settlement</p> <p>Scrub, Inc.</p> <p>November 2010 Federal Court: IL</p>	<p>Race Discrimination: The EEOC brought a lawsuit against the privately held janitorial services company alleging race discrimination. The EEOC claimed that the company had failed to recruit or hire African-American applicants for entry-level janitorial positions. The EEOC brought its lawsuit after its administrative investigation revealed that substantial numbers of African-Americans were applying to the company, but were denied the opportunity to work because of racial discrimination. The investigation revealed that Scrub relied on a subjective decision-making process without clear objective criteria for hiring employees. In addition to providing for the distribution of \$3 million in monetary relief to victims of discrimination, the consent decree prohibits the company from discriminating in the future, mandates the hiring of certain claimants who still want janitorial jobs with the company and requires the company to increase its recruitment efforts in the African-American community. The EEOC said that approximately 550 African-American applicants may receive relief under the decree.</p>
<p>124.</p>	<p>\$3,000,000: Verdict</p> <p>Starwood Hotels & Resorts Worldwide, Inc. d/b/a Westin Times Square Hotel</p> <p>March 2010 Federal Court: NY</p> <p>Punitive Damages: \$2 million</p>	<p>Race, National Origin and Retaliation: A hotel worker sued the hotel for race, national origin and disability discrimination, harassment and retaliation. The plaintiff claimed he was taunted and physically abused at work, and also mocked for his stomach scars and his ethnicity. After he complained about the harassment, the worker claimed his employer installed a hidden camera over his work station in retaliation for his complaints although the union did not approve the installation. The hotel claimed the camera was supposed to protect the plaintiff from harassment. The award included \$2 million in punitive damages for the retaliation claim in connection with the camera.</p>

<p>125.</p>	<p>\$3,000,000: Verdict</p> <p>United Airlines</p> <p>June 2009 Federal Court: CO</p>	<p>Gender Discrimination and Retaliation: Plaintiff was terminated after 12 years of employment as a ramp-services supervisor. Plaintiff had asked for alternative jobs because she anticipated complications with her pregnancy. Her request was denied and her son was born premature. She used up all of her paid time, and her request for unpaid time off was denied. After she did not return to work she was terminated. She alleged that male supervisors were given unpaid leave. Defendant alleged it had a shortage of employees and could not hold the position open. Jury found for employer on the gender discrimination claim, but in favor of employee on retaliation claim.</p>
<p>126.</p>	<p>\$3,000,000: Verdict</p> <p>Pierce County, Washington</p> <p>August 2008 State Court: WA</p>	<p>Wrongful Discharge: Plaintiff alleged that the defendant wrongfully terminated her after she was involved in a dispute with a prosecuting attorney who accused her of lying. Plaintiff asserted that the dispute disrupted plaintiff's relationship with her colleagues. Plaintiff also alleged that after she was terminated, the prosecuting attorney provided false information to the media that she was being investigated for missing funds.</p>
<p>127.</p>	<p>\$3,000,000: Verdict</p> <p>Los Angeles County Police Department</p> <p>July 2007 Federal Court: CA</p>	<p>Disability Discrimination. A female police officer brought suit against the City of Pasadena for disability discrimination after she was forced to resign when diagnosed with Multiple Sclerosis. The City has appealed.</p>
<p>128.</p>	<p>\$3,000,000: Verdict</p> <p>Jovon Broadcasting</p> <p>2007 State Court: IL</p> <p>Punitive Damages: \$2,800,000</p>	<p>Retaliation: Employee was terminated after she agreed to support a co-worker in a discrimination claim. When Plaintiff informed supervisor she was going to support allegations, her supervisor threatened her job. She was then suspended and fired. Jury found for Plaintiff. Appellate Court reversed verdict, finding Circuit Court lacked subject matter jurisdiction over claim. Illinois Supreme Court then reversed Appellate Court and remanded case.</p> <p>Update: Appellate Court found that retaliation claim under § 1981 was proper, and jury verdict was sustained.</p>

<p>129.</p>	<p>\$2,975,000: Settlement</p> <p>Republic Services, Inc. and Republic Silver State Disposal, Inc.</p> <p>September 2010 Federal Court: NV</p>	<p>Age Discrimination: The EEOC filed a lawsuit against the waste disposal company and its subsidiary alleging age discrimination. The EEOC claimed that the company terminated and denied job transfer opportunities to about 21 employees over the age of 40 at its facilities in southern Nevada because of their age. The terminated employees include garbage collectors, drivers, and supervisors, some of whom were employed by the company for more than 25 years. The EEOC contends that those jobs were then offered to younger employees who were subsequently held to lower performance standards. The EEOC further charged that Republic engaged in a form of hazing called “break him off,” in which some employees were worked to the point of exhaustion, often making it difficult for them to do their jobs. The companies agreed to pay \$2,975,000 and provide other relief to the class of older workers to settle the matter.</p>
<p>130.</p>	<p>\$2,812,000: Verdict</p> <p>Toyota Motor Corporation and AirFlite Inc.</p> <p>March 2009 State Court: CA</p> <p>Punitive Damages: \$2 million</p>	<p>Pregnancy Discrimination: Plaintiff was employed by Defendant for seven years. She alleged she was terminated when she attempted to return to work after her maternity leave. Plaintiff further alleged defendants also discriminated against those employees who were not of Japanese ancestry.</p>
<p>131.</p>	<p>\$2,750,000: Settlement</p> <p>Indiana State Lottery Commission</p> <p>May 2009 Federal Court: IN</p>	<p>Race Discrimination: Plaintiffs alleged that they were terminated based upon their race despite the fact that their work performance met or exceeded the employer’s expectations. Settlement included more than \$840,000 in plaintiffs’ attorneys’ fees.</p>
<p>132.</p>	<p>\$2,700,000: Verdict</p> <p>U.S. Security Associates, Inc.</p> <p>February 2010 Federal Court: GA</p>	<p>Sexual Harassment: A female worker sued the security guard firm and her former district manager alleging sexual harassment. The plaintiff alleged that her supervisor repeatedly propositioned her for sex and inappropriately touched her. The company allegedly ignored the plaintiff’s complaints and failed to take appropriate remedial action against the executive. The jury awarded the plaintiff \$2.7 million in damages.</p>

<p>133.</p>	<p>\$2,663,100: Verdict</p> <p>City of Kansas City</p> <p>January 2011 State Court: MO</p> <p>Punitive Damages: \$900,000 each plaintiff</p>	<p>Race and Age Discrimination: Two former female budget analysts for the City's Office of Management and Budget filed a lawsuit against the city asserting claims of reverse race discrimination, age discrimination and retaliation. Plaintiffs claim they were not allowed to interview for open positions, which were not properly posted and eventually filled by African-American candidates. They also alleged that they were given fewer opportunities and pay increases than younger analysts. The Plaintiffs claimed that they were wrongfully terminated as part of a reduction-in-force in retaliation for their complaints while younger employees or minorities with less experience and lower performance evaluations were retained. The jury awarded \$2,663,100, including \$900,000 in punitive damages to each plaintiff.</p>
<p>134.</p>	<p>\$2,650,000: Settlement</p> <p>The City of Milwaukee Fire and Police Commission</p> <p>June 2007 Federal Court: WI</p>	<p>Reverse Discrimination: The lawsuit was filed by 17 police lieutenants against the City of Milwaukee's Fire & Police Commission alleging reverse discrimination. The lieutenants alleged that an African American police chief repeatedly promoted minority and female officers ahead of qualified Caucasian officers. Initially, plaintiffs were awarded \$3.7m in damages and an additional \$900k for attorney fees, which brought the total to \$4.6m. An appeals court upheld the verdict, however, sent the damages back to the district court to be recalculated. Both sides agreed to mediation which resulted in a \$2.65 million settlement.</p>
<p>135.</p>	<p>\$2,572,241: Verdict</p> <p>Florida International University Board of Trustees</p> <p>July 2008 State Court: FL</p>	<p>Race Discrimination and Retaliation: Plaintiff worked as an administrator for the defendant university. He alleged that defendant made a targeted effort to terminate most of the African American employees in plaintiff's division. The department was then reorganized, but performed the same function, and the African America employees were replaced by white and Hispanic employees. Plaintiff asserted he was replaced by an employee that he trained. Defendant argued the department was reorganized to retain employees with a greater skill set.</p>

<p>136.</p>	<p>\$2,500,000: Verdict</p> <p>Los Angeles Police Department</p> <p>October 2011 State Court: CA</p>	<p>Sex Discrimination and Retaliation: Three veteran LAPD police detectives brought a lawsuit against fellow police officers and their supervisors for harassment, discrimination and retaliation. The plaintiffs' female supervisor allegedly admitted to the female plaintiff that she only wanted women officers to obtain the coveted night-shift supervisor positions, and directed the female detective to spy on the male detectives. The plaintiffs claim the supervisor unjustly rebuked one plaintiff in front of the other detectives after he disagreed with her instructions. Shortly thereafter, the plaintiff was stripped of his detective role and relegated to desk assignments. The third plaintiff was transferred to another section after he attempted to intercede. The plaintiffs filed formal complaints against their supervisors, but the Internal Affairs Group declined to investigate. The jury awarded the three plaintiffs a total of \$2.5 million.</p>
<p>137.</p>	<p>\$2,500,000: Settlement</p> <p>El Camino College</p> <p>January 2011 State Court: CA</p>	<p>Sexual Harassment: A former secretary for El Camino College sued the college, the interim dean of fine arts and the vice president for academic affairs for sexual harassment. The plaintiff claimed the dean inappropriately touched and groped her several times during her employment at the college and raped her. Plaintiff filed several complaints with the human resources department, but the department allegedly never responded. The defense insisted that the plaintiff engaged in consensual sexual relations with the dean and contended she never made a claim against him. The case ultimately settled for \$2.5 million.</p>
<p>138.</p>	<p>\$2,500,000: Settlement</p> <p>Mulcahy, Inc.</p> <p>May 2010 Federal Court: MN</p>	<p>Race and National Origin Discrimination: Latino workers filed a class action lawsuit against the major construction company alleging race and national origin discrimination. The workers claimed that the company treated them differently because of their race and national origin and paid them less than their white co-workers. Under the agreement, the company will pay between \$2.5 million and \$6 million depending on the timing of the payments.</p>
<p>139.</p>	<p>\$2,500,000: Settlement</p> <p>Lockheed Martin Corporation</p> <p>January 2008 Federal Court: HI</p>	<p>Race Discrimination: The EEOC brought suit on behalf of an African American engineer alleging he was subjected to racially-charged environments at worksites across the country. The lawsuit alleged that plaintiff endured racial slurs and offensive language including being called the "N-word." Despite complaints to the HR Department, no remedial action was taken, however, the harassment escalated to threats of physical violence, such as lynching and other death threats once he complained.</p>

<p>140.</p>	<p>\$2,470,000: Verdict</p> <p>Hanover Direct, Inc.</p> <p>March 2009 State Court: NJ</p> <p>Punitive Damages: \$600,000</p>	<p>Whistleblower and Defamation: Plaintiff, former CFO of Hanover, alleged he was terminated after he opposed what he believed was the illegal denial of benefits to the Company's former Vice President under ERISA. The defamation cause of action arose out of Hanover stating in an SEC filing that Plaintiff was terminated "for cause."</p>
<p>141.</p>	<p>\$2,430,000: Settlement</p> <p>Pitt Ohio Express Inc.</p> <p>January 2009 Federal Court: OH</p>	<p>Gender Discrimination: EEOC commenced a class action lawsuit against the defendant interstate trucking company alleging it denied a class of female applicants employment as truck drivers and dock workers since 1997. The women applied for, but were not hired, at several of defendant's terminals in Ohio. Each class member will receive from \$1,000 to \$20,000 in compensatory damages. In addition to the monetary relief, the settlement also provides for non-monetary relief, including offers of employment to class members who should have previously been hired and equal employment opportunity training for managers.</p>
<p>142.</p>	<p>\$2,410,000: Settlement</p> <p>Tulare Local Healthcare District</p> <p>July 2009 Federal Court: CA</p>	<p>Whistleblower: Former CFO filed whistleblower lawsuit against former employer. She alleged that she was retaliated against for contending that Tulare provided improper remuneration to doctors who referred patients to Tulare, forgave some doctor's debts, and gave doctors below market rent on real estate agreements.</p>
<p>143.</p>	<p>\$2,400,000: Verdict</p> <p>Sumter County Sheriff</p> <p>June 2009 Federal Court: AL</p> <p>Punitive Damages: \$200,000</p>	<p>Sexual Harassment and Retaliation: Plaintiffs were two former employees. One alleged that she was offered a full time job by the Sheriff if she engaged in phone sex with him. She was a part-time dispatcher at the time with the U.S. Postal Service and wanted a full time job to qualify for medical benefits. She also alleged retaliation in the form of harassment and allegations that she was committing extortion. She was awarded \$750,000 emotional distress damages and \$17,100 in back pay. The other, a male employee, alleged he was fired after he discussed the sexual harassment with a state investigator. He was awarded \$1,400,000 in emotional distress damages and \$35,400 in back pay.</p>

<p>144.</p>	<p>\$2,340,700: Verdict</p> <p>Bimbo Bakeries USA Inc.</p> <p>May 2007 Federal Court: CA</p>	<p>Wrongful Discharge and Pregnancy Discrimination: A former delivery driver of a manufacturer and distributor of baked goods filed a pregnancy discrimination and wrongful termination suit alleging that her employer failed to accommodate her condition. Plaintiff alleged that when she gave her supervisor a doctor's note saying that she was in her first trimester and needed lifting restrictions, she was immediately placed on unpaid, involuntary leave and was eventually terminated. The company has appealed the verdict.</p>
<p>145.</p>	<p>\$2,337,352.49: Verdict</p> <p>Syngenta Crop Protection, Inc.</p> <p>February 2009 Federal Court: MD</p>	<p>Gender Discrimination and Retaliation: Plaintiff complained that her supervisor subjected her to gender discrimination – she had a lower expense account and salary and than her male counterparts and she had not been promoted despite being a top sales producer. She also alleged she was excluded from meetings and critical correspondence. At the performance review after her evaluation, she received the first bad review in her career, and that her supervisor berated her for complaining. Jury awarded \$2.15 million and at second phase of trial, Judge awarded approximately \$187,000 in economic damages.</p>
<p>146.</p>	<p>\$2,300,000: Verdict</p> <p>City of Los Angeles</p> <p>April 2009 Federal Court: CA</p>	<p>Sexual Harassment and Gender Discrimination: Plaintiff, a police officer, alleged that she was subjected to different conditions of employment and treatment than male officers, and heard male officers, including supervisors, state that women do not belong as police officers, and that officers made sexual jokes and comments and shared explicit material with her. Matter was first tried and awarded no damages to Plaintiff, however after post-trial motions, the matter was retried to decide whether the city's failing to have a policy to prevent sexual harassment and retaliation against women caused plaintiff the physical injuries she alleged.</p>
<p>147.</p>	<p>\$2,300,000: Settlement</p> <p>Jeff Wyler Eastgate, Inc.</p> <p>April 2007 Federal Court: OH</p>	<p>Gender Discrimination: A class of female job applicants filed suit against a car dealership alleging discrimination after they were refused automobile sales positions, claiming it was because of their gender.</p>

<p>148.</p>	<p>\$2,250,000: Settlement</p> <p>Tyson Fresh Meats</p> <p>September 2011 DOL Admin Action: Washington DC</p>	<p>Sex Discrimination: The US Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) filed an administrative complaint against Tyson Fresh Meats, alleging that the company utilized a hiring process and selection procedures that discriminated against women seeking entry-level positions at the company's Illinois plant. The company agreed to pay \$2.25 million to settle the matter. Approximately 1,650 qualified women applicants who were denied jobs at the company's Illinois, Nebraska, and Iowa facilities will receive compensation to cover back wages, interest, and benefits. The company will also offer positions to at least 220 of the women who were previously discriminated against in the hiring process.</p>
<p>149.</p>	<p>\$2,250,000: Verdict</p> <p>HEI Hospitality, LLC</p> <p>March 2011 Federal Court: MA</p>	<p>Age Discrimination: Plaintiff, a former hotel executive, sued the hotel investment company for age discrimination and retaliation. The plaintiff allegedly filed several internal complaints claiming discrimination and harassment due to his age and subsequently filed a complaint with the Massachusetts Commission Against Discrimination alleging age discrimination, after which he was terminated. The plaintiff claimed he was fired in retaliation for complaining of age discrimination. A federal jury awarded the plaintiff \$500,000 in back pay, \$750,000 in front pay and \$1,000,000 for emotional distress.</p>
<p>150.</p>	<p>\$2,247,137: Verdict</p> <p>Los Angeles County Metropolitan Transportation Authority</p> <p>August 2008 State Court: CA</p>	<p>Disability Discrimination: After 23 years of employment, Plaintiff was terminated from his position. Plaintiff was off of work for over 12 months due to a non-work related injury. A hearing was held in which Plaintiff stated he expected to return to work on February 9th because he had a doctor's appointment scheduled for that day and anticipated his doctor would release him to return to work. The hearing was reconvened for February 3rd, six days prior to Plaintiff's doctor's appointment, and so Plaintiff had no clearance yet from his doctor. Defendant then terminated Plaintiff. Plaintiff claimed the MTA failed to provide him with a reasonable accommodation by refusing to give him an extra 6 days to get a letter from his doctor. Defendant argued that Plaintiff was unfit to work.</p>
<p>151.</p>	<p>\$2,227,241: Verdict</p> <p>Chase Manhattan Mortgage Corporation</p> <p>March 2008 Federal Court: GA</p>	<p>Disability Discrimination and Retaliation: A male former regional manager sued the defendant mortgage company claiming violations of the ADA and FMLA. Plaintiff alleged that defendant failed to accommodate his need for time off due to a serious health ailment and wrongfully terminated him in retaliation for his persistence. Defendant alleged plaintiff voluntarily resigned.</p>

<p>152.</p>	<p>\$2,200,000: Settlement</p> <p>Tavern on the Green</p> <p>September 2007 Federal Court: NY</p>	<p>Gender and Race Discrimination and Retaliation: EEOC sued the defendant-restaurant on behalf of approximately 50 female black and non-American employees alleging discrimination and retaliation in the form of harassment and a hostile work environment. They further alleged that those employees that complained saw a cut in hours and pay.</p>
<p>153.</p>	<p>\$2,150,877: Verdict</p> <p>Wyndham Vacation Ownership, Inc. and Trendwest Resorts, Inc.</p> <p>April 2010 State Court: CA</p>	<p>Disability Discrimination, Harassment and Retaliation: A former sales manager along with 10 other plaintiffs brought suit against the timeshare company alleging disability discrimination, harassment and retaliation. The plaintiff alleged after he met with his employer's attorney related to a co-worker's claim of age discrimination and provided information favorable to the co-worker, the company began a series of retaliatory acts. The plaintiff allegedly took a medical leave of absence because the workplace stress caused his diabetes to become unmanageable. The company then terminated the plaintiff while he was on medical leave. The company previously settled eight of the ten plaintiffs' cases. The court dismissed the disability discrimination claim, but the jury found that the plaintiff was terminated for making complaints about age discrimination and awarded the plaintiff \$1,000,000 for past and future lost wages, \$1,029,500 in attorney's fees and \$121,377 in costs.</p>
<p>154.</p>	<p>\$2,133,333: Verdict</p> <p>City of Kansas City, MO</p> <p>April 2008 State Court: MO</p> <p>Punitive Damages: \$1.5 million</p>	<p>Race Discrimination: A white-female assistant prosecutor sued the City claiming race discrimination in violation of state law. Plaintiff alleged that she was passed over three separate times for a municipal judgeship because she is white. The defendant admitted that race played a role in its decision. \$633,333 of the award was for pain and suffering.</p>
<p>155.</p>	<p>\$2,108,303: Verdict</p> <p>Sutter Health Systems, d/b/a Memorial Hospital Los Banos</p> <p>June 2008 State Court: CA</p> <p>Punitive Damages: \$300,000</p>	<p>Retaliation: Plaintiff, a male OB-GYN, sued the defendant hospital alleging he was accused of disruptive behavior and failing skills in retaliation for his complaints to the State Department of Health Services that poor conditions existed in the labor and delivery department and that his patients were not receiving the proper standard of care. Plaintiff alleged that when he resigned and applied for another position, he was given a bad review by the defendant. The jury award included \$1,058,303 in past wages, \$300,000 for punitive damages.</p>

<p>156.</p>	<p>\$2,077,375: Verdict</p> <p>City of Los Angeles/Los Angeles Police Department</p> <p>April 2011 State Court: CA</p>	<p>Retaliation: Two former LAPD officers brought a lawsuit against the City of Los Angeles and the LA Police Department alleging whistleblower retaliation. The officers allegedly raised concerns about demands from commanding officers regarding unlawful daily ticket quotas. After complaining to their superiors, the officers were relieved of their positions and transferred to lesser, non-coveted positions. Plaintiffs also allegedly were precluded from receiving transfers or promotions to more desirable positions, and lost pension and other benefits. The jury awarded the officers a total of \$2,077,375 in economic and non-economic damages.</p>
<p>157.</p>	<p>\$2,015,487: Verdict</p> <p>Cal-Pac Sonoma and Cal-Pac Group</p> <p>August 2010 State Court: CA</p>	<p>Sexual Harassment: A card dealer filed a lawsuit against the casino and its owners alleging sexual harassment, wrongful termination and retaliation. The plaintiff claimed she began receiving unwanted sexual comments from her supervisor a few months after she started working at the casino. She claimed the supervisor repeatedly told her that she had a nice “rack” and brought in a promotional pen for erectile dysfunction drugs and showed female employees how the pen grew lengthwise. The plaintiff alleged the harassment continued throughout her employment and after she reported the offensive behavior to the human resources. The plaintiff claimed the supervisor and upper management began retaliating against her and disciplining her for minor or sometimes fabricated problems after she reported the harassment. She claimed she was ultimately terminated when management discovered she was exploring legal action. The supervisor denied any inappropriate action and is still employed at the casino. At trial, four female employees testified that they had also been sexually harassed, including the human resources manager to whom the plaintiff complained and who settled her own suit against the company. The jury found for the plaintiff and awarded her \$2,015,487 in damages.</p>
<p>158.</p>	<p>\$2,003,000: Verdict</p> <p>City of Bridgeport, CT</p> <p>March 2008 State Court: CT</p> <p>Punitive Damages: \$1 million</p>	<p>Race Discrimination and Retaliation: Female elementary school principal sued the defendant school board alleging that she was transferred to a lesser-paying assignment with less prestige after reporting that two white teachers abused minority children. Plaintiff further alleged that in retaliation, she was placed on administrative leave for allegations of improper behavior towards students which were found to be unsubstantiated.</p>

<p>159.</p>	<p>\$2,000,750: Verdict</p> <p>Village of Woodmere, Ohio</p> <p>December 2008 Federal Court: OH</p> <p>Punitive Damages:\$1.2 million</p>	<p>Retaliation: Plaintiff, an African American Police Chief, expressed concerns that the terminations of two white police officers by African-American mayor were racially motivated. He also alleged mayor had a pattern of punishing white officers and protecting black officers. Plaintiff then began receiving poor performance reviews and unusually menial requests. Plaintiff then resigned as Chief, alleging her suffered undue stress and emotional strain. Defendant claimed that Plaintiff's resignation was voluntary and that the performance reviews were meant to improve his performance.</p>
<p>160.</p>	<p>\$2,000,000: Settlement</p> <p>Blockbuster, Inc.</p> <p>December 2011 Federal Court: MD</p>	<p>National Origin Discrimination and Sexual Harassment: The EEOC filed a lawsuit against Blockbuster, Inc. alleging sexual harassment, discrimination and retaliation. The EEOC claimed Blockbuster subjected female temporary employees at a Maryland distribution center to sexual harassment and retaliated against them for resisting sexual advances and complaining. Specifically, the EEOC alleged that the male supervisory staff engaged in and condoned the harassment of a class of seven female employees, four of whom are Hispanic, which resulted in the denial of work hours, discriminatory firings, forced resignations, and other discriminatory actions. The harassment by the supervisors allegedly included repeated yelling, insults, threats, unwelcome sex-related questioning, offensive and racial remarks, requests for sexual favors and touching women's intimate body areas. Moreover, Blockbuster allegedly subjected the Hispanic temporary employees to national origin discrimination and race harassment. The case settled for \$2 million.</p>
<p>161.</p>	<p>\$2,000,000: Settlement</p> <p>Sonic Drive-In of Los Lunas, Ltd. and B&B Consultants</p> <p>June 2011 Federal Court: NM</p>	<p>Sexual Harassment and Retaliation: The EEOC filed a lawsuit against Sonic Drive-In of Los Lunas, Ltd. and B&B Consultants, owners of a Sonic restaurant, alleging sex discrimination and retaliation. The EEOC charged that a manager/limited partner in the Sonic restaurant, subjected a class of women, including teenagers, to sexual harassment, including sexual comments and innuendo as well as unwanted touching. The women, who allegedly asked the manager to stop harassing them or complained about their work environment, were allegedly subjected to retaliation, primarily by reducing their hours. The EEOC also claimed that employees were forced to quit their jobs because of the sexual harassment, retaliation, and/or the employer's failure to provide preventive or remedial relief. The owners agreed to settle the lawsuit for \$2 million and more than 70 women are expected to seek relief through the settlement.</p>

<p>162.</p>	<p>\$2,000,000: Settlement</p> <p>Les Schwab Tire Centers of Washington and Les Schwab Tire Warehouse, Inc.</p> <p>March 2010 Federal Court: WA</p>	<p>Sex Discrimination: The EEOC filed a class action lawsuit against the tire centers alleging sex discrimination and gender-based hiring. The EEOC claimed that, starting in 2004, Les Schwab failed to hire qualified women for available Sales & Service (tire changing) jobs at its stores in Washington, Oregon, California, Idaho, Montana, Nevada and Utah.</p>
<p>163.</p>	<p>\$2,000,000: Settlement</p> <p>Hudson County</p> <p>May 2008 State Court: NJ</p>	<p>Gender Discrimination and Retaliation: Four female prison guards alleged they were subjected to harassment by their superior. Allegations included that the supervisor spanked and kissed plaintiffs, committed sexual assault at the supervisor's home, and subjected plaintiffs to unwanted touching. Plaintiffs further alleged they were subjected to discipline after complaining. Defendants asserted that the Complaints were not made in the proper fashion according to reporting procedures.</p>