

**Employment Practices Liability:  
Sample Verdicts and Reported Settlements  
in Excess of \$2 Million**

**October 2012 to October 2017**

**Kaufman Borgeest & Ryan LLP  
120 Broadway  
New York, NY 10271  
[www.KBRlaw.com](http://www.KBRlaw.com)**

## **Employment Practices Liability: Settlements and Verdicts**

Every employer is 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 includes not just litigation strategy, but also risk management and insurance.

There is a considerable demand for information about the cost and settlement value of these claims. Unfortunately, there are few comprehensive sources for such information. This is attributable to many factors: the claims may be brought before a wide assortment of federal and state agencies, such as the EEOC and/or state and local civil rights commissions; the claims may be litigated in either state and federal courts; many settlements are not disclosed 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 sampling of the largest reported settlements and verdicts in the employment discrimination arena in the U.S. 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 and explain a bit about 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 \$2 million is arbitrary. There are hundreds of additional cases with settlements or verdicts in excess of \$1 million, for example, but logistics preclude tracking and listing them on a regular basis.

The information was gathered from many sources – jury verdict services, attorneys, media reports, 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 (which can eclipse the resolution amount in many cases) unless otherwise indicated.

This summary is intended to be instructional – to provide information about the potential exposure associated with resolving employment litigation. It does not purport to be all-inclusive. Additions since the last edition are highlighted.

If you are aware of a non-confidential employment practice liability settlement or verdict within the last five years in excess of \$2 million that is not listed here, please call us or e-mail your comments and cases to: [JRyan@kbrlaw.com](mailto:JRyan@kbrlaw.com). We appreciate all input.

**EMPLOYMENT PRACTICES LIABILITY**  
**Settlements and Verdicts in Excess of \$2 Million**  
**(October 2012 to October 2017)**

1.	<p><b>\$241,300,000:</b> Verdict</p> <p><b>Hill Country Farms (Henry's Turkey Service)</b></p> <p>May 2013 Federal Court: IA</p> <p>Punitive Damages: \$64 Million (\$2M to each of 32 workers)</p>	<p><b>Disability Discrimination:</b> The Equal Employment Opportunity Commission sued Hill Country Farms, parent company of Henry's Turkey Service, on behalf of 32 mentally disabled turkey processing plant workers, alleging HCF violated the Americans with Disabilities Act by harassing them and discriminating against them, both in terms of their employment and their wages. The EEOC found the workers were paid \$65 per month and received room and board, but were required to sign over their Social Security and Supplemental Security Income checks to pay for their expenses, and were paid significantly less than their non-disabled co-workers. The investigation also revealed the workers faced physical and verbal abuse, a hostile work environment, and confinement. The EEOC alleged the only way HCF could get away with such treatment was by the fact it knew the workers were intellectually disabled and could not understand what was being done to them or the laws that could have protected them. In May 2013, the jury awarded \$5.5 million in compensatory damages and \$2 million in punitive damages to each of the 32 workers. The approximately \$240 million verdict represented the largest amount ever awarded in an EEOC case brought to trial.</p> <p><b>Update:</b> A federal district court first reduced the award to \$1.6 million to conform with the ADA's statutory damages cap of \$50,000 for each claimant. It also awarded litigation costs to the EEOC. On June 11, 2013, the court issued a final judgment awarding a total of approximately \$3.4 million in back pay, damages, interest and court costs.</p>
2.	<p><b>\$185,000,000:</b> Verdict</p> <p><b>AutoZone Stores, Inc.</b></p> <p>January 2015 Federal Court: CA</p>	<p><b>Pregnancy Discrimination:</b> A former store manager at the auto parts retailer filed suit, alleging she was improperly demoted because she was pregnant and later fired for filing a pregnancy discrimination suit. According to the claimant, she was urged to step down from her role by the district manager when it was discovered she was pregnant, and the store allegedly fabricated an incident where cash was misplaced and she was blamed for it and later terminated.</p> <p><b>Update:</b> In July 2015, AutoZone dropped its appeal as part of a settlement agreement with the store manager in an undisclosed amount.</p>

3.	<p><b>\$160,000,000:</b> Settlement</p> <p><b>Merrill Lynch &amp; Co., Inc.</b></p> <p>September 2013 Federal Court: IL</p>	<p><b>Race Discrimination:</b> A class of more than 1,400 current and former African-American investment advisers and adviser trainees filed suit in 2005, alleging that they received little help from their managers and were often ostracized by co-workers. The suit also alleged that a “teaming” policy, which allows financial advisers or brokers in local offices to form teams to share business and a policy for distributing accounts of departing brokers to members of their team, had disproportionate adverse impacts on Black brokers, who were rarely asked to join teams and were too spread out across the country to form their own teams.</p>
4.	<p><b>\$98,000,000:</b> DOJ Order</p> <p><b>Ally Financial, Inc. and Ally Bank</b></p> <p>December 2013</p>	<p><b>Third-Party Race Discrimination:</b> The Consumer Financial Protection Bureau and the Department of Justice ordered the bank to pay \$80 million in damages to African-American, Hispanic, and Asian and Pacific Islander borrowers who were charged higher interest rates for their auto loans than white borrowers with similarly-situated creditworthiness. In addition, Ally was ordered to pay \$18 million in penalties.</p> <p><b>Update:</b> In January 2016, the CFPB confirmed the affected Ally borrowers received the \$80 million in compensatory damages.</p>
5.	<p><b>\$96,000,000:</b> Settlement</p> <p><b>American Express Co.</b></p> <p>August 2017</p>	<p><b>Third-Party National Origin Discrimination:</b> A settlement between the credit card company and the Consumer Financial Protection Bureau resolving allegations that 221,932 customers in the U.S. Territories of Puerto Rico, Guam and American Samoa, as well as the Virgin Islands, were charged higher fees and interest rates than cardholders in the rest of the country on the basis of their national origin.</p>
6.	<p><b>\$66,400,000:</b> Settlement (Whistleblower Portion)</p> <p><b>Novartis Pharmaceuticals Corp.</b></p> <p>November 2015 Federal Court: NY</p>	<p><b>Whistleblower:</b> Novartis Pharmaceuticals Corp. has agreed to federal oversight of client relations after reaching a settlement in which it would pay \$390 million to the U.S. Department of Justice along with certain states to help resolve numerous civil claims that the company induced specialty pharmacies to increase prescriptions for Novartis brand drugs. Of the \$390 million, \$66.4 million went to the whistleblower. The claim incepted as a whistleblower’s False Claims Act suit by a former sales manager in which the Department of Justice and several states intervened early 2014. The whistleblower also received \$12.2 million in a settlement with Accredo Health Group Inc. and \$2.34 million in a settlement with BioScrip Inc., bringing his total compensation for his 2011 False Claims Act suit to more than \$80 million.</p>

7.	<p><b>\$55,000,000:</b> Settlement</p> <p><b>JPMorgan Chase</b></p> <p>January 2017 Federal Court: NY</p>	<p><b>Third Party Race Discrimination:</b> The government filed suit on behalf of 53,000 African-American and Latino mortgage borrowers who alleged they were charged higher interest rates and fees than similarly situated white borrowers. The complaint asserted that Chase allowed independent mortgage brokers to adjust pricing based on factors not related to borrower risk without documented justification and incentivized the brokers with bonuses when they charged interest rates above the rates based on standard credit criteria.</p>
8.	<p><b>\$50,520,000:</b> Verdict</p> <p><b>Lockheed Martin</b></p> <p>January 2017 Federal Court: NJ</p> <p>Punitive Damages: \$50 million</p>	<p><b>Age Discrimination:</b> A former senior project specialist engineer alleged he was fired during a reduction in force because he was the oldest person in his group. He further alleged that the four other people with his title who were also terminated were all over 50.</p>
9.	<p><b>\$48,600,000:</b> Settlement (retaliation portion)</p> <p><b>Ranbaxy Laboratories Ltd./Ranbaxy USA, Inc.</b></p> <p>May 2013 Federal Court: MD</p>	<p><b>Whistleblower:</b> A former director of research information and project management alleged that his employer, Ranbaxy Labs, committed errors in manufacturing and testing drugs. He allegedly reported his findings to his supervisor, the head of research and development, who reported the matter to senior management. The director quit and filed a lawsuit against Ranbaxy USA, alleging senior company executives ordered the destruction of evidence when his supervisor alerted them to his findings of data fudging, misbranding and adulteration of drugs. His lawsuit, alleging violations of the Maryland Whistleblower False Claims Act was settled jointly with a criminal case filed by the Department of Justice with the director's assistance. The settlement of the criminal matter consists of a \$130 million fine and an additional \$20 million forfeit. The settlement of the civil matter includes a \$183.2 million payment to the federal government, a \$48.6 million payment to the director, and the remaining \$118.2 million will be split among a group of states whose Medicaid programs paid for the drugs. The Department of Justice estimates that combined with the civil deal, the plea agreement is the largest U.S. drug safety settlement ever reached with a generic-drug maker.</p>

<p>10.</p>	<p><b>\$47,000,000:</b> Verdict</p> <p><b>American Association of Physician Specialists Inc.</b></p> <p>February 2016 Federal Court: CA</p> <p>Punitive Damages: \$20,000,000</p>	<p><b>Retaliation:</b> A dermatologist filed suit, claiming the organization suspended the membership of physicians who investigated its leadership, and that she was ousted when she voiced her objections. The jury awarded \$27 million in compensatory damages and \$20 million in punitive damages.</p>
<p>11.</p>	<p><b>\$39,000,000:</b> Settlement</p> <p><b>Bank of America Corp.</b></p> <p>December 2013 Federal Court: NY</p>	<p><b>Gender Discrimination:</b> A class of approximately 4,800 female financial advisers and trainees who worked for Bank of America or Merrill Lynch Pierce Fenner and Smith, Inc. filed suit in March 2010 alleging gender discrimination under Title VII, the Equal Pay Act, and state law. The suit alleged the most lucrative clients were pushed toward the men, and other allegations that mirrored a previous gender discrimination case against Merrill Lynch that settled for \$250 million in the 1990's.</p>
<p>12.</p>	<p><b>\$37,250,000:</b> Settlement</p> <p><b>The U.S Department of Energy's Lawrence Livermore National Laboratory</b></p> <p>October 2015 Federal Court: CA</p>	<p><b>Age Discrimination:</b> 129 former employees of the Lab claimed they lost their jobs due to age discrimination. The workers alleged that a layoff was the Lab's way of getting rid of older employees and hiring younger people for less wages. The claims were litigated in two separate jury trials, one alleging breach of the employees' contracts, and one alleging age discrimination. The employees won the breach of contract claims, and the Lab prevailed on the age discrimination claims, but with both jury verdicts on appeal, the Lab opted to settle both.</p>
<p>13.</p>	<p><b>\$35,500,000:</b> Settlement</p> <p><b>Wells Fargo Advisors</b></p> <p>January 2017 Federal Court: IL</p>	<p><b>Race Discrimination:</b> A putative class action lawsuit on behalf of more than 320 current and former brokers who alleged that African-American brokers and trainees were denied business opportunities and excluded from high-producing teams because of their race.</p> <p><b>Update:</b> In May 2017, an Illinois federal judge granted final approval of the settlement.</p>
<p>14.</p>	<p><b>\$32,500,000:</b> Settlement</p> <p><b>MetLife Securities, Inc.</b></p> <p>July 2017 Federal Court: NY</p>	<p><b>Race Discrimination:</b> A class of 690 black employees alleged that MetLife Securities Inc. violated federal civil rights law by discriminating against black financial services representatives. The allegations included that black employees were given fewer chances to team up with their colleagues, prevented from getting good accounts, and given restricted training opportunities.</p>

<p>15.</p>	<p><b>\$31,830,000:</b> Settlement (Whistleblower's Portion)</p> <p><b>Millennium Health</b></p> <p>October 2015 Federal Court: MA</p>	<p><b>Whistleblower:</b> Matter involves numerous lawsuits claiming the lab engaged in a referral scheme and fraud in their Medicare and Medicaid programs. The settlement in the amount of \$256 million resolves 8 underlying suits, most of which were pursued by the government after whistleblowers filed qui tam suits under the False Claims Act. The suits involved two main allegations: that the lab billed Federal health care programs for excessive and unnecessary urine drug testing, and that the lab submitted false claims to Federal health care programs for genetic testing that was performed routinely without an individualized assessment of need. The whistleblowers will receive \$30.35 million for the urine drug testing claims and \$1.48 million for the genetic testing claims.</p>
<p>16.</p>	<p><b>\$31,000,000:</b> Verdict</p> <p><b>Wal-Mart Stores East LP</b></p> <p>January 2016 Federal Court: NH</p> <p>Punitive Damages: \$15 million, reduced to \$300,000</p>	<p><b>Gender Discrimination and Retaliation:</b> A pharmacist filed suit, alleging she was wrongfully fired after she reported a number of problems with staffing issues, including a complaint that a co-worker accessed and shared her medical information with other store employees. She alleges the pretext for her termination was that she lost her pharmacy key, although other male co-workers who did the same thing were not terminated. The jury awarded her \$15 million in punitive damages, \$15 million in enhanced compensatory damages, and \$1 million in lost wages and other damages.</p> <p><b>Update:</b> In February 2016, the US District Judge trimmed the \$15 million punitive damages award down to \$300,000, bringing the total award down to \$16.3 million. In May 2016, Wal-Mart asked the judge to overturn the verdict, but in September 2016, the motion was denied.</p>
<p>17.</p>	<p><b>\$27,000,000:</b> Verdict</p> <p><b>Allstate Insurance Co.</b></p> <p>June 2016 Federal Court: IL</p> <p>Punitive Damages: \$10 million collectively</p>	<p><b>Defamation:</b> Four former Allstate employees who were terminated for allegedly violating the company's ethics code by manipulating the "pay-for-performance" system to score higher bonuses filed suit alleging the company defamed them and violated the Fair Credit Reporting Act by not providing them with a copy of the investigation that led to their terminations. One employee received almost \$7.2 million in defamation damages and \$4 million in punitive; the second received about \$2.9 million for defamation and \$2 million for punitive; the third received roughly \$3.6 million for defamation and \$3 million for punitive; and the fourth received \$3.4 million for defamation and \$1 million for punitive.</p> <p><b>Update:</b> In May 2017, Allstate appealed the verdict, asserting the traders were fully informed about claims against them and were unharmed by the claimed defamation.</p>

<p>18.</p>	<p><b>\$26,600,000:</b> Verdict</p> <p><b>Ecobank Transnational, Inc.</b></p> <p>January and February 2015 Labour Court of Lome in Togo Ivory Coast Court</p>	<p><b>Wrongful Termination and Defamation:</b> The ex-CEO of the pan-African bank filed suit in the Labour Court of Lome in Togo, Africa for wrongful termination after he was accused of incompetence and fired following a “government crisis.” The suit went to courts in Togo, the Ivory Coast and England, with the Togo court awarding the CEO \$11.6 million, and the Ivory Coast court awarding him \$15 million. The matter was also pending in the English court system.</p> <p><b>Update:</b> In December 2015, Ecobank lost an appeal of the two West Africa courts’ verdicts filed with The London Court for Appeal, who found the bank had missed its window to apply for an injunction as it had waited too long after initiating arbitration proceedings.</p> <p><b>Further Update:</b> In February 2016, Ecobank settled the matter for an undisclosed amount.</p>
<p>19.</p>	<p><b>\$26,100,000:</b> Verdict</p> <p><b>Staples, Inc./Staples Contract and Commercial, Inc.</b></p> <p>February 2014 State Court: California</p> <p>Punitive Damages: \$22.8 million</p>	<p><b>Age Discrimination:</b> A 64-year-old facilities manager for Corporate Express (purchased by Staples in 2008), filed suit alleging wrongful termination and age discrimination. He alleged that Corporate Express’s pay rate was higher than similar employees at Staples, and that his managers told him they needed to clear out older, higher-paid employees. He also alleged he was harassed after refusing to voluntarily resign, and was eventually suspended for stealing a bell pepper from the cafeteria valued at \$0.68. He also claimed that a receptionist was asked by management to provide false statements against him.</p> <p><b>Update:</b> In May 2014, the trial judge reduced the punitive damages amount by \$9.8 million to \$13 million, and upheld the \$3.2 million in compensatory damages. In May 2016, a California appeals court upheld the \$16 million jury verdict award.</p>
<p>20.</p>	<p><b>\$25,000,000:</b> Verdict</p> <p><b>Cardiovascular Systems Inc.</b></p> <p>April 2017 State Court: CA</p> <p>Punitive Damages: \$22.4 million</p>	<p><b>Retaliation/Whistleblower:</b> Suit brought by former sales manager alleging he was fired after complaining about doctor kickbacks and promotion of off-label medical device uses. Plaintiff asserted he brought the concerns to the company’s legal and human resources department. He claimed that he spoke to his supervisor regarding a sales rep who was reporting to physicians that a different CSI device was used in a cardiovascular procedure for a use not approved by the U.S. FDA. After bringing up the matter, he was allegedly told that his sales quota was increased by 41 percent.</p>



<p>21.</p>	<p><b>\$25,000,000:</b> Settlement <b>American Honda Finance</b>  July 2015 Federal Court: CA</p>	<p><b>Third Party Race Discrimination:</b> A complaint alleging Honda's financing division charged thousands of African-American, Hispanic and Asian and Pacific Islander customers higher interest rates for auto loans than white borrowers without regard to their credit records.</p>
<p>22.</p>	<p><b>\$24,000,000:</b> Settlement <b>U.S. Secret Service</b>  January 2017 Federal Court: DC</p>	<p><b>Race Discrimination:</b> A nearly 17-year dispute involving more than 100 Secret Service agent class members who alleged the government did not promote African-American agents. The amended complaint in the suit also alleged the Secret Service and other law enforcement officers attended an annual racist event called the "Good Ol' Boys Roundup."</p>
<p>23.</p>	<p><b>\$24,000,000:</b> Settlement (Whistleblower Portion) <b>Kindred Healthcare, Inc.</b>  January 2016 Federal Court: MA</p>	<p><b>[JR – none of the articles I found on this case mentioned retaliation...only that it started as a qui tam suit by the two nurses that the government then took over...]</b></p> <p><b>Whistleblower:</b> A physical therapist and an occupational therapist filed a whistleblower suit claiming Kindred Healthcare caused its skilled nursing facilities to submit false claims to Medicare for rehabilitation therapy. The suit alleges Kindred caused facilities to submit claims for unnecessary therapy, or therapy that was not provided, in order to bill Medicare for the highest reimbursements. Kindred and its RehabCare Group, Inc. and RehabCare Group East, Inc. units paid \$125 million of the \$133 million settlement, and four of its skilled nursing facilities paid \$8.225 million. The two whistleblowers will share \$23,888,000 plus interest.</p>
<p>24.</p>	<p><b>\$22,900,000:</b> Settlement (Whistleblower Portion) <b>Warner Chilcott U.S. Sales LCC</b>  October 2015 Federal Court: CA</p>	<p><b>Whistleblower:</b> Three former employees filed suit under California's Insurance Fraud Prevention Act (similar to qui tam) alleging that the Ireland-based drug maker violated the Anti-Kickback Statute and HIPAA privacy protections, and caused false claims to be submitted to government health insurance programs. Warner Chilcott, now part of Allergan, plead guilty to a felony charge of healthcare fraud, and the plea deal was part of a global settlement with the federal government for \$125 million that settles two criminal cases and the civil whistleblower case.</p>

<p>25.</p>	<p><b>\$21,900,000:</b> Settlement</p> <p><b>Toyota Motor Credit Corp.</b></p> <p>February 2016 Federal Court: CA</p>	<p><b>Third Party Race Discrimination:</b> A complaint alleging Toyota charged thousands of African-American, Asian and Pacific Islander customers higher interest rates for auto loans than white borrowers with similar creditworthiness. The complaint alleges that Toyota allowed dealerships to charge interest rate markups at their discretion, and did not require the dealers to document reasons for adding basis points to loans or monitor the portfolios for possible discrimination.</p>
<p>26.</p>	<p><b>\$21,798,446:</b> Verdict</p> <p><b>Valley Vista Services, Inc./Zerep Management Corporation</b></p> <p>February 2013 Federal Court: CA</p> <p>Punitive Damages: \$16.57 Million</p>	<p><b>Wrongful Termination:</b> A former employee of a Los Angeles-area waste collection and recycling company alleged she was fired for taking disability leave to deal with panic attacks. A jury found that the plaintiff had a mental disability that limited her ability to engage in a major life activity, and also that the employer failed to provide a reasonable accommodation for her disability. The jury awarded \$66,023 in damages for past economic loss, \$462,163 in future economic loss, \$4 million in past non-economic loss, and \$700,000 in future non-economic loss, as well as a total of \$16.57 million in punitive damages.</p>
<p>27.</p>	<p><b>\$21,400,000:</b> Verdict</p> <p><b>Pastazios Pizza Inc.</b></p> <p>July 2015 Federal Court, TX</p>	<p><b>Sexual Assault:</b> A female job applicant sued the owner of Pastazios Pizza for sexually assaulting her on a job interview. The victim claims the owner served her multiple rounds of beer and whiskey, at which time she was only 18, then sexually assaulted her and infected her with a sexually transmitted disease during the assault.</p>

<p>28.</p>	<p><b>\$20,251,963:</b> Verdict</p> <p><b>Four Amigos Travel, Inc. and Top Dog Travel</b></p> <p>April 2013 Federal Court: FL</p> <p>Punitive Damages: \$16 million (\$10 million for EEOC-represented employees; \$6 million for 3 intervening employees)</p>	<p><b>Sexual Harassment:</b> The Equal Employment Opportunity Commission filed an action in May 2011 against two travel telemarketing businesses on behalf of five female workers. The two companies proceeded <i>pro se</i>. Three other employees later intervened, alleging similar claims against both companies and four managers, including state law battery claims. The EEOC found the women were forced to work under “unspeakable conditions,” including one manager offering female employees \$100 to have sex with him in an office bathroom, another supervisor requesting oral sex from a worker, and even the general manager, who told employees to have sex with certain managers in a back room. In addition, the EEOC found reports of nearly daily incidents of unwelcome groping and simulated sex acts. The plaintiffs also alleged retaliation after complaining. The jury awarded \$2.5 million in compensatory damages and \$10 million in punitive damages for the five employees represented by the EEOC, along with \$1.25 million in compensatory damages and \$6 million in punitive damages for the additional three who intervened. The plaintiffs were also awarded more than \$500,000 in back pay.</p> <p><b>Update:</b> The District Court reduced the award from a total of \$12.5 million to \$1 million in accordance with Title VII’s statutory cap on non-economic compensatory and punitive damages. The Court kept in place the \$7.25 million award for the three additional employees who intervened in the suit.</p>
<p>29.</p>	<p><b>\$19,500,000:</b> Settlement</p> <p><b>Qualcomm Technologies, Inc.</b></p> <p>July 2016 Federal Court: CA</p>	<p><b>Gender Discrimination:</b> A class of 3,300 current and former employees in science, technology, engineering and math-related roles accused the company’s promotion policies of unfairly choosing and grooming men for promotions over women. The employees further assert women caring for children were discouraged from taking leave and workers who stayed late were rewarded regardless of productivity.</p>

<p>30.</p>	<p><b>\$18,000,004:</b> Verdict</p> <p><b>Benjamin Wey (Private Equity CEO for New York Group)</b></p> <p>June 2015 Federal Court: NY</p> <p>Punitive Damages: \$16 million</p>	<p><b>Sexual Harassment and Defamation:</b> A jury awarded a former intern \$2 million in compensatory and \$16 million in punitive damages against a private equity CEO for defamation and sexual harassment. The CEO allegedly pressured the intern to have sex with him and then subsequently fired her after she refused to continue the sexual relationship. The CEO also allegedly then launched a vicious online attack against the intern. According to the Intern, She was forced to leave the US and return to Sweden where she began working as a waitress. The CEO went so far as to “surprise” her in the restaurant where she worked, which forced her to call the police. \$17.5 million of the award stemmed from the defamation claim, \$500k was awarded in compensatory damages for sexual harassment, and a symbolic \$4 for the retaliation claim.</p> <p><b>Update:</b> In March 2016, a New York federal judge determined the amounts awarded by the jury for certain punitive damages were excessive, and also cut a compensatory damage award for sexual harassment claims from \$500,000 to \$150,000. The judge told the former intern she must face a new damages trial or agree to the \$18 million being reduced to \$5.65 million. She did agree.</p> <p><b>Further Update:</b> In April 2017 the CEO unsuccessfully attempted to appeal the \$5.65 million award.</p>
<p>31.</p>	<p><b>\$17,400,000:</b> Verdict</p> <p><b>Moreno Farms, Inc.</b></p> <p>September 2015 Federal Court: FL</p> <p>Punitive Damages: \$15 million</p>	<p><b>Sexual Harassment and Retaliation:</b> Five female migrant agricultural workers, in a sexual harassment case brought by the EEOC against their produce farm, alleged that three supervisors (two of whom were the sons of the owner) harassed, groped, and in some instances raped the migrant workers. The suit alleged that the men threatened the women with termination, and ultimately did fire them for resisting their sexual advances. Jurors awarded the five women \$2.4 million in compensatory damages and \$15 million in punitive damages. The trail was limited to damages as Moreno Farms defaulted and did not participate in the case.</p>
<p>32.</p>	<p><b>\$17,300,000:</b> Settlement</p> <p><b>U.S. Postal Service</b></p> <p>June 2013 Federal Court: Washington DC</p>	<p><b>Disability Discrimination:</b> The United States Postal Service settled a class action lawsuit filed by approximately 41,000 past and current employees with disabilities. The lawsuit alleged that from 2000 through 2012, employees with permanent disabilities were given restricted work hours in violation of the 1973 Rehabilitation Act, which bars federal agencies from discriminating against disabled employees.</p>

<p>33.</p>	<p><b>\$17,200,000:</b> Settlement (Whistleblower's Portion)</p> <p><b>Omnicare Inc.</b></p> <p>June 2014 Federal Court: OH</p>	<p><b>Whistleblower:</b> Omnicare paid \$124.2 million to settle a whistleblower lawsuit accusing the company of offering improper financial incentives to skilled nursing facilities in return for their continued selection of Omnicare to supply drugs to elderly Medicare and Medicaid beneficiaries. The settlement resolved allegations that Omnicare submitted false claims by entering into below-cost contracts to supply prescription medication and other pharmaceutical drugs to skilled nursing facilities and their resident patients to induce the facilities to select Omnicare as their pharmacy provider. The facilities were participating providers under agreements with Medicare and Medicaid. \$17.2 million was the portion of the overall settlement that was paid to the whistleblower.</p>
<p>34.</p>	<p><b>\$16,600,000:</b> Verdict</p> <p><b>McWane, Inc.</b></p> <p>June 2017 State Court: CA</p> <p>Punitive Damages: \$13.8 million</p>	<p><b>Race Discrimination:</b> A black former production supervisor at a manufacturing company that makes fire hydrants was allegedly subjected to racially derogatory names and nothing was done when he complained to management.</p>
<p>35.</p>	<p><b>\$15,000,000:</b> Settlement</p> <p><b>The State of Washington</b></p> <p>May 2017 State Court: WA</p>	<p><b>Military Veterans Discrimination:</b> The State of Washington paid a class of 878 veterans who were hired as troopers and 109 who applied, who alleged that the state violated federal law by denying hiring and promotion preference to military veterans. The settlement is the largest ever for a USERRA claim.</p>
<p>36.</p>	<p><b>\$15,000,000:</b> Settlement</p> <p><b>Pritzker (The U.S. Census Bureau)</b></p> <p>April 2016 Federal Court: NY</p>	<p><b>Race Discrimination:</b> A class action lawsuit was filed against the Census Bureau, alleging that its policy of screening employees based on criminal records and requiring applicants to provide official documentation on all arrests and convictions within 30 days was disproportionately unfair to minority groups that have higher arrest and conviction rates than whites. The class included only African-American applicants, but the settlement was also expected to benefit Latino applicants.</p>

<p>37.</p>	<p><b>\$15,000,000:</b> Verdict</p> <p><b>Matheson Trucking Inc.</b></p> <p>February 2015 Federal Court: CO</p> <p>Punitive Damages: \$14million</p>	<p><b>Race Discrimination &amp; Harassment / Retaliation:</b> Six black shipping warehouse workers and one white worker brought suit against their employer for violation of the Civil Rights Act. The black employees asserted that their employer facilitated a racially hostile environment wherein they were treated vastly different than their white coworkers. Additionally, when the white plaintiff verified the details of the allegation, he was subsequently fired and became the seventh plaintiff under a retaliation claim. Each plaintiff received \$2 million in punitive damages. Six plaintiffs will receive \$75,000, and one will receive \$200,000 in compensatory damages. The plaintiffs will also get back pay of \$319,000.</p>
<p>38.</p>	<p><b>\$14,500,000:</b> Settlement</p> <p><b>Patterson-UTI Energy Inc.</b></p> <p>March 2015 Federal Court: CO</p>	<p><b>Racial Discrimination:</b> The EEOC filed suit against a drilling company for discriminating against its minority workers and perpetuating a hostile work environment that included ethnic slurs, intimidation, and withholding promotions. The drilling company is required to file progress reports for 4 years in conjunction with the open claim application. Additionally, the company must report for an additional year after the claim closing, institute an anti-discrimination training program, and create a new VP position centered on equal employment opportunities. Of the \$14.5 settlement, the company put \$12,260,000 in a fund for distribution to the class of discrimination victims.</p>
<p>39.</p>	<p><b>\$13,420,000:</b> Verdict</p> <p><b>Hunter Panels LLC &amp; Carlisle Construction Materials Inc.</b></p> <p>April 2015 Federal Court: PA</p> <p>Punitive Damages: \$12 million</p>	<p><b>Sexual Discrimination:</b> A former employee of the manufacturing plant filed suit against her employer alleging sexual discrimination. The employee claimed constant sexual discrimination during her work day. She also alleged that she was promoted to a supervisor position that she held for six years but never reached the same pay rate of her male predecessor who held the position for only six months. The employee allegedly notified HR on several occasions of the unfair treatment, but was always dismissed. After reporting to an HR specialist that gender discrimination was a problem, the employee was terminated the next month. The employer supposedly back-dated documents to create justification for termination. A jury awarded the employee \$12 million in punitive damages, \$400,000 in compensatory damages, \$170,000 in back pay and \$350,000 in front pay.</p>
<p>40.</p>	<p><b>\$12,700,000:</b> Settlement</p> <p><b>Local 28 of the Sheet Metal Workers' International Association</b></p> <p>April 2015 Federal Court: NY</p>	<p><b>Racial Discrimination:</b> The EEOC filed suit on behalf of underemployed black and Hispanic members of the Union. The class included more than 400 members who were underpaid and overlooked during job recruitment. Under the terms of the agreement, the Union will initially pay \$4 million in damages and make contributions to the fund in the coming five years. The EEOC estimates those contributions will total \$12.7 million.</p>

<p>41.</p>	<p><b>\$12,300,000:</b> Settlements</p> <p><b>Global Horizons, Inc., et al.</b></p> <p>June 2014 Federal Court: HI</p> <p>January 2015 State Court: HI</p>	<p><b>National Origin Discrimination/Harassment/Worker Bias:</b> The EEOC filed suit in April 2011 alleging labor contractor Global Horizons, Inc. and six Hawaiian farms of harassing and discriminating against more than 500 Thai workers in Hawaii. The lawsuit alleged that through a temporary visa program, the Thai farm workers were to be provided food, housing and pay but instead the workers were subjected to slapping, punching, and humiliation, as well as threats of being shot, deported or imprisoned, in addition to being denied pay, having their passports confiscated, and being forced to adhere to production quotas that did not apply to non-Thai workers. The farms were named as co-defendants because they were considered joint employers.</p> <p>The four farms (Mac Farms of Hawaii, Kauai Coffee Co., Kelena Farms and Captain Cook Coffee Co. settled for \$2.4 million); Del Monte Farm Fresh settled in November 2014 for \$1.2 million; and Global Horizons and Maui Pineapple Co. settled for \$8.7 million in January 2015.</p>
<p>42.</p>	<p><b>\$12,200,000:</b> Settlement (Whistleblower Portion)</p> <p><b>Accredo Health Group</b></p> <p>February 2016 Federal Court: NY</p>	<p><b>Whistleblower:</b> A former Novartis Pharmaceuticals Corp. sales manager filed suit in New York federal court claiming Novartis offered Accredo and BioScrip Inc. performance rebates and discounts to push its medications. The U.S. Department of Justice and several states intervened in the suit. Accredo agreed to settle the matter as against it for \$60 million. The whistleblower also received \$66.4 million of a \$390 million settlement with Novartis and \$2.34 million of a \$11.7 million settlement with BioScrip Inc., bringing his total compensation for his 2011 False Claims Act suit to more than \$80 million.</p>
<p>43.</p>	<p><b>\$12,000,000:</b> Settlement</p> <p><b>Texas Roadhouse, Inc.</b></p> <p>March 2017 Federal Court: MA</p>	<p><b>Age Discrimination:</b> The EEOC brought a suit against the steakhouse that alleged the restaurants would not hire applicants over 40 years of age for positions that dealt with the public, such as hosts, servers and bartenders.</p>
<p>44.</p>	<p><b>\$11,900,000:</b> Verdict</p> <p><b>Manley Toy Direct, Toy Network LLC, Aquawood, LLC and SLB Toys USA aka Toy Quest</b></p> <p>August 2015 Federal Court: IA</p>	<p><b>Sexual Harassment and Retaliation:</b> A former customer service employee of the Chinese toy distributor alleged she was subjected to a hostile work environment, which included vulgar and harassing remarks and gestures, as well as one employee grabbing her head and forcing it in his crotch. She further alleges when she complained about the behavior, her boss told her the head office in China “doesn’t care about women.”</p>

<p>45.</p>	<p><b>\$11,000,000:</b> Settlement (Whistleblower's portion)</p> <p><b>Lincare Inc.</b></p> <p>June 2017 Federal Court: MA</p>	<p><b>Whistleblower:</b> Medical equipment maker will pay \$20 million to settle whistleblowers' allegations that it fraudulently billed government programs for its products and services. The complaint alleged that some services for which Lincare received reimbursement from the government weren't eligible for reimbursement, weren't medically necessary, were never provided, and/or were provided in violation of standards and regulations. The company also allegedly fabricated evidence to justify refills of oxygen that were never requested, improperly waived co-payments and deductibles, paid kickbacks to get referrals and failed to return overpayments.</p>
<p>46.</p>	<p><b>\$10,900,000:</b> Verdict</p> <p><b>City of Boston</b></p> <p>October 2015 State Court: MA</p> <p>Punitive Damages: \$10 million</p>	<p><b>Race Discrimination and Retaliation:</b> A Haitian-American senior administrative assistant, who worked for the City's Treasury Department for nearly 30 years, filed a complaint against the City and her supervisor, alleging she was denied pay raises, promotions, overtime pay, and compensation for performing a supervisor's duties, because of her race. The jury found that City Hall had a pattern of failing to promote black employees, and that they retaliated against the plaintiff when she filed a charge of discrimination with the Massachusetts Commission Against Discrimination.</p>
<p>47.</p>	<p><b>\$10,500,000:</b> Settlement</p> <p><b>Bass Pro Outdoor World LLC</b></p> <p>July 2017 Federal Court: TX</p>	<p><b>Race Discrimination:</b> The EEOC brought a Title VII lawsuit against the company in September 2011 that alleged a class of black and Hispanic applicants were discriminated against due their race. Specifically, the EEOC alleged at least 100 people were the victims of discriminatory hiring practices; the number was increased to 200 in an amended complaint.</p>
<p>48.</p>	<p><b>\$10,500,000:</b> Settlement (Whistleblower Portion)</p> <p><b>CareCore National LLC</b></p> <p>May 2017 Federal Court: NY</p>	<p><b>Whistleblower:</b> The benefits management company paid \$54 million to end a whistleblower's False Claims Act suit accusing it of pretending to verify the medical necessity of treatment for patients in Medicare Advantage and Medicaid. It was alleged that CareCore processed millions of prior authorizations, but lacked the capacity to properly examine them. Fearing penalties, the company allegedly adopted a policy of automatically approving some prior authorizations without actually examining whether services should be reimbursed by Medicare Advantage or Medicaid. The settlement stemmed from 200,000 improper prior authorizations. As part of the settlement, the company admitted and accepted responsibility for the conduct.</p>



<p>49.</p>	<p><b>\$10,500,000:</b> Verdict</p> <p><b>Norfolk Southern Railway Co.</b></p> <p>January 2016 Federal Court: AL</p> <p>Punitive Damages: \$8 million</p>	<p><b>Disability Discrimination:</b> A conductor for the railroad company filed suit alleging that Norfolk had violated the Americans With Disabilities Act by regarding him to be disabled following a motorcycle crash and illegally holding that against him. The employee asserted that he was not disabled and had been cleared to return to work by his doctor, but that the company required him to see a physical therapist, subjected him to repeated tests and inquiries, and ultimately informed him he could not come back to work as a conductor because he had a traumatic brain injury. The jury awarded \$8 million in punitive damages, \$2.5 million in emotional pain and mental anguish damages, and \$96,500 in lost wages.</p> <p><b>Update:</b> Later the same day, the judge vacated the verdict, saying the amount exceeded the \$300,000 statutory damages cap. In February 2016, a final judgment of \$396,521 was entered.</p>
<p>50.</p>	<p><b>\$10,125,000:</b> Settlement</p> <p><b>Ford Motor Corp.</b></p> <p>August 2017 EEOC Investigation</p>	<p><b>Race Discrimination:</b> The EEOC launched an investigation into allegations that two of Ford's Chicago facilities engaged in racial and sexual harassment of blacks and women. Ford voluntarily settled the matter to avoid an extended dispute, and did not admit fault. In addition to the money, the automaker agreed to conduct regular training and distribute anti-harassment and anti-discrimination policies to employees, and report any complaints of harassment or other discrimination to the EEOC.</p>
<p>51.</p>	<p><b>\$10,100,000:</b> Settlement</p> <p><b>Publix Super Markets</b></p> <p>September 2017 Federal Court: FL</p>	<p><b>Race Discrimination:</b> A class-action discrimination suit involving employees at the supermarket chain who alleged they were passed over for promotions due to their race.</p>
<p>52.</p>	<p><b>\$10,000,000:</b> (Whistleblower's Portion)</p> <p><b>Genentech Inc. and OSI Pharmaceuticals</b></p> <p>June 2016 Federal Court: CA</p>	<p><b>Whistleblower:</b> A former pharmaceutical representative employee of Genentech filed a qui tam complaint in 2011, alleging the pharmaceutical companies repackaged drugs with excess product in violation of approved labeling, resulting in misleading statements about the effectiveness of a cancer drug, Tarceva. The employee received approximately \$10 million of the \$67 million settlement with the Department of Justice.</p>

<p>53.</p>	<p><b>\$9,980,000:</b> Settlement</p> <p><b>Social Security Administration</b></p> <p>October 2014 Federal Court: WI</p>	<p><b>Disability Discrimination:</b> A class action suit was filed against the Social Security Administration alleging employees with “targeted disabilities” were denied promotions. Targeted disabilities are more severe and immediately apparent to potential employers, including deafness, blindness, missing extremities, partial or complete paralysis, epilepsy, severe intellectual disability, psychiatric disability and dwarfism. The case began with a deaf employee who allegedly applied for and was denied over 30 promotions that went to non-disabled and less qualified candidates.</p>
<p>54.</p>	<p><b>\$9,200,000:</b> Settlement</p> <p><b>Pacific Alliance Medical Center</b></p> <p>June 2017 Federal Court: CA</p>	<p><b>Whistleblower:</b> The medical provider agreed to pay \$42 million to settle allegations that it violated the False Claims Act by entering into illegal referral agreements with community partners. The suit alleged that the hospital submitted false claims to the federal government’s Medicare and MediCal programs for services rendered to patients referred by physicians. In exchange for the referrals, the hospital allegedly paid above-market rates to rent office space in physicians’ offices and entered into marketing agreements that allegedly provided undue benefit to physicians’ practices. These relationships allegedly violated the anti-kickback statute and the Stark Law. \$31.9 million of the settlement was paid to the federal government, \$10 million to the state of California, and the Whistleblower received \$9.2 million from the federal government’s recovery.</p>
<p>55.</p>	<p><b>\$8,700,000:</b> Verdict</p> <p><b>Rite Aid Corp.</b></p> <p>July 2015 State Court: CA</p> <p>Punitive Damages: \$5 million</p>	<p><b>Race and Disability Discrimination/Wrongful Termination:</b> A store manager at the pharmacy alleged that he was harassed, discriminated against and eventually fired following an injury he sustained during a store robbery. The jury awarded the manager \$3.7 million in lost wages and other losses, and \$5 million in punitive damages, and found he was harassed and punished for his injury, but not discriminated against him due to his race.</p> <p><b>Update:</b> In September 2015, the Los Angeles Superior Court denied two post-trial motions to reduce or vacate the verdict and ordered Rite Aid to pay \$1 million in attorneys’ fees. In August 2017, Rite Aid petitioned a California Appellate Panel to discard the verdict.</p>

<p>56.</p>	<p><b>\$8,700,000:</b> Verdict</p> <p><b>Global Horizons Inc. &amp; Maui Pineapple Co.</b></p> <p>January 2015 State Court: HI</p>	<p><b>National Origin Discrimination:</b> The EEOC filed suit in April 2011 alleging labor contractor Global Horizons, Inc. and six Hawaiian farms harassed and discriminated against more than 500 Thai workers in Hawaii. The lawsuit alleged that through a temporary visa program, the Thai farm workers were to be provided food, housing and pay but instead the workers were subjected to slapping, punching, and humiliation, as well as threats of being shot, deported or imprisoned, in addition to being denied pay, having their passports confiscated, and being forced to adhere to production quotas that did not apply to non-Thai workers. The farms were named as co-defendants because they were considered joint employers. In November 2013, one of the farms, Del Monte Farm Fresh settled for \$1.2 million, and in June 2014, the EEOC settled with four of the farms (Mac Farms of Hawaii, Kauai Coffee Co., Kelena Farms and Captain Cook Coffee Co.) for \$2.4 million, for a total of \$12.3 million to resolve this case.</p>
<p>57.</p>	<p><b>\$8,600,000:</b> Settlement</p> <p><b>Lowe's</b></p> <p>May 2016 Federal Court: CA</p>	<p><b>Disability Discrimination:</b> The Equal Employment Opportunity Commission filed suit alleging Lowe's violated the Americans with Disabilities Act by firing employees who needed a medical leave absence in excess of 180 days (and subsequently, 240 days), and failing to provide them with reasonable accommodations.</p>
<p>58.</p>	<p><b>\$8,500,000:</b> Verdict</p> <p><b>FremantleMedia and The Price Is Right Productions</b></p> <p>November 2012 State Court: CA</p> <p>Punitive Damages: \$7,700,000</p>	<p><b>Pregnancy Discrimination:</b> A model with "The Price is Right" claimed she was terminated after she attempted to come back to work after her maternity leave. In her lawsuit, she also alleged producers of the show reacted coldly to the announcement that she was pregnant with twins, and were insensitive toward her after she lost one of them and the other was born prematurely. She further alleged that the show "tolerated" models' pregnancies that it could sell to its audience, but the loss of her son presented too many "complications" and that producers said they wanted to avoid "sad baby stories" on air. A jury awarded her \$776,000 in compensatory damages and \$7.7 million in punitive damages.</p> <p><b>Update:</b> In March 2013, the verdict was thrown out because the Judge concluded that he mis-instructed the jury, specifically that the jury had to consider whether the pregnancy was a motivating factor in the company's decision not to rehire her, as opposed to a <i>substantial</i> motivating factor. In December 2014, a California appeals court ordered a retrial.</p>

59.	<p><b>\$8,200,000:</b> Settlement</p> <p><b>Novartis AG/Alcon Laboratories, Inc.</b></p> <p>December 2015 Federal Court: NY</p>	<p><b>Gender Discrimination:</b> A class and collective action was filed by four groups of current and former employees in director-level positions, manager-level positions, specialist or analyst positions and sales positions. The class alleged sex discrimination in pay, promotions, job assignments and total compensation, and violations of the Equal Pay Act. The plaintiffs claimed that Alcon, which was bought by Novartis in 2010, maintained a “boys club” atmosphere hostile towards women that prevented them from advancing their careers.</p>
60.	<p><b>\$8,200,000:</b> Settlement</p> <p><b>Daiichi Sankyo, Inc.</b></p> <p>August 2015 Federal Court: CA</p>	<p><b>Gender Discrimination:</b> A class action involving nearly 1,400 female employees at the Tokyo-based drug company was filed alleging the company paid female employees less than their male peers, didn’t promote female sales employees as often as males, treated pregnant employees and working mothers of young children badly compared to other workers, and other discriminatory terms of employment. The lead plaintiff alleged although she was top-ranked in performance at the company, she received lower merit increases than her male counterparts, and that when she returned from maternity leave, the company cut her pay. The settlement required the company’s district managers to undergo training in how to avoid discrimination, harassment and retaliatory behavior. The company also agreed to stop pro-rating merit pay increases based on employees who take medical leaves of absence.</p>
61.	<p><b>\$8,080,000:</b> Settlement</p> <p><b>Tesoro Corp.</b></p> <p>February 2016 NLRB: CA and WA</p>	<p><b>Retaliation:</b> A class of 769 United Steelworkers union members who worked at the petroleum firm’s Carson, California and Anacortes, Washington refineries were the subject of a suit filed by the union on their behalf, alleging the company withheld bonuses that were paid to non-union and non-striking employees in 2015 in retaliation for the workers’ participation in a strike in February 2015.</p>
62.	<p><b>\$8,000,000:</b> Settlement</p> <p><b>Costco Wholesale Corp.</b></p> <p>December 2013 Federal Court: CA</p>	<p><b>Gender Discrimination:</b> A class of female employees who were allegedly overlooked for promotion to certain warehouse management positions filed suit in 2004. The plaintiffs claimed that Costco’s uniform, corporate-directed system of promotion failed to promote equally or better qualified women into the positions of assistant general manager and general manager. The terms of the settlement require Costco to update its promotion policies. In a separate motion, Costco stipulated to an award of plaintiffs’ attorneys’ fees in the amount of \$3.95 million, costs of nearly \$634,000 and \$300,000 for administering the settlement and fees, which is in addition to the \$8 million fund.</p>

<p>63.</p>	<p><b>\$8,000,000:</b> Arbitration Award</p> <p><b>Morgan Stanley &amp; Co., Inc. and Morgan Stanley Capital Group, Inc.</b></p> <p>September 2013 Financial Industry Regulatory Authority</p>	<p><b>Breach of Contract:</b> An energy trader played a central role in a large trade in February 2009 that became the subject of an investigation by the U.S. Commodity Futures Trading Commission and the New York County DA. In September 2009, acting on the advice of his attorney, the employee refused to meet with the DA's office to be interviewed about the trade. Since Morgan Stanley's code of conduct requires employees to fully cooperate with government investigations, they fired the employee for cause. However, the arbitration panel found that Morgan Stanley's failing to take into account mitigating circumstances surrounding the employee's conduct constituted a breach of contract.</p>
<p>64.</p>	<p><b>\$7,960,000:</b> Verdict</p> <p><b>Bio-Rad Laboratories Inc.</b></p> <p>May 2017 Federal Court: CA</p>	<p><b>Whistleblower Retaliation/Wrongful Termination:</b> A former general counsel alleged that the company and its CEO terminated him as a result of his reporting the company's alleged violations in China of the Foreign Corrupt Practices Act. Though an investigation cleared the company of FCPA wrongdoing in China, the jury found that the employee was protected from retaliation under the Sarbanes-Oxley and Dodd-Frank Acts.</p>
<p>65.</p>	<p><b>\$7,600,000:</b> Verdict Arbitration Award</p> <p><b>Goldman, Sachs &amp; Co.</b></p> <p>December 2014 FINRA Claim: CA</p> <p>Punitive Damages: \$2 million</p>	<p><b>Military Status Discrimination/Wrongful Termination:</b> Two financial advisors who worked as a team at Goldman for nine years filed suit alleging the company violated the Uniformed Services Employment and Reemployment Rights Act when it terminated their employment after one of them took leave to fulfill his military duties with the U.S. Army Reserves. The claimants also alleged the company wrongfully withheld their commissions upon their terminations. The arbitration panel's ruling included approximately \$5.2 million in compensatory damages, \$2 million in punitive damages, \$300,000 in attorneys' fees, and \$100,000 to the claimant with the USERRA claim.</p>
<p>66.</p>	<p><b>\$7,500,000:</b> Settlement</p> <p><b>Wal-Mart Stores, Inc.</b></p> <p>December 2016 Federal Court: MA</p>	<p><b>Sexual Orientation Discrimination:</b> In the first class action lawsuit filed by attorneys from the Gay &amp; Lesbian Advocates &amp; Defenders on behalf of gay workers since the Supreme Court ruled same-sex marriages have constitutional rights, Wal-Mart was accused of failing to extend health insurance benefits to the same-sex spouses of Wal-Mart employees.</p> <p><b>Update:</b> In May 2017 the settlement was approved by the District Court.</p>

<p>67.</p>	<p><b>\$7,500,000:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>June 2016 Federal Court: CA</p>	<p><b>Wrongful Hiring Practice:</b> Two classes of drivers for the ride-hailing company in Massachusetts and California alleged violations of the Fair Credit Reporting Act, asserting they had their accounts deactivated or were denied employment due to the results of background checks that they never authorized the company to perform and/or the company failed to disclose they would be performing in advance, as part of their employment applications. Uber said it reserves the right to appeal; if it should win, the settlement will stay the same, but if it should lose, the settlement will be increased to \$9 million.</p>
<p>68.</p>	<p><b>\$7,500,000:</b> Settlement</p> <p><b>Wet Seal, Inc.</b></p> <p>May 2013 State Court: CA</p>	<p><b>Race Discrimination:</b> A group of African-American store managers sued Wet Seal, Inc. after the Equal Employment Opportunity Commission investigated and found support for a race discrimination charge with regard to pay, promotions and other terms of employment. The lead plaintiff alleges she was fired at the insistence of the Senior Vice President of Store Operations, who wanted someone with “blond hair and blue eyes” in the store manager position. Plaintiffs alleged the lead plaintiff’s treatment was consistent with the company’s general policy and practice of discriminating against its non-white workers to promote its “brand” or “image” with employees who had the “Armani” look. Wet Seal agreed to settle with the managers for \$7.5 million: \$5.58 million to settle the discrimination claims, failure-to-promote claims, unlawful termination, demotion, racial harassment, retaliation and related claims; \$1.8 million to the class counsel in attorneys’ fees; and \$120,000 set aside to pay the fees and expenses of a claims administrator.</p>
<p>69.</p>	<p><b>\$7,400,000:</b> Verdict</p> <p><b>ActioNet Inc.</b></p> <p>March 2016 Federal Court: CA</p>	<p><b>Wrongful Termination:</b> A help desk technician filed suit, alleging he was wrongfully terminated by a federal contractor after a coworker choked him over a personal dispute. The complaint, filed against ActioNet and joint employer L-3 National Security Solutions, alleged that rather than properly investigate the incident, the company quickly fired him and the other employee, causing him emotional harm, as well as negligent hiring and supervising the coworker.</p>

<p>70.</p>	<p><b>\$7,395,000:</b> Verdict</p> <p><b>Bikram Yoga College, Bikram Choudhury</b></p> <p>January 2016 Federal Court: CA</p> <p>Punitive Damages: \$6.4 million</p>	<p><b>Sexual Harassment and Wrongful Termination:</b> The matter involves a former legal advisor who filed claims of sexual harassment, discrimination, retaliation, and wrongful termination against her former employer Bikram Choudhury and his yoga college. She alleged she was retaliated against for investigating a trainee's allegation that Choudhury raped her and for refusing to help him cover it up, including threatening her with death and deportation. She also cited incidents where the yoga mogul demeaned her and other women, including forcing her to meet in his hotel room at night while he was being massaged by other female students and insisting she join. The jury awarded more than \$6.4 million in punitive damages, which brought the total award to nearly \$7.4 million.</p> <p><b>Update:</b> In April 2016, the California judge said the jury's \$6.4 million punitive award was too high. He gave the attorney a choice of accepting a reduced \$4.6 million award, or facing a new damages trial. On April 18, the claimant accepted the court's reduced award.</p> <p><b>Further Update:</b> In January 2017, plaintiff sued Choudhury in California state court alleging he fraudulently transferred real estate and intellectual property to his wife and children in an attempt to hide his assets. In May 2017, a California judge issued an arrest warrant for Choudhury for refusing to pay the verdict. In August 2017, a California appeals panel dismissed Choudhury's appeal because he flagrantly disobeyed court orders.</p>
<p>71.</p>	<p><b>\$7,300,000:</b> Verdict</p> <p><b>Pennsylvania State University</b></p> <p>October 2016 State Court: PA</p> <p>Punitive Damages: \$5 million</p>	<p><b>Wrongful Termination/Defamation:</b> An ex-football coach at the University filed suit alleging the school seriously mishandled his reporting of former coach Jerry Sandusky molesting a student in a locker room, and that he was defamed by the University's response to indictments in the matter. He further alleged he was placed on administrative leave and his contract was allowed to expire in retaliation for his role in bringing about the criminal charges against the school officials to whom he reported the abuse.</p> <p>Plaintiff was also awarded \$4,974,048 by a state court judge in November 2016 (separately reported herein) as an additional whistleblower award for lost wages and harm to his reputation/humiliation, bringing his total award to over \$12 million.</p>

<p>72.</p>	<p><b>\$7,210,000:</b> Settlement</p> <p><b>Comcast Corp. Inc.</b></p> <p>February 2016 Federal Court: IL</p>	<p><b>Race Discrimination:</b> A class action suit was filed on behalf of approximately 350 African-American technicians at a Chicago facility who alleged they were discriminated against due to their race. The suit alleged that managers at that and neighboring facilities referred to black technicians as “ghetto tech[s], dumb black people and thugs.” The suit further alleged that the employees were given defective or broken equipment to install, resulting in them getting poor performance evaluations, which affected their pay raises, bonuses and promotional opportunities. The settlement was comprised of \$3.6 million for the class, \$25,000 to each of the 12 named plaintiffs, a \$25,000 enhanced payment, and up to \$3 million for attorneys’ fees and costs.</p>
<p>73.</p>	<p><b>\$7,200,000:</b> Settlement</p> <p><b>Medicis Pharmaceutical Corporation</b></p> <p>July 2016 Federal Court: DC</p>	<p><b>Gender Discrimination:</b> A class of 225 female sales or sales managerial employees alleged that they were given lower compensation, reduced bonuses and shabbier stock options than male sales representatives. They also alleged that they endured a sexually hostile and demeaning workplace environment, the male management suppressed women from holding senior or executive-level sales management positions, and were disfavored if they didn’t participate in sexual relationships with senior executives.</p>
<p>74.</p>	<p><b>\$7,100,000:</b> Verdict</p> <p><b>Tribune Co./Los Angeles Times Communications LLC</b></p> <p>November 2015 State Court: CA</p>	<p><b>Age Discrimination:</b> A columnist for the LA Times’ sports section filed suit alleging the paper forced him out because of his age and the fact that he had suffered a mini-stroke. The award consisted of \$330,358 for past economic damages, \$1.8 million for future economic damages, \$2.5 million for past noneconomic damages and \$2.5 million for future noneconomic damages.</p> <p><b>Update:</b> In January 2016, a California state judge overturned the verdict, cutting \$2.1 million in economic damages from the jury’s award after finding insufficient evidence to support the jury’s conclusion that the plaintiff was forced out of his job, and ordering a new trial on the constructive discharge claim and resulting damages. The judge initially denied the Times’ efforts to cut the award based on the plaintiff’s age and disability discrimination claims, but then also granted a new trial on the resulting noneconomic damages as well.</p> <p><b>Further Update:</b> In March 2016, the columnist filed a First Amended Complaint, demanding a jury trial.</p>



<p>75.</p>	<p><b>\$7,000,000:</b> Verdict</p> <p><b>The Workers' Compensation Division of the Missouri Division of Labor &amp; Industrial Relations</b></p> <p>October 2015 State Court: MO</p> <p>Punitive Damages: \$3.5 million</p>	<p><b>Disability Discrimination:</b> A judge who developed muscular dystrophy alleged he had been receiving reasonable accommodations until a particular chief judge and division director came to power. He asserted at that point, his accommodations were targeted, the chief judge went to extraordinary efforts to make his work environment more stressful, his office was moved and his schedule of working from home three days a week was targeted. He further alleged that he complained internally to no avail, and when he applied for and was granted long-term disability, the division director said he resigned and could no longer meet the requirements for a judge.</p>
<p>76.</p>	<p><b>\$7,000,000:</b> Settlement</p> <p><b>Beth Israel Deaconess Medical Center</b></p> <p>February 2013 State Court: MA</p>	<p><b>Gender Discrimination and Retaliation:</b> In 2008, a former chief of anesthesia and critical care filed a complaint alleging she was subjected to a pattern of sex-based discriminatory treatment for a period of several years by the hospital's chief of surgery. She further alleged that when she complained about her treatment to the hospital's president and chief executive officer, he failed to act or did not do enough to end the mistreatment. She also complained that she was demoted and otherwise retaliated against. Her complaint alleged sex discrimination, retaliation, tortious interference with contract and defamation. Under the terms of the settlement, in addition to \$7 million, the Hospital named its pain clinic in her honor.</p>
<p>77.</p>	<p><b>\$6,800,000:</b> Settlement</p> <p><b>Publix Super Markets, Inc.</b></p> <p>October 2014 Federal Court: TN</p>	<p><b>Wrongful Hiring Practice:</b> A class of approximately 90,633 job applicants sued the grocery chain alleging the company's background check policies violated the Fair Credit Reporting Act's stand-alone disclosure requirement.</p>
<p>78.</p>	<p><b>\$6,500,000:</b> Settlement</p> <p><b>The University of Iowa</b></p> <p>May 2017 State Court: IO</p>	<p><b>Gender/Sexual Orientation Discrimination:</b> A former athletic administrator and a former women's field hockey coach at the University, who were in a relationship, alleged they were discriminated against based on gender and sexual orientation and retaliated against for speaking out about unequal pay and terminated for filing a lawsuit. The settlement gives \$2.33 million to one plaintiff and \$1.49 million to the other, for lost wages and emotional distress damages.</p>
<p>79.</p>	<p><b>\$6,500,000:</b> Settlement</p> <p><b>Bashas' Inc.</b></p> <p>October 2014 Federal Court: AZ</p>	<p><b>Race Discrimination:</b> A class of more than 12,000 Hispanic employees at the grocery chain filed suit, alleging the employees at their Food City locations, which cater to Hispanic customers, were payed using a lower pay scale than the employees at their gourmet-focused A.J. Fine Foods locations whose customers were mostly white.</p>

<p>80.</p>	<p><b>\$6,450,000:</b> Verdict</p> <p><b>Packer Engineering, Inc.</b></p> <p>February 2017 Federal Court: IL</p> <p>Punitive Damages: \$6 million (\$3 million each plaintiff)</p>	<p><b>Gender Discrimination/Hostile Work Environment:</b> Two female employees at the engineering consulting firm alleged they were fired for making repeated complaints, reports and demands that the company do something about gender discrimination, sexual harassment, and hostile work environment. A third male plaintiff alleged he was ridiculed for refusing to participate in the behavior, but the jury found for the company on his retaliation claim.</p> <p><b>Update:</b> In August 2017, an Illinois federal judge reduced the verdict to \$100,000, saying the cut was mandated by the cap under Title VII of the Civil Rights Act of 1964.</p>
<p>81.</p>	<p><b>\$6,200,000:</b> Verdict</p> <p><b>M&amp;N Financing</b></p> <p>July 2017 State Court: CA</p>	<p><b>Gender Discrimination:</b> In a case brought by the Department of Fair Employment and Housing, the bank was accused of using a credit risk analysis that automatically penalized female loan applicants by adding a point based solely on their gender. The DFEH also alleged that M&amp;N would pay used car dealerships less for cars purchased by women, but would collect payment and interest on the full amount.</p>
<p>82.</p>	<p><b>\$6,200,000:</b> Verdict</p> <p><b>G.E.B. Medical Management Inc.</b></p> <p>September 2015 State Court: NY</p> <p>Punitive Damages: \$1.5 million</p>	<p><b>Pregnancy Discrimination:</b> Three former administrative staffers at the Manhattan medical office alleged the company terminated their employment after they disclosed they were pregnant. They alleged they were harassed and treated with hostility by the owner and office manager, and discriminated against for being pregnant, including being reassigned to demeaning tasks, given reduced hours, and ultimately fired.</p>
<p>83.</p>	<p><b>\$6,120,000:</b> Settlement</p> <p><b>Lowe's Cos. Inc.</b></p> <p>June 2016 Federal Court: FL</p>	<p><b>Wrongful Hiring Practice:</b> A class of approximately 422,040 job applicants alleged they were subjected to background checks when applying for jobs with the company and never informed, never given copies of the reports, or given the opportunity to contest the findings. This class of job applicants were not turned down for employment or had their hiring decisions delayed as a result of the background check findings.</p>

<p>84.</p>	<p><b>\$6,000,000:</b> Verdict</p> <p><b>Playboy Enterprises, Inc.</b></p> <p>March 2014 Federal Court: California</p>	<p><b>Whistleblower:</b> An accounting executive filed a wrongful termination suit after she was allegedly fired for refusing to set aside \$1 million for executive bonuses that had not been approved by the board of directors. After being asked and refusing twice, the claimant reported to Playboy's general counsel and outside counsel that she was concerned the CFO and CEO were trying to give themselves substantial bonuses without board approval. After her complaints, claimant alleges she was ostracized, excluded from important meetings and eventually terminated in violation of the Sarbanes-Oxley Act.</p>
<p>85.</p>	<p><b>\$5,950,000:</b> Settlement (Whistleblower Portion)</p> <p><b>Carondelet Health Network</b></p> <p>August 2014 Federal Court: AZ</p>	<p><b>Whistleblower:</b> A relator at a non-profit health care system that operates two hospitals in Tucson, Arizona filed suit alleging the company violated the False Claims Act by submitting false bills to federal health care programs for in-patient rehabilitation services. The year before the employee filed suit, Carondelet conducted an internal review, finding in some cases the documentation they had on a patient was lacking to fully support billing the in-patient rehabilitation services to federal health care programs. They voluntarily disclosed to the government some of the overpayments and repaid \$24 million. In addition to the \$5.95 million to the whistleblower, the settlement includes a \$29,050,000 payment to the federal government.</p>
<p>86.</p>	<p><b>\$5,700,000:</b> Settlement (Whistleblowers Portion)</p> <p><b>Stericycle, Inc.</b></p> <p>February 2016 Federal Court: IL</p>	<p><b>Whistleblower:</b> A former government customer relations specialist for the medical waste disposal company filed a qui tam complaint alleging the company was ignoring long-term, fixed-price contracts with federal and state government customers and imposing 18 percent price increases at least once a year, affecting 14 states and Washington, D.C. The employee received \$5.7 million of the \$28.5 million settlement.</p>
<p>87.</p>	<p><b>\$5,700,000:</b> Verdict</p> <p><b>GACN, Inc.</b></p> <p>December 2013 State Court: CA</p> <p>Punitive Damages: \$4,000,000</p>	<p><b>Age Discrimination:</b> Four restaurant servers between the ages of 49 to 70 at Cable's Restaurant in Woodland Hills, California, filed suit alleging they were fired due to age discrimination shortly after the restaurant changed hands. The jury awarded them \$1,000,000 each in punitive damages and \$250,000 each in noneconomic losses.</p>

<p>88.</p>	<p><b>\$5,550,000:</b> Verdict</p> <p><b>Wal-Mart</b></p> <p>March 2017 Federal Court: CT</p> <p>Punitive Damages: \$5,000,000</p>	<p><b>Race Discrimination/Retaliation:</b> A market asset protection manager filed suit alleging the company's downsizing him and other African-American employees was a pretext for race discrimination. The company reopened similar positions after it restructured, and although the plaintiff reapplied more than 12 times, he alleged Wal-Mart hired only non-African-American workers. Plaintiff alleged that because he and other employees complained they were fired because of their race, the company retaliated against them by refusing to rehire them. The jury found Wal-Mart did not discriminate during the initial downsizing, but that it did retaliate against plaintiff by not rehiring him.</p> <p><b>Update:</b> In August 2017, the judge reduced the jury award to \$300,000, the maximum allowed under the cap, but added nearly \$240,000 in economic damages to the award.</p>
<p>89.</p>	<p><b>\$5,550,000:</b> Verdict</p> <p><b>U.S. Steel Corp.</b></p> <p>February 2016 Federal Court: PA</p> <p>Punitive Damages: \$5,000,000</p>	<p><b>Disability Discrimination:</b> A 30-year employee, who had been on a doctor's order to limit his lifting and climbing for eight years was suspended without pay due to needing the accommodation. The jury awarded \$550,000 in compensatory damages and \$5 million in punitive damages.</p> <p><b>Update:</b> In August 2016, a federal judge cut the punitive damages award to \$850,000 to conform to the Americans with Disabilities Act.</p>
<p>90.</p>	<p><b>\$5,400,000:</b> Verdict</p> <p><b>Wells Fargo &amp; Co.</b></p> <p>April 2017 Department of Labor: CA</p>	<p><b>Whistleblower:</b> The U.S. Department of Labor's Occupational Safety &amp; Health Administration ordered the Bank to rehire and pay \$5.4 million in back pay and legal fees to a bank manager who was allegedly fired after he reported suspected fraud to his superiors and to the Bank's ethics hotline.</p>
<p>91.</p>	<p><b>\$5,300,000:</b></p> <p><b>Masimo Corp.</b></p> <p>February 2016 Federal Court: CA</p> <p>Punitive Damages: \$5 million</p>	<p><b>Wrongful Termination:</b> Two former employees of the medical testing company alleged they were forced to resign when it was discovered the company had defrauded customers because their blood-testing devices did not perform as promised.</p>

<p>92.</p>	<p><b>\$5,300,000:</b> Verdict</p> <p><b>United Parcel Service Inc.</b></p> <p>April 2016 State Court: KY</p>	<p><b>Race Discrimination:</b> Eight African-American UPS drivers alleged they were given more severe punishments for workplace infractions than white co-workers with similar infractions. They also alleged they were subjected to racial comments, insults and intimidation, including hanging an effigy of a black UPS driver as part of a purported safety demonstration. They further alleged when they reported the harassment, they were retaliated against by having executives ride along with them on their deliveries.</p>
<p>93.</p>	<p><b>\$5,300,000:</b> Verdict</p> <p><b>Conrad</b></p> <p>December 2013 State Court: MI</p>	<p><b>Race Discrimination:</b> Two black state troopers filed suit in January 2012, alleging they were turned down for promotion to forensic firearms examiner positions with the Michigan State Police Department because of their race, despite having completed the training program successfully. The state police argued at trial that the officers were removed from consideration because of poor performance during mock courtroom sessions, but the claimants alleged white officers who also struggled were ultimately promoted.</p>
<p>94.</p>	<p><b>\$5,250,000:</b> Settlement</p> <p><b>City of Newport Beach</b></p> <p>July 2015 Federal Court: CA</p>	<p><b>Third-Party Discrimination:</b> A lawsuit was filed by a group of three recovery residences after the City Council of Newport Beach approved an ordinance in 2008 that regulated group homes for recovering addicts, establishing quiet hours, parking and smoking areas and van routes. The suit alleged that the ordinance violated anti-discrimination and fair housing laws since individuals recovering from an addiction are a protected group.</p>
<p>95.</p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Signal International LLC</b></p> <p>December 2015 Federal Court: HI and WA</p>	<p><b>Race and National Origin Discrimination:</b> The EEOC filed suit in Hawaii and Washington state on behalf of a class of 476 Indian men, alleging they had been trafficked to work as welders and pipe fitters at Signal sites in Mississippi and Texas. The EEOC alleges the workers were fed false promises of green cards and required to pay recruitment and travel fees. Once they arrived in the U.S., they were forced to live in guarded labor camps and subjected to deportation threats.</p> <p>The settlement is part of a larger \$20 million settlement the offshore rig repair and shipbuilder reached with H-2B visa workers to resolve trafficking lawsuits the company faced in Louisiana and Texas.</p>

<p>96.</p>	<p><b>\$4,974,048:</b> Award</p> <p><b>Pennsylvania State University</b></p> <p>November 2016 State Court: PA</p> <p>Punitive Damages: \$5 million</p>	<p><b>Whistleblower/Retaliation:</b> An ex-football coach at the University was awarded a whistleblower award when the judge found he was fired because he reported former coach Jerry Sandusky was molesting a student in a locker room. He was awarded \$3.974 million in lost wages and an additional \$1 million in noneconomic damages because of harm to his reputation and humiliation.</p> <p>Plaintiff also filed suit against the school for defamation and wrongful termination, and was awarded \$7.3 million by a jury (separately reported herein), bringing his total award to over \$12 million.</p> <p><b>Update:</b> In July 2017, an attorney representing the University claimed this award meant the coach recovered twice for the same alleged harm. A judge is considering the objection.</p>
<p>97.</p>	<p><b>\$4,850,000:</b> Settlement</p> <p><b>Interstate Distributor Company</b></p> <p>November 2012 Federal Court: CO</p>	<p><b>Disability Discrimination:</b> The EEOC alleged that a nationwide trucking firm’s policies discriminated against disabled employees by terminating anyone who needed more than 12 weeks of leave, rather than determining if it would be reasonable to provide additional accommodation. The EEOC also charged that Interstate violated federal law by refusing to make exceptions to its “no restrictions” policy, whereby if an employee had restrictions, the company refused to allow them to return to work and made no effort to see if a reasonable accommodation was possible. The settlement resolves a lawsuit filed by the EEOC and seven charges of discrimination filed with the EEOC by individuals.</p>
<p>98.</p>	<p><b>\$4,650,000:</b> Settlement</p> <p><b>University of Medicine &amp; Dentistry of N.J.</b></p> <p>December 2012 State Court: NJ</p>	<p><b>Gender Discrimination:</b> Ten current and former female faculty members of New Jersey’s flagship health sciences university filed suit in 2007, alleged disparate treatment, disparate impact, retaliation and a pattern and practice of intentional sex-based discrimination by the university. An analysis of salary records revealed a disparity between salaries of male and female faculty performing comparable work, and investigation revealed it took women five years longer to achieve the rank of full professor after earning a doctoral degree. The university allegedly acknowledged the inequities and promised to remedy them, but failed to do so.</p>
<p>99.</p>	<p><b>\$4,600,000:</b> Settlement (Whistleblower’s Portion)</p> <p><b>Lexington Medical Center</b></p> <p>July 2016 Federal Court: SC</p>	<p><b>Whistleblower:</b> The hospital agreed to pay \$17 million to settle a suit alleging Stark Law and False Claims Act violations alleging the hospital made improper arrangements with 28 physicians at 5 practices where the value or volume of referrals wasn’t “commercially reasonable” or exceeded fair market value and was done for the physicians’ financial gain rather than what was in the best interests of the patients.</p>

<p>100.</p>	<p><b>\$4,600,000:</b> Settlement</p> <p><b>BAE Systems Norfolk Ship Repair, Inc.</b></p> <p>February 2016 Federal Court: VA</p>	<p><b>Gender Discrimination:</b> A class of 166 women who worked in the shipyard filed suit alleging the supervisors were indifferent to complaints, the women were passed over for promotions, denied access to overtime, and subjected to inappropriate sexual comments and behavior from their male counterparts. The settlement also provides that the company make changes to its internal policies and practices regarding promotion and the handling of sexual harassment complaints.</p>
<p>101.</p>	<p><b>\$4,550,000:</b> Settlement</p> <p><b>United States Postal Service</b></p> <p>July 2013 Federal Court: DC</p>	<p><b>Disability Discrimination:</b> A hearing impaired postal worker in Washington D.C. filed equal employment opportunity complaints alleging the agency denied him reasonable accommodation, including the use of a sign language interpreter. Four other hearing-impaired workers joined the suit, and a class action complaint was filed in May 2003 under the Rehabilitation Act. In addition to the monetary settlement, the 6,000 deaf or hearing impaired workers in the class will have the benefit of American Sign Language interpreters for important workplace communications and meetings involving hiring, promotion, employee discipline, and similar matters.</p>
<p>102.</p>	<p><b>\$4,300,000:</b> Settlement</p> <p><b>City of Chicago</b></p> <p>May 2015 Federal Court: IL</p>	<p><b>Gender Discrimination:</b> A group of 59 women who had formerly been part of a class of African-Americans who sued the City of Chicago alleging the firefighter's application process discriminated against them due to their race, won the right to reapply for a firefighting position but then failed the physical abilities test, which they allege discriminated against female applicants. The settlement requires the City to hire any applicant from the class who passed the updated physical testing.</p> <p><b>Update:</b> In December 2016, a Chicago City Council committee approved an additional \$3.8 million be added to the fund, bringing the likely total payout to over \$8 million. The additional funds became necessary when more women than expected, 12 of the 59, passed and were hired and thus entitled to back pay and pension contributions dating back to 1999.</p>
<p>103.</p>	<p><b>\$4,250,000:</b> Settlement</p> <p><b>Various IL Coalmining Companies</b></p> <p>February 2017 Federal Court: IL</p>	<p><b>Gender Discrimination:</b> The settlement involved two lawsuits filed against various Illinois-affiliated coal mining companies for discriminatory hiring practices towards women in underground mines and related positions. The suits alleged women were denied employment based on their sex.</p>

<p>104.</p>	<p><b>\$4,250,000:</b> Verdict</p> <p><b>Abbott Laboratories P.R. Inc.</b></p> <p>October 2016 Federal Court: PR</p>	<p><b>Age Discrimination/Retaliation:</b> A 33-year national sales manager in the lab's Health Care Professional business unit in Puerto Rico filed internal complaints with the company's HR department that her supervisor was emotionally abusive and hostile, alleging age discrimination. She alleged that soon after her complaint, she began receiving poor performance reviews, demotions and reductions in her salary and benefits. She then filed charges with the Department of Labor's Anti-Discrimination Unit and the Equal Employment Opportunity Commission, after which, she alleges, the company withheld information about higher-level openings from her and instead promoted younger employees to these positions without them even applying.</p>
<p>105.</p>	<p><b>\$4,250,000:</b> Settlement (Whistleblower's Portion)</p> <p><b>The Hebrew Homes Network Inc.</b></p> <p>June 2015 Federal Court: FL</p>	<p><b>Whistleblower:</b> A former executive of the nursing home brought a suit on behalf of the U.S. government under the False Claims Act, claiming his former employer was paying illegal kickbacks to doctors to help refer patients to use the nursing home facilities. The whistleblower received \$4.25 million of the \$17 million settlement.</p>
<p>106.</p>	<p><b>\$4,100,000:</b> Settlement</p> <p><b>Farmers Insurance Company</b></p> <p>April 2016 Federal Court: CA</p>	<p><b>Gender Discrimination and Retaliation:</b> A class of about 300 female attorneys sued the insurance company for allegedly paying them and promoting them less than their equally qualified male counterparts doing the same work, and retaliating against women who complained.</p>
<p>107.</p>	<p><b>\$4,100,000:</b> Settlement</p> <p><b>URS Corp. (AECOM Technology Corp.)</b></p> <p>August 2015 Federal Court: WA</p>	<p><b>Whistleblower:</b> A former research and technology manager of a nuclear waste treatment plant facility was relieved of his duties and eventually fired after he reported problems regarding the safety and operation of a nuclear waste treatment facility under construction. The whistleblower was in charge of reviewing technical issues in the construction of a long-term waste treatment plant at Hanford. He alleged that after he broached concerns with the safety and accused the lead contractor, Bechtel National, Inc., of trying to cut corners so it wouldn't lose a \$6 million fee, he was fired from that project and reassigned to sit in a basement at a different site. He filed a separate suit against Bechtel in Washington state court, which was dismissed, with the court finding Bechtel's alleged intentional interference with the whistleblower's business relationship with URS failed to demonstrate any proof of damages as a result of his demotion.</p>



<p>108.</p>	<p><b>\$4,000,000:</b> Verdict</p> <p><b>City of Los Angeles</b></p> <p>March 2015 State Court: CA</p>	<p><b>Race Discrimination/Retaliation:</b> A jury awarded two Hispanic Los Angeles police officers over \$1.9 million each in a lawsuit filed against the City alleging they were discriminated and retaliated against after they were involved in a fatal shooting.</p> <p><b>Update:</b> In September 2017, a California appeals court overturned the verdict, saying the jury only took the officers' race into consideration but also needed to consider the race of the innocent, unarmed and autistic African-American man they shot.</p>
<p>109.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Hillshire Brands (formerly known as Sara Lee Corp.)</b></p> <p>December 2015 Federal Court: TX</p>	<p><b>Race Discrimination:</b> A class of approximately 70 black employees at a Hillshire plant alleged that they were subjected to a hostile work environment, racial slurs and comments from supervisors and co-workers, as well as epithets and racist graffiti written on bathroom walls. They claimed that not only did management and supervisors know about the discrimination and do nothing to stop it, they contributed toward it by giving the black employees assignments that were more difficult and dangerous than the assignments given to the white employees. Following the lead plaintiff's filing of a proposed class action, the EEOC filed its own Title VII suit, which was also resolved by the settlement.</p>
<p>110.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Dollar General</b></p> <p>October 2014 Federal Court: VA</p>	<p><b>Wrongful Hiring Practice:</b> A class of more than 200,000 job applicants alleged that they were not informed they were be screened by background checks and subsequently rejected for jobs. Some of the class alleged they were provided with outdated and noncompliant notices that they had been screened, or notices that came in the mail too late.</p>
<p>111.</p>	<p><b>\$3,851,017:</b> Verdict</p> <p><b>Banco Santander de Puerto Rico</b></p> <p>August 2013 Federal Court: DPR</p> <p>Punitive Damages: \$3.5 million</p>	<p><b>Sexual Harassment:</b> An employee filed suit against her employer due to unwanted touching and whispering of sexual comments into her ear. The harassment triggered major depression and related symptoms, which caused the employee to file for a leave of absence. She was officially terminated in 2012. A jury awarded her \$351,017 in compensatory damages and \$3.5 million in punitive damages.</p> <p><b>Update:</b> In January 2015, a federal judge overturned the \$3.5 million verdict for punitive damages citing the \$300k Title VII damages cap and unreasonableness of the amount. The employee is entitled to two times the compensatory damages amount of \$351,017 totaling \$702,034 under a local law allowing a doubling of compensatory damages.</p>

<p>112.</p>	<p><b>\$3,800,000:</b> Settlement</p> <p><b>Consolidated Edison Co. of New York, Inc.</b></p> <p>September 2015 Federal Court: NY</p>	<p><b>Gender Discrimination and Sexual Harassment:</b> Matter involves an investigation launched by the Equal Employment Opportunity Commission (“EEOC”) and New York Attorney General Eric Schneiderman, who received complaints from women who worked for Con Ed in field positions that they were denied promotions from their entry-level jobs, and harassed by their male co-workers. The women, who performed physically demanding positions in manholes and power stations, alleged they were given menial tasks and denied overtime assignments, as well as being denied tools or safety gear in certain situations and denied private showers and bathrooms because of their gender.</p>
<p>113.</p>	<p><b>\$3,780,000:</b> Verdict</p> <p><b>City of Los Angeles</b></p> <p>August 2013 State Court: CA</p>	<p><b>Race and Disability Discrimination:</b> A 63-year-old white gardener for the City of Los Angeles alleged he was subjected to race discrimination, racial harassment, disability discrimination and disability harassment, which became worse when he complained to his supervisors. He further alleges he was retaliated against by his Hispanic foreman and was forced to retire after 20 years on the job. The jury awarded \$74,000 for past economic loss, \$306,000 for future economic loss, almost \$2.38 million for past non-economic loss and \$500,000 for future non-economic loss (\$3.25 million).</p> <p><b>Update:</b> The City of Los Angeles appealed, and in June 2015, a state appeals court upheld the verdict. In February 2016, the Los Angeles City Council voted to pay the employee \$3.78 million.</p>
<p>114.</p>	<p><b>\$3,750,000:</b> Settlement (Whistleblower’s Portion)</p> <p><b>United Parcel Service Inc. (“UPS”)</b></p> <p>May 2015 State Court: VA</p>	<p><b>Whistleblower:</b> A former UPS driver and manger, who had complained to the company that delivery times were being falsified in order to avoid paying refunds to customers who received late deliveries, resigned and filed a qui tam lawsuit. The suit also alleged the company violated the False Claims Act by overcharging government agencies for packages that should have been delivered as Next Day Air, but were instead delivered later without a refund. UPS settled the matter for \$25 million.</p> <p><b>Update:</b> In December 2015, UPS agreed to pay an additional \$4.2 million to state and city governments who also received falsified delivery times. 14 states shared the \$4.2 million, with New York receiving the highest amount at \$1.5 million.</p>
<p>115.</p>	<p><b>\$3,730,000:</b> Settlement (Whistleblower’s Portion)</p> <p><b>Omnicare</b></p> <p>May 2017 Federal Court: OR</p>	<p><b>Whistleblower:</b> CVS-owned Omnicare has agreed to pay \$23 million to end a False Claims Act suit brought by whistleblowers alleging fraudulent Medicaid claims and kickbacks to pharmacies that prescribed an antidepressant drug. Omnicare allegedly received kickbacks for granting the drug company Organon “preferred status” treatment at the expense of Medicaid and other federal health care programs.</p>

<p>116.</p>	<p><b>\$3,700,000:</b> Settlement</p> <p><b>Frederick J. Fuller and Fred Fuller Oil Company</b></p> <p>May 2016 Federal Court: NH</p>	<p><b>Sexual Harassment:</b> Two female oil company employees were acting as intervenor-plaintiffs in a 2013 EEOC suit alleging they were subjected to offensive, unwelcome sexual conduct by the owner of the oil company for at least six years and retaliated against when they complained about the sexually hostile work environment. One of the women alleged the owner asked her to wear more revealing shirts, and if she wanted to earn extra money by stripping for his son's bachelor party, as well as sexually assaulting her. The owner was arrested and charged with misdemeanor sexual assault. The other woman alleged the owner also made comments about how much cleavage she should show, and fired her a month after she notified the company that she intended to file a charge of discrimination with the EEOC. The case was originally filed against the oil company, but when it declared Chapter 11 bankruptcy in November 2014 the suit was stayed. The plaintiffs moved to lift the automatic stay as against Fuller individually, which motion was granted after the question over whether an individual employee could be held liable for discrimination and retaliation in the workplace was sent to the NH Supreme Court for certification.</p>
<p>117.</p>	<p><b>\$3,678,023:</b> Settlement</p> <p><b>City of Chicago</b></p> <p>May 2013 Federal Court: IL</p>	<p><b>Gender Discrimination:</b> A group of 138 female applicants to Chicago's Fire Department filed suit on behalf of all female applicants who had passed the written test in 2006 and taken and failed the department's physical abilities test. They accused the City of violating the Civil Rights Act by using a four-part test that was not predictive of job performance and had a disparate impact on women. The City agreed to settle with the applicants, giving the women the opportunity to take a different physical endurance test, which was designed by the International Association of Firefighters and is used by most of the largest fire departments in the country. Those who pass will be given first priority for jobs. The applicants who are not granted jobs, no longer want to re-apply, or are ineligible to re-apply, would share \$2 million in damages. Additional attorneys' fees and costs were to be determined through mediation.</p> <p><b>Update:</b> In an agreement filed with the U.S. District Court for the Northern District of Illinois in September 2013, the City agreed to pay \$70,000 to the six class representatives, \$268,000 to seven individually represented plaintiffs, \$1.6 million to be divided equally between the remaining class members, and another \$1.7 million in attorneys' fees to the plaintiffs' counsel.</p>

<p>118.</p>	<p><b>\$3,650,000:</b> Settlement</p> <p><b>New Jersey Transit</b></p> <p>June 2016 State Court: NJ</p>	<p><b>Race Discrimination:</b> A lawsuit was filed by 7 current and former African-American employees alleging they were paid less than their white co-workers. The suit also alleged that the employees were subjected to racial harassment, including a supervisor using the “N-word” and putting a makeshift noose around a worker’s neck, saying “This is how things were handled in the South.”</p> <p><b>Update:</b> In January 2017, one of the employees sued New Jersey Transit again, alleging she has suffered retaliation since she reached a settlement with the company for her prior suit. Specifically, she alleges she has been forced to work many hours of unpaid overtime and subjected to a hostile work environment.</p>
<p>119.</p>	<p><b>\$3,650,000:</b> Settlement (Whistleblowers’ Portion)</p> <p><b>Foundations Health Solutions, Inc. / Olympia Therapy, Inc. / Tridia Hospice Care, Inc.</b></p> <p>July 2017 Federal Court: OH</p>	<p>Two suits brought by three whistleblowers alleged that the nursing home operator sought Medicare reimbursement for medically unnecessary rehabilitation and hospice services. The suits were settled for \$19.5 million, with one whistleblower receiving \$2.9 million and two others splitting \$740,000.</p>
<p>120.</p>	<p><b>\$3,400,000:</b> Settlement</p> <p><b>Old Dominion Freight Line, Inc.</b></p> <p>September 2014 Federal Court: CA</p>	<p><b>Retaliation/Wrongful Termination:</b> A putative class of more than 500 truck drivers filed suit against the shipping company, alleging employees were denied duty-free meal and rest periods by requiring the drivers to monitor the trucks, which often contained hazardous materials, while they were eating. The suit also alleged some employees were improperly classified as part-time workers, even when they worked 50 or 60 hours per week and that the company failed to pay the proper overtime rate. One of the two lead plaintiffs also made allegations that he was wrongfully terminated in retaliation for several complaints he lodged to his supervisor about the company’s wage policies, which were allegedly ignored.</p>
<p>121.</p>	<p><b>\$3,392,165:</b> Verdict</p> <p><b>Safety Marketing Inc.</b></p> <p>March 2016 Federal Court: CT</p> <p>Punitive Damages: \$3 million (\$1.5 million each)</p>	<p><b>Race Discrimination:</b> Two employees, a Sudanese Muslim and an African-American, filed suit against their employer, alleging leadership at the road marking company used slurs and racist jokes, including taunts with monkey dolls and bananas, and calling one of them “Kunta Kinte,” the name of a slave from “Roots,” to perpetuate racist and discriminatory treatment. The employees also alleged minorities were routinely bypassed for promotions and raises. The jury awarded one employee \$306,000 in compensatory damages and the other \$86,165, in addition to \$1.5 million each in punitive damages.</p>

122.	<p><b>\$3,360,000:</b> Verdict</p> <p><b>San Diego State University</b></p> <p>October 2016 State Court: CA</p>	<p><b>Gender Discrimination and Retaliation:</b> The former coach of the University's women's basketball team alleged she was wrongfully forced to retire with four years left on her contract after she protested the University's inferior treatment of the women's basketball team as compared to how the men's basketball team was treated.</p>
123.	<p><b>\$3,250,000:</b> Settlement</p> <p><b>Bernards Township</b></p> <p>May 2017 Federal Court: NJ</p>	<p><b>Third-Party Discrimination:</b> Two lawsuits were filed by the Islamic Society of Basking Ridge, seeking to move forward with its plans to build a mosque. Federal law requires towns to treat religious land use applications like any other land use application, and the suit alleged that Bernards Township violated the Religious Land Use and Institutionalized Persons Act by trying to block the mosque.</p>
124.	<p><b>\$3,200,000:</b> Settlement</p> <p><b>B&amp;H Foto &amp; Electronics Corp.</b></p> <p>August 2017 Department of Labor: NY</p>	<p><b>Race Discrimination:</b> In response to allegations the company discriminated against black, Hispanic and Asian workers and job seekers at its Brooklyn Navy Yard warehouse, B&amp;H entered into a consent decree to end proceedings by the DOL's Office of Federal Contract Compliance Program. The allegations against B&amp;H alleged that the company would only hire Hispanic men for entry-level positions, paid them significantly less than comparable workers, and denied them promotions and equal access to restroom facilities.</p>
125.	<p><b>\$3,200,000:</b> Verdict</p> <p><b>Housing Authority of the County of Santa Clara ("HACSC")</b></p> <p>May 2017 Federal Court: CA</p>	<p><b>Third-Party Discrimination:</b> A housing discrimination class action lawsuit filed on behalf of 180 disabled individuals who alleged that the HACSC's idea of a reasonable accommodation when a disabled household member needed an extra room was to tell them to use the living room as a sleeping area violated the Fair Housing Amendments Act, the Fair Employment and Housing Act, the California Disabled Persons Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act. The settlement paid between \$916 and \$25,406 in damages to each of the 180 disabled individuals in the lawsuit, \$695,560 in emotional distress damages for class members who experienced homelessness, and a \$10,000 award to each of the five named plaintiffs.</p>
126.	<p><b>\$3,200,000:</b> Verdict</p> <p><b>Pennsylvania Turnpike Commission</b></p> <p>October 2016 State Court: PA</p>	<p><b>Wrongful Termination/Retaliation:</b> A former financial and systems manager for the Commission alleged he was terminated after repeatedly raising questions about whether a contractor had been given an unfair advantage in bidding on work.</p>

<p>127.</p>	<p><b>\$3,180,000:</b> Verdict</p> <p><b>Donna Independent School District</b></p> <p>April 2016 Federal Court: TX</p>	<p><b>Retaliation:</b> Six current and former employees of the School District alleged that four board of trustee members violated their due process and freedom of speech by relocating, demoting, and reducing their pay in retaliation for associating with the opposing political group during a trustee election.</p>
<p>128.</p>	<p><b>\$3,110,000:</b> Settlement</p> <p><b>New Prime, Inc. dba Prime, Inc.</b></p> <p>June 2016 Federal Court: MO</p>	<p><b>Gender Discrimination:</b> Following a finding by the U.S. District Judge that New Prime, Inc. discriminated against female driver applicants, the company agreed to pay more than \$3.11 million to 64 women who had been denied job opportunities. The company had been involved in a sexual harassment case brought by female truck driver trainees, and in response, instituted a training policy that required job applicants who needed certain kinds of training to be trained by someone of the same gender, which resulted in female trainees being put on a “female waiting list” when female trainers were unavailable. The EEOC filed suit in 2011 after one female applicant filed a Charge of discrimination; she received \$250,000 and roughly \$2.86 million will be paid to 63 other women in lost wages and damages.</p>
<p>129.</p>	<p><b>\$3,100,000:</b> Settlement</p> <p><b>City of Chicago</b></p> <p>June 2016 Federal Court: IL</p>	<p><b>National Origin Discrimination:</b> The U.S. Department of Justice filed a lawsuit against the City of Chicago, alleging the City’s police department’s policy of requiring a foreign-born applicant to live in the country for 10 years or more violated the civil rights of 47 applicants who were denied employment on that basis. Of those 47, 8 would have been hired, and the settlement gives them the opportunity to complete the rest of the department’s requirements and entitling them to retroactive seniority and pension benefits.</p>
<p>130.</p>	<p><b>\$3,084,355:</b> Settlement</p> <p><b>Connecticut Department of Corrections</b></p> <p>July 2013 Federal Court: CT</p>	<p><b>Gender Discrimination:</b> A class action complaint filed in May 2008 by female corrections officer candidates who failed a physical fitness test that was allegedly biased against women was settled for \$1,851,892 in gross class back pay relief and \$1,232,463 in attorneys’ fees.</p>
<p>131.</p>	<p><b>\$3,044,000:</b> Verdict</p> <p><b>California Department of Transportation</b></p> <p>May 2017 State Court: CA</p>	<p><b>Disability Discrimination:</b> Suit filed by a Caltrans worker who alleged his boss intentionally aggravated his allergies by spraying perfume when he left his desk, ignored accommodations he was granted, and bullied him in the office. The jury found that the employee was subjected to a hostile work environment and was discriminated against because of his disability. The verdict includes \$3 million for past emotional distress and \$44,000 for past economic losses.</p>

132.	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Kmart Corp./Sears Holding Corp.</b></p> <p>January 2013 Federal Court: VA</p>	<p><b>Wrongful Hiring Practice:</b> An applicant for employment filed suit on behalf of a class of more than 64,500 applicants, alleging Kmart violated the Fair Credit Reporting Act by failing to notify job applicants if they were rejected for employment because of a failed background check. The suit says the purpose of the FCRA's notification provision is to allow an applicant to review and correct any inaccuracies and to have sufficient time to notify a prospective employer before any adverse action is taken. Kmart and parent company Sears Holding Corp. denied any wrongdoing, but agreed to the \$3 million class action lawsuit settlement to resolve the litigation.</p>
133.	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Town of Mamakating and Village of Bloomingburg</b></p> <p>October 2016 Federal Court: NY</p>	<p><b>Third-Party Discrimination:</b> A Jewish land developer filed a lawsuit that alleged Mamakating and Bloomington violated federal civil rights and fair housing laws by trying to stop the development of 396 townhouses that would be marketed to and cater to Hasidic Jews. The suit also alleged the conversion of a nearby house into a mikvah ritual bath was rejected due to religious discrimination.</p>
134.	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Publicis Groupe SA</b></p> <p>October 2015 Federal Court: NY</p>	<p><b>Gender Discrimination:</b> A group of 75 female public relations employees brought a class and collective action against the advertising company Publicis and its New York-based MSL Group subsidiary alleging gender bias. The suit set forth allegations that the company had a male-dominated corporate culture that shut out and underpaid women, and that the President of MSL Group was a male chauvinist who attacked working mothers' job performances while promoting men, even those whose poor performance was apparent.</p> <p><b>Update:</b> Settlement was approved in May 2016.</p>
135.	<p><b>\$2,875,000:</b> Verdict</p> <p><b>Missouri Veteran's Commission</b></p> <p>July 2016 State Court: MO</p> <p>Punitive Damages: \$1.575 million</p>	<p><b>Age and Gender Discrimination:</b> An employee with the Missouri Veteran's Commission alleged the executive director created a hostile work environment for older, successful women and that he favored men and younger employees. She further alleged he terminated her employment due to age and gender discrimination, and not due to budget cuts.</p> <p><b>Update:</b> In October 2016, a judge awarded an additional \$900,000 in attorneys' fees and costs.</p>

<p>136.</p>	<p><b>\$2,800,000:</b> Settlement</p> <p><b>Target Corp.</b></p> <p>August 2015 Federal Court: MN</p>	<p><b>Race, Gender and Disability Discrimination:</b> The U.S. Equal Employment Opportunity Commission settled its investigation into whether the employment tests disproportionately screened out applicants for employment based on race and gender. Another assessment performed by psychologists allegedly constituted a pre-employment medical examination that violated the ADA.</p>
<p>137.</p>	<p><b>\$2,770,184:</b> Verdict</p> <p><b>Time Warner Cable Services LLC</b></p> <p>May 2015 State Court: CA</p> <p>Punitive Damages: \$2,077,639</p>	<p><b>Disability Discrimination:</b> An employee hurt her neck and back at work but didn't go to the doctor until the next day. When she tested positive for painkillers (from a prior injury), she was terminated for violating the company's drug policy because she couldn't provide the prescription for the painkillers. The employee allegedly requested 7 days to provide the prescription, but was instead immediately terminated. She further alleged that if she had been immediately taken to a workers' comp doctor, she would not have tested positive for painkillers. The jury found that TWC failed to accommodate her short-term disability or to work with her toward a reasonable accommodation.</p> <p><b>Update:</b> In December 2016, a California Appeals Court reversed the jury, finding there was no disability discrimination since TWC did not terminate her because of her disability.</p>
<p>138.</p>	<p><b>\$2,612,821:</b> Verdict</p> <p><b>Rite Aid Corp.</b></p> <p>January 2015 State Court: NY</p>	<p><b>Wrongful Termination:</b> A former pharmacist manager filed suit against the store for wrongful termination after it failed to accommodate his well-documented and ADA approved needle phobia. In 2011 the store required all its pharmacists to undergo immunization training in order to administer flu shots. The employee provided a doctor's note excusing him from the training due to his needle phobia. The company subsequently fired the employee when he failed to complete immunization training. A jury awarded the employee \$485,633 in back pay, \$1,227,188 in front pay, and \$900k in emotional distress. No punitive damages were awarded.</p> <p><b>Update:</b> In September 2015, a New York federal judge agreed to reconsider the \$2.6 million a jury awarded in compensatory damages. The judge was not convinced in the medical testimony or evidence corroborating the plaintiff's emotional distress, and stated that the compensatory damages will be reconsidered at the new trial.</p>
<p>139.</p>	<p><b>\$2,600,000:</b> Verdict</p> <p><b>Massachusetts Bay Transportation Authority</b></p> <p>October 2016 Federal Court: MA</p>	<p><b>Race Discrimination:</b> A 13-year train operator alleged she was subjected to years of racial hostility and discrimination from co-workers, and when she complained to supervisors, she was ignored and then suspended.</p>



<p>140.</p>	<p><b>\$2,562,022:</b> Verdict</p> <p><b>Union Bank</b></p> <p>April 2013 Federal Court: CA</p>	<p><b>Age Discrimination and Retaliation:</b> Two employees of Union Bank filed a lawsuit in 2009, alleging they were fired after complaining to the bank branch manager that one of their supervisors was falsifying numbers in order to enhance her own bonus. They also charged that the Bank and several supervisors made a number of comments to and about plaintiffs that exhibited ageist motivations, intentions and consciousness. The jury awarded one plaintiff \$1.6 million in past and future economic and non-economic losses, and the second plaintiff \$962,022, but rejected the two women’s allegations of harassment and national origin discrimination.</p>
<p>141.</p>	<p><b>\$2,500,000:</b> Verdict</p> <p><b>University of California Riverside</b></p> <p>February 2017 State Court: CA</p>	<p><b>Gender Discrimination:</b> A former chief campus counsel for UC Riverside alleged she and other women were subjected to gender discrimination under the executive vice chancellor. The suit alleged the executive vice chancellor favored men for promotions and salary increases, intentionally misreported gender-based salary differences in a federal audit, refused to accommodate women with young children, and labeled women who asked for raises as “overly aggressive.”</p>
<p>142.</p>	<p><b>\$2,500,000:</b> Verdict</p> <p><b>Pasquale’s Damarino’s, Inc. dba Da Marino Ristorante Italiano</b></p> <p>May 2014 Federal Court: CT</p> <p>Punitive Damages: \$1,000,000</p>	<p><b>Sexual Harassment/Race Discrimination/Retaliation:</b> A former bartender at an Italian restaurant filed suit in March 2013 alleging the owner sexually assaulted her and made threats that she had no rights because she was an immigrant, and no one would believe her if she complained. She further alleges she was then fired because she refused to lie to support him in a separate sexual harassment lawsuit brought by other female employees of the restaurant. That lawsuit, brought as a potential class action for sexual harassment and unpaid wages, remains pending.</p>

<p>143.</p>	<p><b>\$2,500,000:</b> Verdict</p> <p><b>International Business Machines Corp. (IBM)</b></p> <p>January 2014 Federal Court: CT</p>	<p><b>Age Discrimination:</b> The vice-president of public sector delivery for IBM's Integrated Technology Division, who was with the company for more than 40 years, was terminated at the age of 61 and filed a complaint in July 2009. The complaint alleged claimant's supervisor was replaced by someone approximately ten years younger than him, who immediately asked him how old he was, and suggested he was "old enough" to bridge to retirement. The supervisor allegedly assigned him additional job of senior delivery project executive, then relieved him of his vice-president of public sector delivery job and replaced him with someone younger. Claimant further alleged his supervisor tried to undermine him and finally relieved him of his duties and refused to provide him with new assignments. She then allegedly informed him the company was preparing a severance package for him, and that he would be terminated. Claimant alleges he reported his contention that he was being let go due to age bias, but the company found he was treated "fairly."</p>
<p>144.</p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>Carrols Restaurant Group, Inc.</b></p> <p>January 2013 Federal Court: NY</p>	<p><b>Sexual Harassment:</b> Suit was first brought by the EEOC on behalf of a putative class of 90,000 female employees of Carrols (Burger King Corp.'s largest franchisee). The allegations included claims that the female workers, including teenagers, were subjected to obscene comments and propositions, as well as unwanted touching and strip searches. Carrols successfully dismissed the EEOC's pattern or practice claims, which resulted in the case proceeding on only individual claims. The claims were eventually whittled down to 89 claimants.</p>
<p>145.</p>	<p><b>\$2,430,000:</b> Settlement (Whistleblower Portion)</p> <p><b>AMI Monitoring Inc. (Spectocor) and Medi-Lynx Cardiac Monitoring LLC</b></p> <p>June 2017 Federal Court: NJ</p>	<p><b>Whistleblower:</b> A former Spectocor employee claimed that the company violated the False Claims Act by creating an online enrollment portal that influenced physicians who used its PocketECG device to choose the monitoring service with the highest reimbursement rate for their Medicare patients, despite patients' desire for a more affordable option. The suit claimed that the enrollment procedure caused false claims to be submitted to Medicare between 2014 and 2016. Spectocor paid \$10.65 million and Medi-Lynx paid \$2.89 million. The employee's share was \$2.43 million.</p>
<p>146.</p>	<p><b>\$2,400,000:</b> Settlement</p> <p><b>Daimler Trucks North America</b></p> <p>February 2015 State Court: OR</p>	<p><b>Race Discrimination:</b> After complaints made by eleven minority employees and an investigation by the Oregon Bureau of Labor and Industries' Civil Rights Division, six of the employees agreed to a settlement. The complaints alleged the employees at the company's Portland, Oregon truck manufacturing plant were subjected to racially offensive names and other racial harassment, and that the automaker failed to stop the discrimination against black, Egyptian and Vietnamese employees. Five of the complainants withdrew their complaints and said they intend to take the matter to civil court.</p>

<p>147.</p>	<p><b>\$2,360,000:</b> Settlement (Whistleblower Portion)</p> <p><b>Computer Sciences Corp. (“CSC”) and NetCracker Technology Corp.</b></p> <p>November 2015 Federal Court: DC</p>	<p><b>Whistleblower:</b> The president and CEO of NetCracker Government Services Inc., who was also an employee of NetCracker Technology, filed a qui tam suit alleging that CSC and NetCracker allowed foreign-national employees who did not have security clearances to work on a software contract to help manage the U.S. Department of Defense’s telecom network, in violation of their contract. In addition to the almost \$2.4 million to the whistleblower, the settlement includes a \$10.6 million payment to the federal government (CSC’s portion of the overall settlement was \$1.35 million and NetCracker’s portion was \$11.4 million).</p>
<p>148.</p>	<p><b>\$2,340,000:</b> Settlement (Whistleblower Portion)</p> <p><b>BioScrip Inc.</b></p> <p>March 2016 Federal Court: NY</p>	<p><b>Whistleblower:</b> A former Novartis Pharmaceuticals Corp. sales manager filed suit in New York federal court claiming Novartis offered Accredo and BioScrip Inc. performance rebates and discounts to push its medications. The U.S. Department of Justice and several states intervened in the suit in early 2014. BioScrip agreed to settle the matter as against it for \$11.7 million. The whistleblower also received \$66.4 million in a settlement with Novartis and \$12.2 million in a settlement with Accredo, bringing his total compensation for his 2011 False Claims Act suit to more than \$80 million.</p>
<p>149.</p>	<p><b>\$2,250,000:</b> Settlement (Whistleblower Portion)</p> <p><b>Christus St. Vincent Regional Medical Center and Christus Health</b></p> <p>September 2017 Federal Court: NM</p>	<p><b>Whistleblower:</b> The U.S. Department of Justice filed a False Claims Act suit alleging the hospital illegally donated money to Medicaid for largely rural hospitals as part of a program in which the federal government partly reimbursed the state. The whistleblower accused the hospital of abusing a program called New Mexico’s Sole Community Provider, which was discontinued in 2014. For every dollar the local governments or state put into the program, the Federal government matched three dollars. The funds were used to help pay for the medical costs of people without insurance or hospitals in isolated areas, but the suit alleged false claims were filed. The total settlement was \$12.4 million, from which the whistleblower will receive \$2.25 million.</p>
<p>150.</p>	<p><b>\$2,200,000:</b> Verdict</p> <p><b>State of Iowa</b></p> <p>July 2017 State Court: IO</p>	<p><b>Sexual Harassment:</b> A former Iowa State Republican caucus staffer alleged her male supervisors ignored a “boys’ club” culture at the Iowa Statehouse, which led to rampant sexual harassment. The claimant was fired just seven hours after handing in a memo detailing her concerns about the toxic work environment.</p>

151.	<p><b>\$2,200,000:</b> Settlement</p> <p><b>Lowe's Cos. Inc.</b></p> <p>November 2016 Federal Court: NC</p>	<p><b>Wrongful Hiring Practice:</b> A class of more than 37,600 job applicants alleged they were rejected for jobs because of information contained in background checks, of which they were not provided copies. The suit also alleged that the background check company running the criminal history checks did not notify them in writing of their rights, including the ability to contest certain findings.</p>
152.	<p><b>\$2,200,000:</b> Settlement</p> <p><b>Cargill Meat Solutions Corp.</b></p> <p>January 2014 Department of Labor: DC</p>	<p><b>Gender and Race Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs made allegations against Cargill Meat Solutions, of hiring discrimination based on race and gender. The settlement will go to the almost 3,000 female applicants in Arkansas, female Caucasian and Hispanic applicants in Colorado, and African-American and Caucasian applicants in Illinois who were turned down for production jobs at three meat processing plants between 2005 and 2009.</p>
153.	<p><b>\$2,200,000:</b> Settlement</p> <p><b>CA Technologies, Inc.</b></p> <p>November 2013 Federal Court: NY</p>	<p><b>Retaliation/Whistleblower:</b> A former technology sales specialist for the N.Y.-based software company filed suit against CA, alleging it violated the federal False Claims Act and overbilled hundreds of government agencies. The complaint alleged customers who purchased maintenance renewal plans for its software licenses were alerted when the plans were due to expire to avoid lapses in service. When the customers renewed, CA began their new service plan when they processed the renewal order rather than waiting for the previously purchased plan to expire before the new plan began. The complaint also alleged that the company steered the Department of Defense away from software it had already paid for under a blanket purchase agreement and convinced it to unwittingly spend more money to purchase the same products from third parties. In addition to the \$2.2 million to the whistleblower, the settlement includes an \$8 million payment to the federal government.</p>

<p>154.</p>	<p><b>\$2,200,000:</b> Verdict</p> <p><b>Bank of America</b></p> <p>September 2013 Federal Court: NC</p>	<p><b>Race Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") conducted a compliance review of NationsBank, the predecessor of Bank of America, in November 1993. The investigation revealed the OFCCP had found race discrimination against minority applicants for entry-level jobs in Charlotte, North Carolina, and initiated additional compliance reviews against facilities in Tampa, Florida and Columbia, South Carolina. The company objected, filing a lawsuit in Federal district court, alleging the OFCCP's selection of those facilities violated the bank's Fourth Amendment rights for unreasonable searches and seizures. The case went back and forth on appeals until 2010, when the judge ruled against Bank of America, finding statistically significant disparities between black and white applicants for entry-level jobs in 1993 and from 2002 to 2005. The class of approximately 1,147 black applicants will receive \$964,033 in back pay and interest for the 1993 group of rejected black applicants, and \$1,217,560 for the 2002 to 2005 group.</p>
<p>155.</p>	<p><b>\$2,140,000:</b> Verdict</p> <p><b>Bayonne Medical Center</b></p> <p>May 2013 State: NJ</p> <p>Punitive Damages: \$2 million</p>	<p><b>Whistleblower Retaliation:</b> A medical lab technician filed suit in New Jersey, complaining that he was terminated after complaining to upper management and human resources about improper blood bank staffing and management procedures. The plaintiff also complained about his supervisor's alleged insufficient credentials to supervise the blood bank, as well as alleging the lab was not properly covered with appropriately skilled employees during all shifts. Following his complaints, plaintiff alleged he was repeatedly disciplined, counseled, written up and otherwise dishonestly micromanaged by the supervisor he complained about, despite having an unblemished employee record for over 20 years, and that two months after he first complained, he was terminated. The complaint involved claims under the New Jersey Conscientious Employee Protection Act, which is a state whistleblower law with several health-specific components. The jury awarded the plaintiff \$80,640 in lost wages, \$60,000 for pain and suffering, and \$2 million in punitive damages.</p>
<p>156.</p>	<p><b>\$2,100,000:</b> Settlement</p> <p><b>Mavis Discount Tire, Inc.</b></p> <p>March 2016 Federal Court: NY</p>	<p><b>Gender Discrimination:</b> The tire company agreed to pay a group of 46 female job applicants in exchange for the EEOC dismissing a discrimination suit in which it was alleged Mavis intentionally discriminated against female applicants by giving employment opportunities to less qualified males.</p>

<p>157.</p>	<p><b>\$2,100,000:</b> Settlement</p> <p><b>Siouni &amp; Zar Corp. and Dana Kay, Inc.</b></p> <p>May 2014 Federal Court: NY</p>	<p><b>Whistleblower:</b> A former employee of apparel importer Dana Kay, Inc. filed a qui tam suit under seal in 2011 alleging his employer and Siouni &amp; Zar Corp. imported goods into the U.S. without declaring their full value, underpaying customs duties for more than a decade. The U.S. intervened with its own complaint, and the companies settled for \$10,000,000, \$2.1 million of which was carved out for the whistleblower.</p>
<p>158.</p>	<p><b>\$2,100,000:</b> Settlement</p> <p><b>Pitre, Inc. dba Pitre Buick/Pontiac</b></p> <p>March 2014 Federal Court: NM</p>	<p><b>Same-Sex Harassment:</b> The EEOC filed a complaint alleging male employees at a New Mexico car dealership were subjected to a sexually hostile work environment and retaliation by five male managers. The complaint alleged sexual harassment in the form of sexual comments and innuendo, as well as unwelcome and assaultive physical touching, including a “car wash initiation” in which new male employees were locked in a vehicle with a lot manager who exposed his genitals and attempted to grope and/or touch the new employee in a sexual manner while they rode through the car wash. As part of the settlement, the company agreed to revise its policies to expressly prohibit male-on-male sexual harassment.</p>
<p>159.</p>	<p><b>\$2,060,480:</b> Verdict</p> <p><b>City of Medina</b></p> <p>March 2013 Federal Court: WA</p> <p>Punitive Damages: \$25,000</p>	<p><b>Race and National Origin Discrimination and Wrongful Termination:</b> An Asian former police chief sued the city of Medina in the Western District of Washington State and the City Manager, alleging race and national origin discrimination. The jury found that the plaintiff was subjected to racial slights and wrongfully terminated. The plaintiff was awarded \$25,000 in punitive damages, \$1.65 million in a front award, \$285,480 in back wages and \$100,000 for emotional harm.</p>
<p>160.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>United Parcel Service Inc. (“UPS”)</b></p> <p>August 2017 Federal Court: IL</p>	<p><b>Disability Discrimination:</b> The EEOC filed suit on behalf of 90 current and former employees of UPS alleging that UPS violated the Americans with Disabilities Act by failing to provide employees with reasonable accommodations and maintaining an “inflexible” leave policy that automatically fired employees when they reached 12 months of leave without a process in place to appeal.</p>
<p>161.</p>	<p><b>\$2,000,000:</b> Verdict</p> <p><b>San Francisco and City Attorney Dennis Herrera</b></p> <p>March 2017 State Court: CA</p>	<p><b>Retaliation:</b> A former chief trial deputy attorney alleged she was terminated for investigating an unnecessary sewer repair scheme in which the City allegedly paid owners of private sewer lines for damages purportedly caused by the roots of trees owned by San Francisco, and City employees received kickbacks. Although the conduct at issue in her investigation was ultimately unproven, a jury found her investigation was the motivating factor for her termination.</p>

<p>162.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Missouri Governor Jay Nixon and former Labor Director Larry Rebman</b></p> <p>December 2016 Federal Court: MO</p>	<p><b>Age Discrimination/Retaliation:</b> An employee in the Missouri Department of Labor alleged the Director created a hostile work environment for older, female employees and that when she reported the discrimination to the Governor, she was not only fired in retaliation, her alleged harasser was given a promotion.</p>
<p>163.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Dillard's Inc.</b></p> <p>December 2012 Federal Court: CA</p>	<p><b>Disability Discrimination:</b> The EEOC filed a suit against Dillard's department store chain, saying a policy whereby the company fired employees who refused to disclose confidential medical information was a violation of the employees' rights under the Americans With Disabilities Act. The suit focused on the company's policy of requiring employees to disclose the nature of their medical illness in order to be approved for sick leave. In some instances, doctor's notes were provided to verify that employees' leaves were medically necessary, but Dillard's told the employees that those notes were unacceptable if they didn't state the nature of the illness. When the employees were unwilling to give in to Dillard's demands to have their doctors provide more detailed information about their medical conditions, they were fired. The settlement also resolved claims that Dillard's fired employees for taking sick leave beyond the maximum amount of time allowed in violation of the ADA. Dillard's also agreed to hire a consultant with ADA experience to revise its policies, help train supervisors and staff, and develop a centralized tracking system for employee complaints involving disability discrimination.</p>
<p>164.</p>	<p><b>\$2,000,000:</b> Verdict</p> <p><b>City of Ithaca, New York</b></p> <p>October 2012 State Court: NY</p>	<p><b>Race Discrimination and Retaliation:</b> A white police officer filed a human rights violation complaint against the Ithaca New York Police Department. He claimed he was denied promotions because the city's employment policies favored the hiring of minority group members, and that he was retaliated against after he filed the complaint.</p>