

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

January 2018 through January 2023

Kaufman Borgeest & Ryan LLP  
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## **Employment Practices Liability: Settlements and Verdicts**

Every employer is keenly aware of current trends in litigation arising from the workplace. Discrimination, wrongful termination, defamation, and sexual harassment claims in the #metoo era captured headlines and still crowd the dockets of state and federal courthouses around the country. And employers are now seeing the impact of COVID-19, including religious discrimination claims related to vaccine mandates and claims under WARN for pandemic layoffs. No matter what issue is bubbling up at any given time, the focus of the employer rightly 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 EPL claims. Unfortunately, there are few comprehensive sources for such information. This is attributable to many factors: the claims may be brought before an array 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; most non-class settlements are not disclosed because confidentiality is at a premium in such cases; 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 EPL 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 or other venue. 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 “Race Discrimination” or “Disability Discrimination” or whatever other description best identifies the case by type. The cutoff 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, dockets, and numerous other public records resources. It should be noted that many, if not most, of the multi-million-dollar verdicts were appealed and the final figures may be lower. Notably, 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. Future editions of this survey are expected to include more resolutions of cases against employers involving the workplace impact of the COVID-19 pandemic, as well as those expected to erupt from current waves of layoffs in tech, banking and other industries with highly-paid workers. Stay tuned.

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**  
**(January 2018 to January 2023)**

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| 1. | <p><b>\$490,000,000:</b> Settlement</p> <p><b>The University of Michigan, et al.</b></p> <p>January 2022<br/>State Court: MI</p>   | <p><b>Third-Party Sexual Harassment:</b> A mass tort settlement to resolve claims by more than 1,000 people who said they were sexually abused by a former university sports doctor. The victims were mostly male, with a high percentage Black, who alleged the university ignored reports of sexual assault for years.</p>  |
| 2. | <p><b>\$460,000,000:</b> Verdict</p> <p><b>Southern California Edison and Edison International</b></p> <p>June 2022<br/>State Court: CA</p> <p>Punitive Damages: \$440 million</p> | <p><b>Retaliation:</b> Two men alleged retaliation for reporting sexual and racial harassment. The employees alleged SoCal Edison's office in the South Bay of Los Angeles had a "fraternity-like" culture where racial and sexual harassment was rampant and sometimes ignored. The employees assert they were witness to dozens of instances of sexual harassment, as well as racial comments made about Black and Hispanic workers. One of the employees alleges he was sexually harassed himself, and within days of reporting this behavior, he was the subject of six retaliatory complaints and a bogus investigation that ultimately led to his wrongful termination.</p> |
| 3. | <p><b>\$366,000,000:</b> Verdict</p> <p><b>FedEx Corporation</b></p> <p>October 2022<br/>Federal Court: TX</p> <p>Punitive Damages: \$365 million</p>                              | <p><b>Retaliation:</b> A Black former saleswoman alleged she was disciplined and eventually fired by the company because of her race. The jury found that FedEx retaliated against the employee and awarded her \$365 million in punitive damages, \$120,000 for past pain and suffering and \$1.04 million for future mental anguish.</p> <p>Update: On January 26, 2023, the judge extended the full amount of the verdict, and authorized post-judgement interest at 4.69%.</p>  |
| 4. | <p><b>\$215,000,000:</b> Settlement</p> <p><b>The University of Southern California</b></p> <p>October 2018<br/>Federal Court: CA</p>  | <p><b>Third Party Sexual Harassment/Assault:</b> The University settled with a proposed class of potentially thousands of women who were allegedly sexually abused by a former staff gynecologist. The women asserted the doctor committed sexual abuse, molestation and unwanted touching over a period of decades and with the school's knowledge. The settlement value could be as high as \$240 million once the attorneys' fees are worked out.</p>  |
| 5. | <p><b>\$175,000,000:</b> Settlement</p> <p><b>Sterling Jewelers</b></p> <p>June 2022<br/>Federal Court: NY</p>   | <p><b>Gender Discrimination:</b> A class of approximately 68,000 current and former female sales associates alleged the jewelry company suppressed their pay and used an informal promotion system that favored men and deprived women of advancement opportunities.</p>  |

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| <p>6.</p> | <p><b>\$155,000,000:</b> Verdict</p> <p><b>Farmers Insurance Exchange and Farmers Group, Inc.</b></p> <p>December 2021<br/>State Court: CA</p> <p>Punitive Damages: \$150 million.</p> | <p><b>Retaliation:</b> The former head of the insurance company's in-house legal services alleged he was terminated in retaliation for participating as a witness in a sex bias suit filed by female Farmers attorneys. The attorney, a 37-year employee, alleged he was fired right after a \$4.1 million settlement was reached with the class of female attorneys in 2016. The jury awarded him \$3.4 million for past economic loss, \$1 million for future economic loss, and another \$1 million for noneconomic loss.</p> <p><b>Update:</b> In June 2022, a California appeals judge cut the \$150 million punitive damages award down to \$18.95 million.</p> <p><b>Further Update:</b> In January 2023, a California judge ordered Farmers to pay an additional \$2.3 million in attorney fees.</p>  |
| <p>7.</p> | <p><b>\$136,900,000:</b> Verdict</p> <p><b>Tesla, Inc.</b></p> <p>October 2021<br/>Federal Court: CA</p> <p>Punitive Damages: \$130 million</p>  | <p><b>Race Discrimination:</b> A Black former subcontractor alleged he and his son had been subjected to a racially hostile work environment and felt threatened while working at Tesla, and that supervisors did nothing to address their concerns. Plaintiff further alleges supervisors and co-workers alike regularly used the N-word, hung up racial cartoons, and that he was told to "go back to Africa." The suit was initially filed against Tesla and staffing agencies CitiStaff Solutions, Inc. and nextSource, Inc. CitiStaff settled with the Plaintiff in March 2020 for an undisclosed amount, and nextSource was dismissed.</p> <p>The jury found that the electric vehicle maker had failed to take reasonable steps necessary to prevent the harassment, and that the Plaintiff was harmed by the company's negligent supervision and continued employment of harassing co-workers. Tesla had testified that it expected staffing companies to train subcontractors about anti-harassment policies, training, internal complaints and investigation procedures, as well as investigate allegations of racial harassment when subcontractors were involved.</p> <p>\$6.9 million of the verdict is an award for compensatory damages: \$4.5 million was for past emotional distress and \$2.4 million for future emotional distress. The jury found Tesla's conduct was malicious, oppressive or reckless, and awarded an additional \$130 million in punitive damages.</p> <p><b>Update:</b> In April 2022, a California judge cut the \$137 million verdict to \$15 million, the \$6.9 million compensatory damages were reduced to \$1.5 million, and the \$130 million punitive damages were reduced to \$13.5 million. In June 2022, plaintiff rejected the lowered award and plans to appeal.</p> |

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| <p>8.</p>  | <p><b>\$125,000,000:</b> Verdict</p> <p><b>Wal-Mart Stores East LP</b></p> <p>July 2021<br/>Federal Court: WI</p> <p>Punitive Damages: \$125 million</p> | <p><b>Disability Discrimination:</b> The Equal Employment Opportunity Commission (“EEOC”) filed suit on behalf of a long-time employee with Down syndrome whose schedule was changed and found the new schedule difficult. She requested an accommodation and return to her original schedule, but the retailer allegedly failed to accommodate her disability and then terminated her shortly thereafter.</p>  |
| <p>9.</p>  | <p><b>\$118,000,000:</b> Settlement</p> <p><b>Google, Inc.</b></p> <p>June 2022<br/>State Court: CA</p>  | <p><b>Gender Discrimination:</b> A class of approximately 15,500 female employees in 236 different jobs at the tech company alleged the company’s practices led to women being kept in job ladders and levels with lower compensation ceilings and advancement opportunities, as well as slower promotions when compared with the male employees.</p> <p><b>Update:</b> In October 2022, the Court approved attorneys’ fees in the amount of \$29.5 million.</p>  |
| <p>10.</p> | <p><b>\$100,000,000:</b> Settlement</p> <p><b>Riot Games</b></p> <p>July 2022<br/>State Court: CA</p>  | <p><b>Gender Discrimination/Sexual Harassment:</b> A class of current and former female employees alleged that the company fostered a “men-first” culture that put women at a disadvantage during the hiring process and in the workplace. The women alleged violations of the California Equal Pay Act and discrimination, retaliation and harassment; specifically, the company paid women less than men and did nothing to stop the men from grabbing their crotches, air humping, and discussing vulgar things about the women co-workers through email.</p> <p>The parties originally agreed to settle for \$10 million in December 2019, but the California Department of Fair Employment and Housing and the CA Division of Labor Standards Enforcement objected to the \$10 million settlement, arguing it contained an overly broad release of all claims in exchange for minimal benefits. The parties then increased the settlement amount to \$100 million.</p> <p><b>Update:</b> In July 2022, the judge approved a settlement in the amount of \$100 million.</p> |
| <p>11.</p> | <p><b>\$76,000,000:</b> Settlement</p> <p><b>Cable News Network, Inc. (“CNN”)</b></p> <p>January 2020<br/>NLRB Investigation</p>                         | <p><b>Wrongful Termination:</b> A complaint filed by the National Labor Relations Board (“NLRB”) alleged that CNN fired more than 100 unionized technical workers to oust their union amid a reorganization in which the company had the workers reapply for their jobs. The settlement includes the 100 workers who lost their jobs and about 300 workers CNN rehired from the unit or new hires, allegedly at wages less than they would have earned under the union contract.</p>  |

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| 12. | <p><b>\$70,600,000:</b> Verdict</p> <p><b>Island Girl Ltd.</b></p> <p>January 2018<br/>State Court: FL</p>   | <p><b>Sexual Assault:</b> A former stewardess on a yacht alleged that her employer, the owner of the yacht, failed to protect her from being raped by a crew worker on the boat. The jury found the company liable because of a nonfunctioning telecommunications system, the absence of a security system, failure to run a background check on the crew worker who assaulted her, and failing to enforce its rule prohibiting crew members from returning to the boat intoxicated.</p>   |
| 13. | <p><b>\$70,000,000:</b> Verdict</p> <p><b>CSS Corp., Glow Networks, Inc., et al.</b></p> <p>April 2022<br/>Federal Court: TX</p> <p><b>Punitive Damages: \$40 million</b></p>                              | <p><b>Race Discrimination:</b> Nine former workers alleged the network solutions provider singled out Black employees for more scrutiny than non-Black workers and made them work under the eye of security cameras; they also assert Black employees were not allowed to sit near each other. The plaintiffs also alleged that they were written up for conduct that non-Black employees were allowed, such as having their cellphones out and stepping away from their desks for more than a few minutes. Additionally, the Black employees alleged that they were denied promotions in favor of less qualified non-Black colleagues. The jury awarded each of the nine Black former workers and one White former worker \$2 million for past compensatory damages, \$1 million for future compensatory damages, and \$4 million for punitive damages.</p>   |
| 14. | <p><b>\$58,250,000:</b> Verdict</p> <p><b>Alkiviades “Alki” David/Alki David Productions/FilmOn/Hologram USA</b></p> <p>State Court: CA<br/>November 2019</p> <p><b>Punitive Damages: \$50 Million</b></p> | <p><b>Sexual Harassment/Hostile Work Environment:</b> A former production assistant who worked for Mr. David’s media companies alleged that Mr. David, an heir to a Greek Coca-Cola bottling fortune, committed sexual battery against her and that the companies created a hostile work environment by subjecting her to sexual harassment.</p> <p>This case is one of three verdicts against Mr. David in 2019 for similar allegations, as well as an additional case that ended in a mistrial, and a suit in 2016 for similar allegations that was settled out of court. David’s behavior throughout the trials resulted in tens of thousands of dollars in sanctions, and getting ejected from courtrooms a number of times. There is a bench warrant for his arrest for failing to pay a \$11 million verdict against him, and he has said getting arrested would “make a great civil disobedience story” and vowed to never pay a penny of any of the verdicts.</p> <p><b>Update:</b> In May 2022, a California appellate court refused to grant defendant a new trial, ruling none of his arguments were meritorious.</p> |
| 15. | <p><b>\$45,000,000:</b> Settlement</p> <p><b>Family Dollar</b></p> <p>March 2018<br/>Federal Court: NC</p>   | <p><b>Gender Discrimination:</b> A class action alleging that 37,000 current and former female store manager employees at the discount stores chain were paid less than similar male employees.</p>  |

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| <p>16.</p> | <p><b>\$44,000,000:</b> Verdict</p> <p><b>Union Pacific Railroad</b></p> <p>July 2021<br/>Federal Court: WI</p> <p>Punitive Damages: \$40.3 million</p>  | <p><b>Disability Discrimination:</b> A hearing-impaired conductor alleged the company adopted a new hearing test that was more stringent than the hearing tests administered to unimpaired workers. Specifically, the company updated its conductor certification regulations and required the plaintiff to take the hearing test wearing hearing protection, which the unimpaired workers were not required to do. When he failed, the company took him off duty, allegedly on the basis that wearing hearing protection was an essential function of his job. Further, the company allegedly did not assist the plaintiff in finding an accommodation or combination amplification/protection device for his ears that would fit within the railroad's policies.</p> |
| <p>17.</p> | <p><b>\$34,000,000:</b> Settlement</p> <p><b>Edward D. Jones &amp; Co.</b></p> <p>July 2021<br/>Federal Court: IL</p>  | <p><b>Race Discrimination:</b> A class action brought by more than 800 current and former Black financial advisors who alleged the company had a pattern of discriminating against them by giving them less profitable assignments and excluding them from professional development opportunities. As part of the settlement, the company agreed to revise its employment agreement for new financial advisors; previously they were charged up to \$75,000 in training costs if they were fired or left for a competitor and now it will eliminate the fee for employees who are fired and reduce it to \$50,000 for the others. \$8.5 million of the settlement was for plaintiffs' attorneys' fees.</p>   |
| <p>18.</p> | <p><b>\$33,500,000:</b> Settlement</p> <p><b>McDonald's USA LLC, et al.</b></p> <p>December 2021<br/>Federal Court: OH</p>   | <p><b>Third-Party Race Discrimination:</b> McDonald's corporate settled a suit filed by a former Major League Baseball player who once owned 27 McDonald's stores and alleged corporate required him to make large investments in low-value locations, raised the rent and denied him rent relief and extra time to finish required renovations, bullied him into selling more profitable stores, gave him unreasonable deadlines to sell less profitable locations, pulled advertising targeting his customer base. He alleged that no White owners were treated similarly. The settlement payment is to buy out 13 of plaintiff's restaurants in Pennsylvania and Ohio.</p>  |
| <p>19.</p> | <p><b>\$31,000,000:</b> Verdict</p> <p><b>Danaher Corp. (Sybron Dental Specialties, Inc. and KaVo Kerr Group)</b></p> <p>June 2018<br/>State Court: CA</p> <p>Punitive Damages: \$28 million</p> | <p><b>Age Discrimination, Age Harassment, Wrongful Termination and Retaliation:</b> A 58-year-old female employee who worked at various plant locations at a company that makes tools as a materials buyer and planner alleged she was subjected to age discrimination, including her direct supervisor and his boss making comments such as "you are outdated," "we need younger workers here," "you are part of the old culture," and "dumb female." She asserts her supervisors put extreme pressure on her to perform a certain way or she would be fired, and when she was constructively discharged, she was replaced by a man in his 20's.</p>  |

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| <p>20.</p> | <p><b>\$28,650,000:</b> Verdict</p> <p><b>Cleveland Clinic Foundation</b></p> <p>April 2018<br/>State Court: OH</p> <p>Punitive Damages: \$26.375 million</p> | <p><b>Age Discrimination and Retaliation:</b> A 77-year-old ear, nose and throat doctor alleges he was pressured to retire when a new chairman of the Head and Neck Institute came on, telling him he was “no longer a fit” for the hospital. The doctor asserts his patients were steered to younger doctors and when he complained, he was informed he would not be reappointed. The jury awarded him \$1.9 million in economic compensatory damages, \$325,000 in emotional distress damages, and \$26.375 million in punitive damages, although the award may be reduced in accordance with Ohio’s statutory caps.</p> |
| <p>21.</p> | <p><b>\$28,000,000:</b> Verdict</p> <p><b>Brigham and Women’s Hospital</b></p> <p>May 2018<br/>State Court: MA</p> <p>Punitive Damages: \$25 million</p>      | <p><b>Retaliation:</b> A nurse alleged she came to the aid of a fellow nurse whom she believed was the victim of verbal abuse, and the hospital began investigating her for poor nursing in retaliation. According to her complaint, as soon as she stood up for the other nurse, she became a “bad nurse,” although she was still allowed to continue to treat around 3,200 patients per year.</p>  |
| <p>22.</p> | <p><b>\$24,000,000:</b> Settlement</p> <p><b>United States Soccer Federation, Inc.</b></p> <p>August 2022<br/>Federal Court: CA</p>                           | <p><b>Gender Discrimination/Equal Pay:</b> The U.S. women’s national soccer team filed a complaint with the U.S. Equal Employment Opportunity Commission and a suit in 2019 against the U.S. Soccer Federation alleging the women’s team was paid less than the men’s national team. The settlement also resulted in a collective bargaining agreement to guarantee equal pay for the women’s team going forward.</p>  |
| <p>23.</p> | <p><b>\$24,000,000:</b> Settlement</p> <p><b>JPMorgan Chase Bank NA</b></p> <p>September 2018<br/>Federal Court: IL</p>                                       | <p><b>Race Discrimination:</b> A proposed class of 247 current or former registered brokers alleged the company-wide policies and practices resulted in African-American financial advisors being given less lucrative assignments, being denied opportunities, and being kept out of a program that serviced high net worth clients.</p>  |



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| <p>24.</p> | <p><b>\$21,500,000:</b> Verdict</p> <p><b>Park Hotels and Resort, Inc.</b><br/>(formerly known as <b>Hilton Worldwide Inc.</b>)</p> <p>January 2019<br/>Federal Court: FL</p> <p>Punitive Damages: \$21 Million</p> | <p><b>Religious Discrimination and Retaliation:</b> A dishwasher at the hotel chain filed suit alleging she was terminated because she couldn't work on Sundays due to religious obligations. Claimant, who is a member of the Catholic missionary group the Soldiers of Christ Church, alleged the hotel did allow her to have Sundays off for three years, but when she was then scheduled to work on a Sunday, she submitted a written request for Sundays off. At that time, the hotel accommodated her by scheduling her from Mondays to Thursdays, but a kitchen manager changed her schedule six years later and disregarded her further written requests, terminating her for misconduct, negligence and unexcused absences.</p> <p><b>Update:</b> In July 2019, the appeals court cut the punitive damages from \$21 million to the cap of \$300,000.</p> |
| <p>25.</p> | <p><b>\$20,800,000:</b> Settlement</p> <p><b>City of New York</b></p> <p>July 2018<br/>Federal Court: NY</p>  | <p><b>Gender Discrimination:</b> The U.S. Department of Justice filed suit alleging the City required nurses and midwives (predominantly female) to work years longer to earn retirement with full pensions than other workers in mostly male-dominated jobs, such as ferry captain, plumber and highway repairer. The New York State Nurses Association repeatedly petitioned the city to add RNs and midwives to the list of "physically taxing jobs," which allowed for retirement with full pensions as young as age 50, but the City declined, requiring the nurses to work to age 55-57 at a minimum to receive full pensions.</p>   |
| <p>26.</p> | <p><b>\$20,500,000:</b> Settlement</p> <p><b>Jackson National Life Insurance Company</b></p> <p>January 2020<br/>Federal Court: CO</p>  | <p><b>Race and Sex Discrimination:</b> A lawsuit was filed by the U.S. Equal Employment Opportunity Commission on behalf of 21 workers in the insurance company's Denver and Nashville offices alleging the company tolerated a hostile work environment that included workers calling black colleagues "lazy," throwing things at them and posting racially demeaning cartoons. The agency also asserted a manager referred to black female employees as "resident street walkers" and that women were subjected to sexual harassment, including leering and unwanted kissing.</p>  |
| <p>27.</p> | <p><b>\$20,000,000:</b> Settlement</p> <p><b>Walmart, Inc.</b></p> <p>August 2020<br/>Federal Court: KY</p>   | <p><b>Sex Discrimination:</b> The Equal Employment Opportunity Commission alleged the retailer uses a physical abilities test for applicants at grocery distribution centers that disparately impacts females. The agency asserted the test is not job-related for grocery order fillers, and ultimately deprived women of those jobs.</p>   |

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| <p>28.</p> | <p><b>\$19,900,000:</b> Verdict</p> <p><b>St. Louis County, Missouri</b></p> <p>September 2019<br/>State Court: MO</p>                    | <p><b>Sexual Orientation Discrimination/Retaliation:</b> A police officer alleged he was told by a member of a civilian oversight committee that the police chief and others in power would not promote him unless he could “tone down your gayness.” The officer asserts that despite ranking third out of nine, he was continually passed over for promotions. He filed a complaint with the Missouri Commission on Human Rights and shortly thereafter was moved from afternoon shifts to overnight shifts at a precinct nearly 30 miles away from his home in retaliation. The jury awarded the police officer \$12 million for his sex discrimination claims and \$8 million for his retaliation claims.</p> <p><b>Update:</b> In February 2020, the parties reached a settlement in the amount of \$10.25 million to avoid appeal of the verdict.</p>  |
| <p>29.</p> | <p><b>\$18,875,000:</b> Proposed Class Settlement</p> <p><b>The Weinstein Co. Holdings LLC</b></p> <p>June 2020<br/>Federal Court: NY</p> | <p><b>Sexual Harassment/Hostile Work Environment:</b> Hollywood producer and convicted rapist Harvey Weinstein proposed a settlement to end a putative class action alleging he sexually abused dozens of women. The plaintiffs alleged that Weinstein leveraged his powerful position as the head of his now-bankrupt movie company to assault women, coerce them into sexual relationships and otherwise prey upon them. The settlement, released the women from confidentiality, nondisclosure and nondisparagement agreements with The Weinstein Company or any former members of the company as they relate to sexual misconduct by Weinstein.</p> <p>In July 2020, several of the class members opposed the settlement, calling it a “cruel hoax,” “patently unfair” and saying it doesn’t do enough. They also challenged the structure of the proposed settlement and contended that a related global settlement of The Weinstein Co. bankruptcy proceeding gave significantly more money to the alleged wrongdoers, including Weinstein, his brother, and the board of The Weinstein Co., than what would go to the proposed class of accusers.</p> <p><b>Update:</b> Despite objections, the settlement became part of the Plan of Liquidation and was held to be “fair and adequate” by the Bankruptcy Court in Delaware on January 26, 2021.</p> |
| <p>30.</p> | <p><b>\$18,800,000:</b> Settlement</p> <p><b>Southwest Airlines Co.</b></p> <p>September 2018<br/>Federal Court: CA</p>                   | <p><b>Military Service Discrimination:</b> A proposed class of approximately 2,000 pilots allege the airline violated the Uniformed Services Employment and Reemployment Act (“USERRA”) by not letting the pilots accrue sick leave while they were on short-term military leave (classified as less than two weeks), although those benefits were accrued while the pilots were out for bereavement, union duty or jury duty. The settlement includes a fund that will make the pilots whole for unpaid retirement contributions.</p> <p><b>Update:</b> In December 2018, the judge granted preliminary approval of the settlement.</p>   |

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| <p>31.</p> | <p><b>\$18,000,000:</b> Settlement</p> <p><b>Activision Blizzard, Inc.</b></p> <p>September 2021<br/>Federal Court: CA</p>                         | <p><b>Gender Discrimination/Sexual Harassment:</b> The gaming and entertainment company was accused of fostering a sexist, “frat boy” workplace culture. The Department of Fair Employment and Housing alleged that the company subjected female employees to constant sexual harassment, including groping, inappropriate comments and advances, and that the female employees were paid less than equally qualified males and are promoted at a slower rate. The suit accused the company of retaliating against the females who complained or reported the behavior, and said high-ranking executives, creators and human resources personnel are often the ones engaging in sexual harassment without repercussions.</p> <p><b>Update:</b> In March 2022, the court approved the settlement.</p> |
| <p>32.</p> | <p><b>\$16,800,000:</b> Verdict</p> <p><b>Ford Motor Co.</b></p> <p>March 2018<br/>Federal Court: MI</p> <p>Punitive Damages: \$15 million</p>     | <p><b>Retaliation/Wrongful Termination:</b> An engineer alleged he was harassed by two of his supervisors due to his Arab ethnicity, Lebanese national origin, and accent. He further alleged that the stress of the harassment forced him to take medical leave, and that when he complained to human resources, Ford demoted him and ultimately terminated his employment in retaliation. The jury found Ford did retaliate against the engineer, but that the demotion and termination was not due to his race.</p> <p><b>Update:</b> In August 2020, the Michigan Appeals Court reversed the verdict.</p>  |
| <p>33.</p> | <p><b>\$15,500,000:</b> Settlement</p> <p><b>State of Florida, Department of Education, et al.</b></p> <p>September 2019<br/>Federal Court: FL</p> | <p><b>Race Discrimination:</b> The Florida teachers’ union alleged the university’s “Florida’s Best and Brightest Teacher Scholarship Program” violated federal anti-discrimination law by leaving out black and Hispanic teachers. The program paid bonuses to teachers who were rated “highly effective” and scored in the 80<sup>th</sup> percentile or higher on the SAT or ACT tests, which allegedly had a disparate impact on black and Hispanic teachers. The settlement will be split between the two classes comprising black and Hispanic classroom teachers who were rated highly effective but not paid bonuses.</p>  |
| <p>34.</p> | <p><b>\$15,400,000:</b> Verdict</p> <p><b>Tribune Co./Los Angeles Times Communications LLC</b></p> <p>August 2019<br/>State Court: CA</p>          | <p><b>Age and Disability 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. In November 2015, a jury awarded him \$7.1 million. 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 jury in the new trial awarded him \$15,400,000.</p>  |

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| <p>35.</p> | <p><b>\$15,400,000:</b> Verdict</p> <p><b>Jack in the Box Inc.</b></p> <p>June 2019<br/>State Court: CA</p> <p>Punitive Damages: \$10 million</p> | <p><b>Age, Disability Discrimination and Wrongful Termination:</b> A supervisor at the fast-food restaurant alleged she was subjected to discrimination due to her age and an orthopedic injury she suffered on the job. She further alleged she was harassed after she made two sexual harassment complaints on behalf of teenage cashiers who had been sexually harassed by adult management staff.</p>  |
| <p>36.</p> | <p><b>\$14,250,000:</b> Settlement</p> <p><b>Facebook, Inc.</b></p> <p>October 2021<br/>DOJ Investigation</p>                                     | <p><b>National Origin Discrimination/Discriminatory Hiring Practice:</b> The Department of Justice filed a complaint against the company, alleging it had found reasonable cause that Facebook unlawfully reserved more than 2,600 high-paying jobs for temporary visa holders, departing from its standard recruiting and hiring process and following different procedures designed to make it more difficult for U.S. workers to get through the application process. Facebook agreed to specially recruit U.S. workers and submit to regular audits, as well as conduct interactive anti-bias training for hiring managers and other employees. The DOJ reports this settlement as the largest financial recovery under the Immigration and Nationality Act's anti-discrimination provisions.</p>  |
| <p>37.</p> | <p><b>\$14,000,000:</b> Settlement</p> <p><b>Cook County and The Cook County Sheriff's Office</b></p> <p>February 2020<br/>Federal Court: IL</p>  | <p><b>Sexual Harassment:</b> A class of approximately 530 female public defenders and law clerks alleged the County did not protect them from sexual harassment by detained clients and other men in the jail facilities. The women allegedly complained to the Cook County sheriff's department that oversees security at the detention facilities, that the detainees used misogynistic language, masturbated in front of them, exposed themselves, and threatened sexual violence but their complaints were ignored and no meaningful steps were taken to protect the women. \$4.2 million of the settlement will go toward plaintiffs' attorneys' fees.</p> <p>There is a separate suit filed on behalf of female guards at the facility setting forth the same allegations that was not settled with the public defenders/law clerk's action.</p> |
| <p>38.</p> | <p><b>\$14,000,000:</b> Settlement</p> <p><b>Trustees of Dartmouth College</b></p> <p>August 2019<br/>Federal Court: NH</p>                       | <p><b>Third-Party Sexual Harassment:</b> Title IX class action suit alleging three former tenured psychology professors, aka the "Predators' Club," subjected at least nine students to harassment and a hostile environment. The complaint alleged the professors treated the students as sex objects and turned the Department of Psychology and Brain Sciences into a "21<sup>st</sup>-century Animal House." The students asserted that complaints had been lodged against the professors since 2002 but nothing was done by the University until one of them sexually assaulted a student and the press found out about it.</p>   |

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| <p>39.</p> | <p><b>\$14,000,000:</b> Settlement<br/><b>Wal-Mart Stores, Inc.</b><br/><br/>October 2019<br/>Federal Court: IL</p>   | <p><b>Pregnancy Discrimination and Retaliation:</b> Two formerly pregnant employees alleged Wal-Mart violated disability discrimination laws with its policy of three-tiered accommodations, wherein employees who sustained on-the-job injuries, pregnant employees, and all other disabled employees received different accommodations.</p>  |
| <p>40.</p> | <p><b>\$13,400,000:</b> Verdict<br/><b>American Sugar Holdings Inc.</b><br/><br/>March 2018<br/>Federal Court: NY<br/><br/>Punitive Damages: \$11.7 million</p> | <p><b>Gender Discrimination/Hostile Work Environment:</b> A female employee, one of only seven women among a workforce of approximately 150 at the cane sugar refining company, alleged a maintenance department supervisor “mercilessly” harassed and humiliated her on a daily basis, including smacking her on the buttocks and insulting her age and appearance. She further asserts the work environment is a hostile place for minorities: she noticed a noose was hung on the wall when she began working there, and a supervisor removed it but no further investigation or action was taken.</p>  |
| <p>41.</p> | <p><b>\$13,035,000:</b> Verdict<br/><b>University of California at Los Angeles, et al.</b><br/><br/>February 2018<br/>State Court: CA</p>                       | <p><b>Gender Discrimination:</b> A jury found in favor of a 10-year researcher who was the only female in the lymphoma program at UCLA. Claimant alleged she was subjected to unequal treatment and harsh comments due to her gender, and was ultimately forced to look for a new job after an argument with a colleague left her in fear for her safety.</p> <p><b>Update:</b> In May 2020, an appellate court overturned the verdict, finding that the jury instructions unfairly prejudiced the jury against UCLA.</p>  |
| <p>42.</p> | <p><b>\$13,000,000:</b> Settlement<br/><b>Massachusetts General Hospital</b><br/><br/>November 2019<br/>State Court: MA</p>                                     | <p><b>Whistleblower Retaliation:</b> A former 35-year employee alleged that the hospital fired him without a review or a hearing in retaliation for speaking out about safety issues related to the hospital’s practice of allowing surgeons to double-book surgeries. The employee, an orthopedic surgeon, raised concerns that operating in two rooms simultaneously increased the amount of time patients spent under anesthesia and therefore increased their risk of complications. In addition to the monetary terms, the hospital agreed to establish a quality and safety educational initiative with annual lectures in his name. The hospital’s board of trustees also appointed him an honorary staff member.</p> |
| <p>43.</p> | <p><b>\$12,625,000:</b> Verdict<br/><b>Albertsons LLC</b><br/><br/>March 2020<br/>Federal Court: WA<br/><br/>Punitive Damages: \$10 M</p>                       | <p><b>Retaliation:</b> A jury found that a grocery store employee for 30+ years was targeted for poor performance reports and ultimately terminated after she raised concerns with human resources that a relatively new Seattle region boss, who was installed shortly after Albertsons merged with Safeway, appeared to be targeting and selectively firing female managers. The grocery chain is seeking a retrial, saying the award is not fair and they should have been allowed to present a report prepared by their expert.</p>  |

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| 44. | <p><b>\$11,600,000:</b> Settlement</p> <p><b>PricewaterhouseCoopers LLP</b></p> <p>March 2020<br/>Federal Court: CA</p>   | <p><b>Age Discrimination:</b> A class action filed on behalf of 5,000 unsuccessful job applicants who alleged the accounting firm violated the Age Discrimination in Employment Act by systematically favoring younger applicants and denying older candidates the jobs that they were qualified to perform. The class alleged that PwC rarely publicly advertised entry-level job openings and instead sent recruiters to college campuses to find young candidates.</p>   |
| 45. | <p><b>\$11,500,000:</b> Settlement</p> <p><b>Kaiser Permanente</b></p> <p>April 2021<br/>State Court: CA</p>  | <p><b>Race Discrimination:</b> A class of 2,000 African-American or Black administrative support or consultant employees alleged the health care company discriminated against them by passing them over for promotions and underpaying them. The settlement required Kaiser to implement programs to fix inequality in pay and promotion opportunities.</p>  |
| 46. | <p><b>\$11,300,000:</b> Settlement</p> <p><b>Mid-America Apartment Communities, Inc. and Mid-America Apartments, L.P.</b></p> <p>November 2018<br/>Federal Court: DC</p>                            | <p><b>Third-Party Disability Discrimination:</b> The Justice Department filed suit against the property owners, alleging they failed to build 50 apartment complexes in six states and the District of Columbia with accessible features for persons with disabilities. The majority of the settlement will go towards retrofitting 36 properties they currently own; \$25,000 of the settlement is for retrofitting 14 properties they no longer own. The improvements include removing building entrances with steps and excessive slopes, moving electrical outlets and thermostats to within the reach of persons who use wheelchairs and making sure bathrooms and kitchens have sufficient space for wheelchair-bound tenants to maneuver.</p>  |
| 47. | <p><b>\$11,100,000:</b> Verdict</p> <p><b>FilmOn.TV Networks Inc., Hologram USA, Alkiviades “Alki” David, et al.</b></p> <p>April 2019<br/>State Court: CA</p> <p>Punitive Damages: \$8 million</p> | <p><b>Sexual Harassment, Retaliation and Wrongful Termination:</b> A sales executive alleged that the founder of these TV companies subjected her to a hostile work environment, repeated sexual harassment, and battery. She alleged that the companies knew about the conduct but didn’t stop it, and that her harasser ultimately retaliated against her for rebuffing his advances by firing her. This is one of three verdicts against the harasser in 2019 for the same allegations, as well as an additional case that ended in a mistrial, and a suit in 2016 that was settled.</p> <p><b>Update:</b> In November 2019, the claimant agreed to a reduction in compensatory damages by \$437,120, and the individual defendant was ordered to pay an additional \$1.34 million in attorneys’ fees.</p> |

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| <p>48.</p> | <p><b>\$11,000,000:</b> Verdict</p> <p><b>International Business Machines Corporation (“IBM”)</b></p> <p>April 2021<br/>Federal Court: WA</p>                        | <p><b>Whistleblower Retaliation:</b> A former IBM sales manager alleged he was fired for reporting discrimination against a subordinate. The plaintiff alleged that he made repeated complaints about the disparate treatment of two subordinates: a Black salesman who expected a commission of more than \$1M from a sale to HCL Technologies that was reduced to \$205,000; as compared to a White salesman who also expected more than \$1M from a sale to SAS Institute that was not subjected to a cap. After he reported the disparate treatment, the plaintiff alleged that he was wrongfully terminated and not paid his final commissions. The jury awarded him \$6 million in damages from emotional harm and \$5.1 million for past and future economic loss and unpaid sales commissions.</p> <p><b>Update:</b> In August 2022, the appellate court ordered the trial court to reduce the \$6 million in emotional damages, calling the amount “shockingly excessive.” The \$5.1 million in economic damages remained in place.</p> |
| <p>49.</p> | <p><b>\$11,000,000:</b> Settlement</p> <p><b>Google LLC</b></p> <p>July 2019<br/>Federal Court: CA</p>   | <p><b>Age Discrimination:</b> A class of 230 applicants for engineering jobs, who were older than 40 years old, alleged Google has a systemic practice of discriminating against software engineer job applicants due to their age. \$2.7 million of the settlement is for attorneys’ fees.</p>  |
| <p>50.</p> | <p><b>\$10,300,000:</b> Settlement</p> <p><b>Northshore University Healthsystem</b></p> <p>August 2022<br/>Federal Court: IL</p>                                     | <p><b>Religious Discrimination:</b> A proposed class action involving 523 current and former nurses, administrative staff and other health care workers alleging they were discriminated against for their religious objections to getting COVID-19 vaccines required by the Chicago hospital.</p>   |
| <p>51.</p> | <p><b>\$10,225,000:</b> Verdict</p> <p><b>Advocate Health and Hospitals Corp.</b></p> <p>September 2018<br/>State Court: IL</p> <p>Punitive Damages: \$9 million</p> | <p><b>Sexual Assault/Invasion of Privacy:</b> A jury found that Advocate Illinois Masonic Medical Center was liable for negligence related to two male doctors who were known to be violent and inappropriate. Seven women who worked at the hospital alleged the hospital sought to minimize the issues, delaying in suspending the offenders and violating its own policies. A female doctor was allegedly attacked in a locker room by one of the male doctors, and five nurses and a technician were secretly videotaped in the same locker room by the other male doctor.</p>   |

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| 52. | <p><b>\$10,000,000:</b> Verdict</p> <p><b>Novant Health, Inc.</b></p> <p>October 2021<br/>Federal Court: NC</p>                        | <p><b>Race Discrimination:</b> A former Senior Vice President of Marketing and Communications filed suit against the medical network, alleging he was fired solely because he is a white male. In his suit, claimant asserted he was one of seven white executives that Novant replaced with women or Black men as part of a diversity push.</p> <p><b>Update:</b> In August 2022, the judge reduced the award to \$3.7 million.</p>  |
| 53. | <p><b>\$10,000,000:</b> Fine</p> <p><b>Washington Football Team (fka The Redskins)</b></p> <p>July 2021<br/>Internal Investigation</p> | <p><b>Sexual Harassment/Hostile Work Environment:</b> The NFL fined the Washington Football Team (“WFT”) \$10 million after investigating allegations that its front office enabled a hostile work environment and culture that included bullying and sexual harassment of female employees. The NFL commissioner concluded that the workplace environment for females was highly unprofessional, included bullying and intimidation, fear, sexual harassment and a general lack of respect, and that ownership paid little or no attention to these issues. The investigation also found that senior executives engaged in inappropriate conduct and set a tone that disrespectful behavior and more serious misconduct were acceptable.</p>   |
| 54. | <p><b>\$10,000,000 - \$14,000,000:</b> Settlement</p> <p><b>Walmart, Inc.</b></p> <p>January 2021<br/>Federal Court: MA</p>            | <p><b>Service Member Discrimination:</b> A class action involving more than 10,000 uniformed service members (“USMs”) who alleged the company’s various military leave policies were discriminatory and violated the Uniformed Services Employment and Reemployment Rights Act (“USERRA”) by failing to offer compensation to USMs who take a few days of military leave, even though it pays civilian employees a full salary for similar short-term leave, such as bereavement or jury duty. It was also alleged that between 2004 and 2008, Walmart did not provide pay for USMs who took four or more days off for military leave, and subsequently only paid partial wages depending on how much the USMs were being compensated by the military.</p> <p>The company committed to set aside at least \$10 million and as much as \$14 million for the settlement class; the final figure dependent upon the number of military reservists who came forward and how much military leave they took while they worked for Walmart. As part of the settlement, Walmart agreed to update its hiring policies to prohibit discrimination against service members and provide full pay to USMs who take up to a month of military leave, and partial wages when they take up to a year.</p> |



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| <p>55.</p> | <p><b>\$10,000,000:</b> Settlement</p> <p><b>Jet Propulsion Laboratory (JPL)</b></p> <p>June 2020<br/>Federal Court: CA</p>                 | <p><b>Age Discrimination:</b> The U.S. Equal Employment Opportunity Commission filed suit against NASA's JPL, which manages NASA's Deep Space Network, alleging the laboratory systematically laid off employees over the age of 40 in order to retain a younger workforce. In addition to the monetary component of the settlement, the lab was required to hire a diversity director to help the lab retain and recruit individuals of all ages, and a layoff coordinator to oversee certain employment decisions.</p>  |
| <p>56.</p> | <p><b>\$10,000,000 (roughly):</b> Settlement</p> <p><b>Fox News and 21<sup>st</sup> Century Fox</b></p> <p>May 2018<br/>State Court: NY</p> | <p><b>Race Discrimination:</b> A putative class action by more than a dozen former employees who alleged the company condoned racism. The complaint was first brought by payroll employees who alleged the ex-controller ridiculed black employees and made racist comments about people of color. The complaint was updated to include Fox's General Counsel as a defendant, who allegedly knew about the complaints of race discrimination and failed to address them. The complaint was further updated to include a former host of "Fox &amp; Friends" as a plaintiff who was allegedly replaced by a white colleague, paid less than white peers, subjected to racist comments and not given the same opportunities as white colleagues. The other employees who joined the suit asserted similar complaints of being subjected to disparaging remarks about their heritage, and the class alleged the news network systematically discriminated against black and minority employees.</p> |
| <p>57.</p> | <p><b>\$10,000,000:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>March 2018<br/>Federal Court: CA</p>                        | <p><b>Gender and Race Pay Discrimination:</b> Three female software engineers filed a lawsuit on behalf of a class of 420 engineers who identify as female and/or people of color alleging that Uber's compensation and promotion structure favored men and white or Asian employees.</p> <p><b>Update:</b> In November 2018, the judge granted final approval of the agreement but held off on granting the \$2.5 million requested in attorneys' fees, calling them "pretty high."</p>  |
| <p>58.</p> | <p><b>\$9,995,000:</b> Settlement</p> <p><b>Goldman Sachs &amp; Co. LLC</b></p> <p>September 2019<br/>OFCCP (DOL)</p>                       | <p><b>Race Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached an agreement with Goldman Sachs that required the bank to pay almost \$10 million to approximately 600 investment bankers, as well as change its affirmative action program.</p>   |

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| <p>59.</p> | <p><b>\$9,450,000:</b> Verdict</p> <p><b>Charter Communications LLC</b></p> <p>April 2018<br/>Federal Court: KY</p> <p>Punitive Damages: \$7 million</p>      | <p><b>Defamation/Wrongful Termination/Intentional Infliction of Emotional Distress:</b> Seven former employees filed suit against the company alleging it defamed them when it told other employees, via a PowerPoint presentation, about the incident that led to their firing, which involved company printers being taken home (dubbed “Printer-gate”).</p>   |
| <p>60.</p> | <p><b>\$9,400,000:</b> Settlement</p> <p><b>DirecTV Group Holdings, LLC, et al.</b></p> <p>August 2022<br/>Federal Court: CA</p>                              | <p><b>Third-Party Race Discrimination:</b> Minority-owned small businesses alleged they were targeted as the focus of unsolicited sales campaigns by DirecTV who, then intentionally installed residential programming in the businesses only to later penalize them for showing prohibited programming in commercial establishments.</p>  |
| <p>61.</p> | <p><b>\$9,250,000:</b> Settlement</p> <p><b>The University of Michigan</b></p> <p>November 2020<br/>(pre-suit)</p>  | <p><b>Sexual Harassment/Misconduct:</b> The University agreed to pay eight women who worked in the Dean’s Office and in the Provost’s Office and alleged sexual harassment by the University’s former Provost Martin Philbert. The school received an anonymous letter that accused Philbert of sexual harassment against the female employees and graduate students. The University, whose investigation found Philbert had a long history of harassing and sexual relationships with women who worked in the Dean’s and Provost’s Offices, suspended Philbert and ultimately fired him.</p>  |
| <p>62.</p> | <p><b>\$9,200,000:</b> Settlement</p> <p><b>Board of Education of the City of Chicago, et al.</b></p> <p>April 2022<br/>Federal Court: IL</p>                 | <p><b>Race Discrimination:</b> A class of hundreds of African-American teachers and paraprofessionals alleged that employees were subjected to racially discriminatory employment practices and policies that resulted in some of them losing their jobs. Specifically, plaintiffs alleged that the BOE targeted schools in Chicago with large percentages of minority employees for closure with its campaign to turn around underperforming schools. Allegedly, more than half the tenured teachers fired or laid off during this campaign were African-American, although that demographic accounted for less than 30% of tenured teachers.</p> |
| <p>63.</p> | <p><b>\$8,500,000:</b> Verdict</p> <p><b>Spire (Missouri Gas Energy)</b></p> <p>September 2018<br/>State Court: MO</p> <p>Punitive Damages: \$7.2 million</p> | <p><b>Race Discrimination:</b> A black employee at the gas company alleged she was subjected to a hostile work environment, including co-workers referring to President Barack Obama as a monkey. She asserts she was passed over for six different promotions (one of which was given to a younger, white employee who had less education and work experience) and was forced to commute to Kansas City instead of working at an office in St. Joseph where she lived. She further alleges her colleagues questioned her competence due to her race.</p>  |

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| <p>64.</p> | <p><b>\$7,800,000:</b> Settlement</p> <p><b>Wells Fargo Bank NA</b></p> <p>August 2020<br/>OFCCP (DOL)</p>                | <p><b>Race Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached agreement with Wells Fargo that will resolve allegations of hiring discrimination practices against 34,000 Black applicants who were seeking employment with the bank as tellers, personal bankers, customer sales representatives, service representatives, and administrative support positions. The Bank also agreed to provide 580 applicants with job opportunities.</p>   |
| <p>65.</p> | <p><b>\$7,750,000:</b> Settlement</p> <p><b>Western Digital Corporation</b></p> <p>January 2021<br/>Federal Court: CA</p> | <p><b>Gender Discrimination:</b> A class action involving approximately 2,000 women who held titles of senior manager or below, accused the disk drive maker paid female employees less than male employees. Additionally, the class alleged that the company routinely promoted male employees over equally qualified female employees. As part of the settlement, the company pledged they will pay and promote women equitably, to better measure the titles and pay of women at the company, improve outreach to female employees, and provide better maternity and parental leave arrangements.</p>   |
| <p>66.</p> | <p><b>\$7,020,000:</b> Verdict</p> <p><b>Baldwin Park Police Department</b></p> <p>March 2019<br/>State Court: CA</p>     | <p><b>Gender Discrimination/Harassment/Retaliation:</b> A former police chief, who was an officer for almost 40 years, alleged that she was harassed and ultimately terminated because she is a female. She alleged that she was first hired as chief, without applying for the job, due to her "token status" and was subsequently paraded around as a prop for city leaders to celebrate themselves for having a female police chief. She alleged she was subjected to hostility, including male subordinates who referred to her as "that woman" and comments, such as officers saying a woman could not do the chief job, and accusing her of taking the job from a male co-worker, Taylor, who felt he deserved the position. Taylor reportedly threatened other officers, saying they needed to choose sides because the chief would be "gone in six months." The chief reorganized the department to remove Taylor from the chain of command due to the vitriol he was spreading, and alleged he called her on the phone late at night, screaming that he would make her resign if she did not do so herself. The plaintiff alleged that she reported the harassment for ten years, but nothing was done. Then, in 2013, the chief was terminated by the mayor without explanation and escorted from the building; an hour later, she received a text from the mayor saying "it was retaliation without a doubt!!" She was then replaced by Taylor, who was given \$60,000 more a year in salary than she was making when she was terminated.</p> |

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| 67. | <p><b>\$7,000,000:</b> Settlement</p> <p><b>Dell Technologies and EMC Corp.</b></p> <p>September 2019<br/>OFCCP (DOL)</p>   | <p><b>Race and Gender Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached agreement with Dell that will resolve 20 OFCCP compliance probes into the company and providing lost wages, interest and benefits. The company further agreed to provide equal employment opportunities.</p>  |
| 68. | <p><b>\$6,850,000:</b> Verdict</p> <p><b>FedEx Freight, Inc.</b></p> <p>November 2020<br/>Federal Court: WA</p>             | <p><b>Disability Discrimination:</b> A former driver alleged the company violated the Americans with Disabilities Act. The driver alleged that he was unable to deliver a broken truck because his bad knee prevented him from climbing into the trailer in dark, rainy conditions and closing the door, which resulted in his losing his federal certification to operate commercial trucks. The driver further contended when he did requalify for his certification, the company wrongfully would not accept it and he was forced to quit. The verdict includes \$1.75 million in emotional distress damages.</p>          |
| 69. | <p><b>\$6,600,000:</b> DOL Order</p> <p><b>Enterprise RAC Co. of Baltimore, LLC</b></p> <p>July 2019<br/>OFCCP (DOL)</p>    | <p><b>Race Discrimination:</b> The Department of Labor's Office of Federal Contract Compliance Programs alleged the company rejected 182 black applicants for its management training program, despite applying seemingly neutral job criteria. As part of the order, the DOL blocked the car rental service from getting government contracts until it changes its policies, and the company was ordered to offer jobs to the class members.</p>   |
| 70. | <p><b>\$6,500,000:</b> Settlement</p> <p><b>McDonald's USA LLC, et al.</b></p> <p>December 2021<br/>Federal Court: IL</p>   | <p><b>Third-Party Race Discrimination:</b> McDonald's corporate settled a suit filed by two Black franchise operators alleging they were denied access to prime locations and other opportunities that were afforded to non-minorities. The plaintiffs alleged that corporate pushed Black owners into Black neighborhoods with higher overhead costs where White franchisees refuse to set up shop. The settlement payment reflects a buy out 4 of plaintiffs' restaurants in Illinois.</p>  |
| 71. | <p><b>\$6,400,000:</b> Verdict</p> <p><b>Memorial Hermann Health System</b></p> <p>September 2021<br/>Federal Court: TX</p> | <p><b>Defamation:</b> A cardiothoracic surgeon claimed officials at the hospital defamed him in a whisper campaign after he moved his practice over his concerns about a decline in safety and staffing at the hospital. He alleged that managers spread false information about his patient mortality rates and surgical abilities, which harmed his reputation to the point that referring physicians would stop sending patients to him.</p> <p><b>Update:</b> In April 2022, the Texas Supreme Court rescinded the award, finding the jurors misinterpreted the jury charge when they ruled in the plaintiff's favor.</p> |

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| <p>72.</p> | <p><b>\$6,200,000:</b> Settlement</p> <p><b>Merck &amp; Co., Inc.</b></p> <p>July 2019<br/>Federal Court: NJ</p>  | <p><b>Gender Discrimination:</b> A class of 3,000 female sales representatives alleged that the company cultivated a “boy’s club” atmosphere where women did not receive the same advancement opportunities as men, and that women were sexualized, demeaned and paid less than men.</p>   |
| <p>73.</p> | <p><b>\$6,160,000:</b> Verdict</p> <p><b>Teva Pharmaceuticals USA, Inc.</b></p> <p>November 2018<br/>Federal Court: PA</p> <p>Punitive Damages: \$5 million</p> | <p><b>Age and National Origin Discrimination/Retaliation:</b> The former Senior Director of U.S. Facilities Management alleged he was given a negative performance review and fired due to his age, national origin (American), and complaints he and his team made about their supervisors located in Israel. He further asserts he and his team of employees based outside Philadelphia had questioned Teva’s human resources department regarding inquiries the Israeli supervisors had made about the U.S. employees’ ages, as well as comments they had made that were perceived as anti-American. The questioning led to an HR report that recommended cultural-sensitivity training for some Israeli supervisors; shortly thereafter, the employee was given a negative review, fired, and replaced by a man 20 years younger.</p> <p><b>Update:</b> In February 2019, the judge reduced the \$5 million punitive damages award to \$300,000 because of cap on damages.</p>   |
| <p>74.</p> | <p><b>\$6,024,000:</b> Verdict</p> <p><b>Montefiore Health System, Inc.</b></p> <p>December 2019<br/>State Court: NY</p>  | <p><b>Sex Discrimination/Harassment/Hostile Work Environment/Retaliation:</b> A lab technician filed suit against the hospital she worked for, alleging they created a hostile work environment by allowing several employees to harass, racially discriminate against and batter her, and ultimately terminated her in retaliation for complaining. The claimant, a Mexican American, asserted her supervisors constantly berated her, made discriminatory and racist remarks, and assigned her menial tasks not part of her job description. The jury awarded her \$1.6 million for battery, \$1.5 million for hostile work environment, \$2.1 million for retaliation and \$824,000 in lost wages. However, in a post-trial ruling, the trial judge vacated the award for battery and reduced all other awards to \$523,805.</p> <p><b>Update:</b> In February 2021, the Appellate Division found the trial judge erred and adjusted the award to \$750,000 for the hostile work environment claim, \$1 million for the retaliation claim, \$750,000 for the battery claim, and \$124,000 for the lost wages award (\$2,624,000 total). The appeals court also ordered a new trial on plaintiff’s gender discrimination claims and prayer for punitive damages.</p> |

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| <p>75.</p> | <p><b>\$6,010,000:</b> Verdict</p> <p><b>Rite Aid</b></p> <p>April 2018<br/>State Court: CA</p>  | <p><b>Harassment/Disability Discrimination:</b> A 23-year-pharmacy technician alleged the company terminated her employment after she reported a campaign of harassment by her supervisor. The harassment included being called “crazy,” “bipolar” and “mentally off” in front of co-workers and customers. The complaint also alleges the supervisor asked four of her co-workers to lie about her in an attempt to get her fired. After she filed an EEOC charge, she alleges Rite Aid falsely wrote her up for making prescription label errors and ignoring her supervisor’s directions, and was suspended four days after complaining to the company’s CEO about the harassment, and terminated a month later.</p>  |
| <p>76.</p> | <p><b>\$6,000,000:</b> Settlement</p> <p><b>Dollar General</b></p> <p>October 2019<br/>Federal Court: IL</p>                               | <p><b>Race Discrimination/Wrongful Hiring Practice:</b> The Equal Employment Opportunity Commission filed suit on behalf of a nationwide class alleging that the company’s criminal background check policy discriminated against Black job applicants. The suit alleged that Black applicants had their conditional employment offers disproportionately rescinded as a result of the criminal background check as compared to applicants of other races.</p>   |
| <p>77.</p> | <p><b>\$5,910,000:</b> Verdict</p> <p><b>Biogen</b></p> <p>November 2019<br/>Federal Court: WA</p> <p>Punitive Damages: \$1.69 million</p> | <p><b>Sex Discrimination/Retaliation:</b> A former senior salesperson alleged the biotech company retaliated against her when she raised concerns about gender discrimination and a sales colleague committing possible Medicare fraud. The jury found that the company had issues with not crediting women for accomplishments or giving women the opportunity to be on a national-level committee. The plaintiff alleged that when she called the corporate integrity hotline to raise concerns about this as well as what she believed to be a violation of corporate ethics and compliance policies, she was put on a list of bottom performers and ultimately terminated. The jury awarded \$390,000 in past economic damages, \$2.14 million in future economic damages, \$1.69 million in noneconomic damages and \$1.69 million in punitive damages.</p> <p><b>Update:</b> A Seattle federal judge trimmed the award to \$3.5 million, finding the jury miscalculated how much the firing cost the salesperson and penalized the company more than federal law allows.</p> |

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| <p>78.</p> | <p><b>\$5,500,000:</b> Settlement</p> <p><b>JBS USA, LLC dba JBS Swift &amp; Company</b></p> <p>June 2021<br/>Federal Court: CO</p> | <p><b>Race, National Origin and Religious Discrimination:</b> The Equal Employment Opportunity Commission filed suit on behalf of approximately 300 Muslim, Black Somali employees at the beef processing plant who claimed they were denied religious accommodations, harassed, and disciplined more harshly than other employees. The suit asserted the company shut off water fountains at the facility during the Muslim holy month of Ramadan to prevent Muslim employees from getting a drink of water after fasting all day and from washing before prayers. The Somali Muslim employees were allegedly denied bathroom breaks, had meat and bones thrown at them, and were called racially offensive names. In addition to making all former employees who allegedly endured harassment eligible for re-hire, and updating and maintaining anti-discrimination policies, setting up a 24-hour hotline for reporting discrimination, investigating employee complaints, creating a diversity committee and providing annual training, JBS also agreed to provide clean, quiet and appropriate locations other than bathrooms for employees' religious observances, including daily prayers, and allow employees to use locker rooms or other locations that do not pose a safety risk for observation of their religious practices.</p> |
| <p>79.</p> | <p><b>\$5,500,000:</b> Verdict</p> <p><b>Geisinger Health System</b></p> <p>June 2019<br/>State Court: PA</p>                       | <p><b>Wrongful Termination:</b> An obstetrician filed suit alleging that he was terminated, despite having an employment contract, because he didn't get along with his colleagues. He also claimed the hospital breached his contract by not giving him any opportunity to be heard before terminating him.</p>   |
| <p>80.</p> | <p><b>\$5,400,000:</b> Settlement</p> <p><b>Baltimore County</b></p> <p>April 2020<br/>Federal Court: MD</p>                        | <p><b>Age Discrimination:</b> The Equal Employment Opportunity Commission ("EEOC") filed suit on behalf of 2,000 retirees alleging that the municipality violated the Age Discrimination in Employment Act by requiring older workers to pay more into its pension system than younger employees.</p> <p>This case began in September 2007; the EEOC secured injunctive relief in April 2016, but the consent order didn't address the EEOC's request for monetary relief, which continued to be litigated.</p>  |

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| <p>81.</p> | <p><b>\$5,200,000:</b> Verdict</p> <p><b>Wal-Mart Stores, Inc.</b></p> <p>October 2019<br/>Federal Court: WI</p> <p>Punitive Damages: \$5 million</p>                       | <p><b>Disability Discrimination:</b> The EEOC filed suit on behalf of a long-time employee who is deaf and developmentally impaired, who claimed he was denied a reasonable accommodation and terminated. The employee had been working without incident for fifteen years with the help of a job aide, but management claimed they became concerned that the aides were doing all his work, so they required the employee to produce current information about his conditions and the accommodations he would need, and put him on suspension until he could provide that information. The employee did provide the information requested, but the store stopped communicating with him about a return to work.</p> <p><b>Update:</b> In April 2020, the award was reduced to the \$300,000 cap under the Americans with Disabilities Act. The Judge also awarded the employee \$123,000 in back pay and front pay plus interest.</p> |
| <p>82.</p> | <p><b>\$5,100,000:</b> Verdict</p> <p><b>Transport Workers Union of America Local 556</b></p> <p>July 2022<br/>Federal Court: TX</p> <p>Punitive Damages: \$3.5 million</p> | <p><b>Wrongful Termination/Retaliation/Religious Discrimination:</b> A former Southwest Airlines Co. flight attendant alleged the Union and the airline wrongfully terminated her in retaliation for Facebook messages she sent her union president about her opposition to the use of union funds to help members attend the Planned Parenthood-sponsored Women’s March in Washington D.C. In those messages, she called the president despicable and said abortion was murder. The union president reported her messages to Southwest, which fired the flight attendant.</p>   |
| <p>83.</p> | <p><b>\$5,100,000:</b> Verdict</p> <p><b>United Health Programs of America, Inc. and Cost Containment Group Inc.</b></p> <p>April 2018<br/>Federal Court: NY</p>            | <p><b>Religious Discrimination/Hostile Work Environment/Retaliation:</b> The EEOC asserts a Long Island, New York health plan provider forced “Onionhead” religious practices on 10 workers and fired one who pushed back. According to the complaint, an executive who frequently flew in from California practiced a belief called “Harnessing Happiness” or “Onionhead,” and required employees at staff meetings to hold hands in a prayer circle, which no one could leave until each employee had said a prayer and gave thanks to God. According to the EEOC, workers were also required to “read spiritual texts, light candles, burn incense to remove bad energy, listen to meditation music...and use low lighting in their offices because...demons came through the overhead lights.</p> <p><b>Update:</b> In March 2020, the award was reduced on appeal to \$1.8 million.</p>   |



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| <p>84.</p> | <p><b>\$5,075,000:</b> Settlement</p> <p><b>Performance Food Group</b></p> <p>Federal Court: MD<br/>December 2020</p>   | <p><b>Sex Discrimination:</b> The Equal Employment Opportunity Commission filed suit on behalf of a female employee who claimed she was qualified for a promotion to the position of nighttime warehouse training supervisor but denied due to her sex. The suit also accused the company of systematically refusing to hire women to selector or driver positions. The settlement requires the company to hire a Vice President of Diversity to oversee the company's compliance with the terms of the consent decree and report to the EEOC, to give hiring preference to class members who are qualified female applicants, to revise management performance evaluations, and to agree not to reemploy two former vice presidents of operations who were found to participate in discriminatory behavior.</p> |
| <p>85.</p> | <p><b>\$5,000,000:</b> Verdict</p> <p><b>Alkiviades "Alki" David</b></p> <p>State Court: CA<br/>October 2019</p> <p><b>Punitive Damages:</b> \$4.35 Million</p> | <p><b>Sexual Harassment:</b> A former comedy writer at Hologram USA alleged that Mr. David, an heir to a Greek Coca-Cola bottling fortune, put his hands on her throat and pushed her chair into a wall, banging her head, among other complaints of harassment.</p> <p>This case is one of three verdicts against Mr. David in 2019 for similar allegations, as well as an additional case that ended in a mistrial, and a suit in 2016 for similar allegations that was settled out of court.</p>  |
| <p>86.</p> | <p><b>\$5,000,000:</b> Settlement</p> <p><b>JP Morgan Chase Bank NA</b></p> <p>May 2019<br/>Federal Court: OH</p>   | <p><b>Gender Discrimination:</b> A class action suit alleged that the bank's policy of giving primary caregivers as many as 16 weeks off to care for a child but giving non-primary caregivers up to 2 weeks off was discriminatory because it assumed that female employees were the primary caregivers and male employees were non-primary caregivers.</p>   |
| <p>87.</p> | <p><b>\$5,000,000:</b> Verdict</p> <p><b>Seattle Auto Management, Inc. dba Mercedes Benz of Seattle</b></p> <p>October 2018<br/>Federal Court: WA</p>           | <p><b>Disability Discrimination:</b> A jury found that the finance director who received a prosthetic voice box following surgery for throat cancer was discriminated against and that the car dealership failed to accommodate his disability.</p> <p><b>Update:</b> In December 2019, the appellate court upheld the verdict and rejected the car company's argument that it deserved a new trial because the noneconomic damages award in the amount of \$4.7 million, almost 20 times the economic damages award, was overly punitive.</p>   |

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| <p>88.</p> | <p><b>\$4,900,000:</b> Settlement</p> <p><b>United Parcel Service, Inc. (“UPS”)</b></p> <p>December 2018<br/>Federal Court: NY</p>         | <p><b>Religious Discrimination:</b> The EEOC filed suit against the package delivery company for its uniform policy, which prohibits male employees in supervisory or customer contact position (including delivery drivers) from wearing beards or growing their hair below collar length. The EEOC found the company failed to hire or promote individuals whose religious practice conflicts with its appearance policy, and failed to provide religious accommodation at facilities throughout the United States. The suit further alleged the company segregated employees who maintained beards or long hair in accordance with their religious beliefs into non-supervisory, back of the facility positions without customer contact.</p> |
| <p>89.</p> | <p><b>\$4,900,000:</b> Settlement</p> <p><b>City of Jacksonville</b></p> <p>July 2018<br/>Federal Court: FL</p>                            | <p><b>Race Discrimination:</b> The U.S. Department of Justice sued, alleging the City’s tests for promoting firefighters discriminated against black candidates. The agency claims the city would have promoted at least 59 more black candidates between 2004 and 2011 if it had not used 10 city-administered tests. The DOJ’s suit was consolidated with a similar suit brought in 2011 by eight job candidates; another group comprised of the Jacksonville NAACP, the Jacksonville Brotherhood of Firefighters and another group of workers intervened in the DOJ’s suit in 2012. The agreement requires the City to hire consultants to help it create a new exam.</p>   |
| <p>90.</p> | <p><b>\$4,750,000:</b> Settlement</p> <p><b>Cisco Systems, Inc.</b></p> <p>March 2020<br/>OFCCP (DOL)</p>                                  | <p><b>Gender, Race and National Origin Discrimination:</b> The U.S. Department of Labor’s Office of Federal Contract Compliance Programs reached an agreement with the company to settle allegations that it paid their female, black and Hispanic workers less than male, white workers. The company agreed to pay \$2 million to certain workers in San Jose, California and at least \$2.75 million over the next five years in pay-equity adjustments to workers across the country.</p>   |
| <p>91.</p> | <p><b>\$4,650,000:</b> Settlement</p> <p><b>Larsen &amp; Toubro Infotech Limited, et al.</b></p> <p>January 2023<br/>Federal Court: NY</p> | <p><b>National Origin Discrimination/Wrongful Termination:</b> A class of approximately 460 US-based tech workers of non-South Asian descent alleged the IT software firm wrongfully terminated them due to discriminatory practices that gave preferential treatment to South Asian workers on temporary employment visas.</p>  |

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| <p>92.</p> | <p><b>\$4,570,000:</b> Verdict</p> <p><b>Asian American Drug Abuse Program Inc.</b></p> <p>January 2018<br/>State Court: CA</p> <p>Punitive Damages: \$2.67 million</p> | <p><b>Disability Discrimination/Retaliation:</b> A former counselor at a Los Angeles addiction services non-profit filed suit alleged the company retaliated against her for taking medical leave, and discriminated her by not accommodating a mental illness. According to the complaint, the counselor took medical leave after she fell and broke her hip. She developed severe depression while on leave, causing her doctor to extend it; however, the company fired her before she was due to return.</p>   |
| <p>93.</p> | <p><b>\$4,400,000:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>December 2019<br/>EEOC Investigation</p>   | <p><b>Sexual Harassment/Retaliation:</b> A settlement was reached at EEOC conciliation that ended a lengthy agency investigation into the ride-hailing company's culture, which the agency alleged fostered pervasive sexual harassment of women and retaliation when they complained.</p>   |
| <p>94.</p> | <p><b>\$4,400,000:</b> Settlement</p> <p><b>Amsted Rail Co. Inc.</b></p> <p>June 2018<br/>Federal Court: IL</p>   | <p><b>Disability Discrimination:</b> A suit filed by the EEOC on behalf of 40 job applicants at the steel casings manufacturer who were rejected based on the results of a nerve conduction medical test for carpal tunnel syndrome that was conducted by a third party, instead of individually assessing each applicant's ability to perform the work safely.</p>  |
| <p>95.</p> | <p><b>\$4,300,000:</b> Verdict</p> <p><b>City of Watertown, MA</b></p> <p>November 2022<br/>State Court: MA</p> <p>Punitive Damages: \$1 million</p>                    | <p><b>Gender Discrimination:</b> The first female detective in Watertown, Massachusetts filed suit alleging she was subjected to a "boys' club" atmosphere, endured sexually charged comments, comments about her appearance and gendered comments about other women. She alleged that when she was promoted to detective, she was given more administrative duties than male detectives, that co-worker made up false stories about having sexual relationships with her, and when she attempted to confide in a lieutenant about the difficulties she was facing, he took advantage of her isolation, used the power of his position to force her into an intimate relationship. She alleged that she was further subjected to attacks on her work, and her authority and expertise were questioned, she was suspended for insubordination, and requested injured-on-duty leave to address the distress from the hostile work environment she experienced, which was denied. The jury awarded her \$2.7 million in damages for loss of compensation and benefits, \$250,000 for emotional distress, \$375,000 for future emotional distress and \$1 million in punitive damages.</p> |

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| <p>96.</p> | <p><b>\$4,200,000:</b> Settlement</p> <p><b>Bank of America NA</b></p> <p>September 2019<br/>OFCCP (DOL)</p>   | <p><b>Race and Gender Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached agreement with the bank to settle claims it discriminated against women, African Americans and Hispanic job applicants at locations in New Jersey, Florida, Georgia, and three sites in Texas who applied for jobs as mortgage underwriters, telephone sales associates and registered phone representatives. The bank also agreed to monitor its practices across the U.S. and retain a consultant for five years to oversee hiring practices.</p>   |
| <p>97.</p> | <p><b>\$4,000,000:</b> Arbitration Award</p> <p><b>Citigroup Global Markets, Inc.</b></p> <p>July 2018<br/>Arbitration: FL</p>   | <p><b>Wrongful Termination:</b> A broker/investment advisor alleged the company wrongfully terminated him just three days after he told supervisors he was going to challenge a warning letter he received.</p> <p><b>Update:</b> In February 2020, \$550,000 of the award was thrown out. The remaining \$3.45 million in damages for wrongful termination was overruled by a Florida federal judge, who determined the broker's employment contract emphasized he was an at-will employee, which nullified the anti-retaliation provision.</p> <p><b>Further Update:</b> In September 2020, the appellate court reinstated the arbitration award, finding that even a "bad" arbitration decision is final, unless the decision-maker overstepped their authority.</p> |
| <p>98.</p> | <p><b>\$4,000,000:</b> Verdict (Whistleblower's Portion)</p> <p><b>Jed Nagel and Nagel Enterprises, Inc. dba Abanks Mortuary &amp; Crematory</b></p> <p>March 2018<br/>Federal Court: AL</p> | <p><b>Whistleblower/Retaliation:</b> A former employee at a mortuary alleged the company was paying kickbacks to officials at the Alabama Organ Center and submitting fraudulent bills. When the owner discovered that the employee had overheard a meeting where he was cooking the books, he threatened to cremate the employee alive and kill his parents if he ever spoke up or tried to expose the scheme.</p>   |
| <p>99.</p> | <p><b>\$3,900,000:</b> Settlement</p> <p><b>State of Iowa/Iowa Department of Corrections</b></p> <p>March 2019<br/>Federal Court: IA</p>   | <p><b>Sexual Harassment/Retaliation:</b> A prison guard at the Iowa State Penitentiary reported to her superiors that the prisoners who were being allowed to watch graphic and sexually explicit movies were exhibiting more aggressive and violent behavior. Subsequently, she was harassed by inmates and co-workers and sued the state for sexual harassment. She alleges prison officials retaliated against her after she filed suit, and terminated her employment a few months later. In 2018, a jury awarded the guard \$2 million in lost earning and emotional distress. The state appealed, and is now settling the sexual harassment portion of the case for \$1.65 million, and the retaliation portion of the case for \$2.3 million.</p>                |

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| <p><b>100.</b></p> | <p><b>\$3,800,000:</b> Settlement</p> <p><b>Google, Inc.</b></p> <p>February 2021<br/>Federal Court: CA</p>  | <p><b>Gender and Race Discrimination:</b> A federal contractor watchdog group found the tech company undercompensated women and denied thousands of Asian and female job applicants work. In a conciliation agreement, Google agreed to pay \$1.4 million in back pay and interest to the 2,500 undercompensated women, \$1.2 million to nearly 3,000 Asian and female job applicants, and the remainder of the funds will go to an annual reserve for pay adjustments when additional gender-based wage disparities are uncovered.</p>   |
| <p><b>101.</b></p> | <p><b>\$3,800,000:</b> Verdict</p> <p><b>City of Tucson</b></p> <p>April 2019<br/>Federal Court: AZ</p>  | <p><b>Gender and Pregnancy Discrimination/Retaliation:</b> A paramedic filed suit alleging the City of Tucson's Fire Department denied her requests to be assigned to a fire station that could provide an adequate place for her to pump breast milk. The complaint asserts only one fire station had a designated area available for women to pump, and even had a refrigerator where she could store it; there was a colleague willing to transfer out to free up a spot for the complainant, but her requests were ignored. The alternative the Department offered her was to use officers' rooms, which she felt was inappropriate due to having to interrupt, and at night awaken, those officers every 2-3 hours. She alleges after she voiced her concerns, department and city officials harassed her, saying she didn't deserve special accommodations and questioning her need to pump that often. She further asserts the officials retaliated against her after she filed suit, including giving her educational counseling for "not being in harmony with others" and involuntarily transferring her.</p> |
| <p><b>102.</b></p> | <p><b>\$3,800,000:</b> Verdict</p> <p><b>The Queen's Medical Center</b></p> <p>March 2018<br/>State Court: HI</p> <p>Punitive Damages: \$3.2 million</p> | <p><b>Race Discrimination/Harassment/Retaliation:</b> A former nurse at a Honolulu hospital alleged she was harassed and retaliated against for reporting a co-worker for not caring for the hospital's patients properly. The nurse asserts she was sent explicit racial hate mail, and when she reported it, she found an image of a noose taped to her locker.</p>   |

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| <p>103.</p> | <p><b>\$3,750,000:</b> Settlement</p> <p><b>Sarbanand Farms, LLC;<br/>Munger Bros. LLC; and CSI<br/>Visa Processing</b></p> <p>January 2020<br/>Federal Court: WA</p> | <p><b>Hybrid Discrimination/Wage &amp; Hour Violations:</b> A class of more than 500 migrant farm guestworkers filed suit alleging the blueberry farm subjected them to a hostile work environment, violated H-2A regulations and anti-trafficking and anti-discrimination laws. Specifically, the workers alleged Sarbanand and Munger created a hostile work environment by providing them with food that made them sick, withholding water in the fields, forcing workers to labor for 12-hour shifts, and threatening to return them to Mexico if they refused to follow work demands. The complaint alleged that CSI violated parts of the Washington Farm Labor Contractor Act by knowingly providing H-2A workers to an unlicensed contractor and failing to disclose accurate terms of employment and compensation information. The plaintiffs further alleged that the farms wrongfully terminated them and sent them back to Mexico when they got hurt or fell ill without paying for their transportation back, as is required under H-2A visa regulations. The suit also alleged Munger underpaid the migrant workers and failed to provide safe housing.</p> |
| <p>104.</p> | <p><b>\$3,750,000:</b> Settlement</p> <p><b>Koch Foods of Mississippi<br/>LLC</b></p> <p>August 2018<br/>Federal Court: MS</p>  | <p><b>Sexual Harassment/National Origin and Race Discrimination/Retaliation:</b> The Equal Employment Opportunity Commission filed suit against the chicken processing plant alleging they subjected classes of undocumented Hispanic and female employees to a hostile work environment and disparate treatment based on their race/national origin (Hispanic), sex (female) and further retaliated against employees who complained about the treatment. Specifically, the EEOC asserts supervisors touched and/or made sexually suggestive comments to female Hispanic employees, hit Hispanic employees and charged many of them money for normal everyday work activities. In addition to the payment, the company agreed to a three-year consent decree: to take specified actions designed to prevent future discrimination, implement new policies and practices to prevent discrimination based on race, sex or national origin, provide anti-discrimination training to employees, create a 24-hour hotline for reporting discrimination complaints in English and Spanish and post policies and anti-discrimination notices in English and Spanish.</p>        |
| <p>105.</p> | <p><b>\$3,750,000:</b> Settlement</p> <p><b>Target Corporation</b></p> <p>April 2018<br/>Federal Court: NY</p>  | <p><b>Wrongful Hiring Practice:</b> A proposed class of more than 41,000 black and Latino applicants at the retailer allege they were denied jobs due to their criminal histories. The suit filed asserts Target has a process of running background checks and rejecting applicants who were convicted of certain misdemeanor or felony crimes involving violence, theft, or controlled substances within seven years of applying for a job, as well as rejecting applicants whom Target believed inaccurately described their criminal convictions. As part of the settlement, Target will give preferential hiring treatment to the applicants affected.</p>   |

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| <p>106.</p> | <p><b>\$3,700,000:</b> Settlement</p> <p><b>Syracuse University</b></p> <p>October 2021<br/>State Court: NY</p>  | <p><b>Gender Discrimination:</b> A proposed class action involving approximately 680 female current and former faculty alleged the university had a wide pay gap between men and women in specific colleges and disciplines. The plaintiffs also alleged that the University used evaluation methods that systematically underrated female faculty members and subjected them to unfair promotion standards.</p>  |
| <p>107.</p> | <p><b>\$3,700,000:</b> Verdict</p> <p><b>University of Minnesota Duluth</b></p> <p>March 2018<br/>Federal Court: MN</p>                                    | <p><b>Gender Discrimination/Retaliation:</b> A former coach of the Duluth women’s hockey team accused the school of disparate treatment, saying her contract wasn’t renewed by the school in part because she’s a woman, and in part because she made multiple complaints that the men’s hockey team had more resources for recruiting and managing their team than she had.</p> <p><b>Update:</b> The original award was comprised of \$3 million for past non-economic damages and \$745,000 in back pay. The judge then added \$461,000 for lost front pay. In September 2019, the judge then awarded an additional \$2.4 million for legal fees and costs, but gave the coach the option to reduce the \$3M emotional distress award to \$750,000, or submit to a retrial for only the past emotional distress. The Plaintiff accepted the reduced award. The ultimate award was therefore \$4,356,000.</p> |
| <p>108.</p> | <p><b>\$3,600,000:</b> Settlement</p> <p><b>Southeastern Pennsylvania Transportation Authority (“SEPTA”)</b></p> <p>January 2021<br/>Federal Court: PA</p> | <p><b>Wrongful Hiring Practice/Criminal Record Discrimination:</b> A complaint alleging the company’s policy of “blanket” banning any job applicants with prior drug convictions discriminated against more than 1,000 applicants for jobs as bus operators and mechanics. The settlement resolved claims by approximately 300 applicants who alleged the blanket ban policy violated Pennsylvania’s Criminal History Record Information Act, and approximately 1,200 applicants who alleged the policy violated the Fair Credit Reporting Act.</p>   |
| <p>109.</p> | <p><b>\$3,600,000:</b> Settlement</p> <p><b>Sherwood Food Distributors LLC</b></p> <p>October 2018<br/>Federal Court: OH</p>                               | <p><b>Gender Discrimination:</b> The EEOC filed suit against the food distribution company, alleging that its hiring practices in two facilities discriminated against women. The EEOC alleged the company hired less-qualified male applicants for entry-level warehouse jobs; specifically, that in Cleveland, Ohio, of the 1,561 entry-level jobs, no more than 7 were given to women, and in Detroit, Michigan, no more than 1 hire out of 179 was a woman.</p>   |

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| 110. | <p><b>\$3,500,000:</b> Settlement</p> <p><b>Newport News Shipbuilding</b></p> <p>October 2020<br/>OFCCP (DOL)</p>                | <p><b>Race Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") reached a settlement with the Virginia shipbuilding division of Huntington Ingalls Industries, the country's largest military shipbuilder following a routine audit of the company's compliance. The OFCCP found the company failed to uniformly apply its job selection criteria, which disproportionately affected the Black applicants in 10 different jobs, including electricians, pipefitters and sheet metal workers.</p>   |
| 111. | <p><b>\$3,500,000:</b> Verdict</p> <p><b>John Varvatos Enterprises, Inc. ("JVE")</b></p> <p>March 2020<br/>Federal Court: NY</p> | <p><b>Gender Discrimination:</b> The men's clothing retailer was accused of gender discrimination for their practice of offering male sales professionals, but not female sales professionals, \$12,000 a year in free clothes from JVE's stores. In 2013, JVE began offering women the ability to purchase clothing from an affiliated store at a 50% discount, which the female employees said resulted in male employees being paid thousands of dollars more for substantially equal jobs.</p> <p><b>Update:</b> The company appealed, alleging there was no disparity because it only sells men's clothing, which was the reason for the men getting the clothing allowance. The company filed for bankruptcy, which was approved in August 2020. In January 2021 the court upheld the verdict but reduced the award to just under \$1.8 million, not including attorneys' fees.</p> |
| 112. | <p><b>\$3,500,000:</b> Settlement</p> <p><b>Cato Corporation</b></p> <p>December 2018<br/>Federal Courts: IL and PA</p>          | <p><b>Pregnancy/Disability Discrimination:</b> The women's fashion retailer was being jointly investigated by the Chicago and Philadelphia offices of the EEOC for discrimination against pregnant and disabled employees. The agencies found the company systematically denied reasonable accommodations for disabled employees and made others take unpaid leaves of absence and/or terminated them due to their disabilities.</p>  |
| 113. | <p><b>\$3,500,000:</b> Settlement</p> <p><b>Alorica, Inc.</b></p> <p>August 2018<br/>Federal Court: CA</p>                       | <p><b>Sexual Harassment:</b> A suit was filed by the Equal Employment Opportunity Commission on behalf of a class of 44 current and former workers at two Northern California offices of a call center chain alleging they were sexually harassed by colleagues and retaliated against for reporting the harassment. The company also agreed to rehire into vacant jobs any class members who ask to return, to bring in a consultant to overhaul its discrimination policies and complaint procedures, and train managers and other workers on harassment prevention.</p>  |



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| <p>114.</p> | <p><b>\$3,500,000:</b> Settlement</p> <p><b>Nevada Restaurant Services dba Dotty's</b></p> <p>June 2018<br/>Federal Court: NV</p>             | <p><b>Disability Discrimination:</b> The EEOC filed suit against the slots chain alleging its practice of "100 percent healed," which requires employees to heal fully before coming back to work unfairly terminates or denies reasonable accommodations to disabled employees.</p>  |
| <p>115.</p> | <p><b>\$3,400,000:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>June 2021<br/>State Court: WA</p>                              | <p><b>Statutory Leave:</b> In July 2020, Seattle's Paid Sick and Safe Time for Gig Workers Ordinance went into effect as a result of the pandemic to extend temporary relief for gig workers. Under the law, the gig workers can use sick time for mental or physical illness, injuries, or to take care of family members. Uber effectuated a new pay system to comply, but following gig worker complaints, the Seattle Office of Labor Standards ("OLS") investigated and found that due to technical software glitch errors, some workers were not able to access their paid sick and safe time accounts, some balances reflected too many or too few days than was accrued, and others had their paid sick and safe time requests cancelled. The settlement payment included \$1.2 million for back wages, interest, liquidated damages and other penalties, and \$2.2 million to compensate 15,000 workers for unused paid sick and so-called safe time. The City of Seattle will receive approximately \$11,000 of the settlement.</p> |
| <p>116.</p> | <p><b>\$3,300,000:</b> Settlement</p> <p><b>FedEx, Inc.</b></p> <p>May 2020<br/>Federal Court: PA</p>   | <p><b>Disability Discrimination:</b> The Equal Employment Opportunity Commission ("EEOC") filed suit on behalf of more than 200 deaf or hard of hearing workers and job applicants, alleging that FedEx failed to accommodate their disabilities. Those workers were allegedly not provided with interpretation or closed-captioning during new hire orientation sessions or at staff and safety meetings. The settlement included FedEx's agreement to effectuate communication accommodations, new scanning equipment that vibrates instead of beeps, and safety modifications such as visual warning light systems on all "tuggers, forklifts, highlifts, and golf carts."</p>   |
| <p>117.</p> | <p><b>\$3,300,000:</b> Verdict</p> <p><b>Danny's Restaurant LLC</b></p> <p>May 2019<br/>Federal Court: MS</p> <p>Punitive Damages: \$1.5M</p> | <p><b>Race Discrimination:</b> The EEOC filed suit on behalf of five black dancers alleging the strip club they worked for limited the number of shifts black dancers could work, forced them to endure racial epithets and required them to work at a related club that had worse pay and worse working conditions, including patrons who were allowed to use illegal drugs and grope dancers. The club allegedly had a policy whereby the dancers could work at the better location if they paid a \$100 per-shift fee; the ones who refused were fired. The EEOC stated it filed suit because the club had ignored two EEOC charges, three prior lawsuits, contempt proceedings and three consent decrees.</p>   |

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| <p>118.</p> | <p><b>\$3,300,000:</b> Settlement<br/>(Whistleblower's Portion)</p> <p><b>Banner Health</b></p> <p>April 2018<br/>Federal Court: NV</p>      | <p><b>Whistleblower Retaliation:</b> A hospital worker, described as a prolific False Claims Act whistleblower, reached a settlement with the Arizona-based hospital chain, which paid \$18.3 million to resolve allegations of unnecessary inpatient care. Specifically, the hospital was accused of a decade-long scheme in which it billed Medicare for lucrative inpatient care when less-expensive outpatient care was appropriate. The hospital worker was hired as a director overseeing clinical documentation, and asserts she was constructively discharged when her efforts to bring the hospital to "ethical compliance" were ineffective. This whistleblower has filed two separate successful FCA cases accusing hospitals where she worked of unnecessary inpatient billing, resulting in her receiving \$1.7 million and \$1 million from those other hospitals. Her attorney believes she is now unemployable in the industry.</p> |
| <p>119.</p> | <p><b>\$3,250,000:</b> Settlement</p> <p><b>City of Boston Fire Department</b></p> <p>January 2021<br/>State Court: MA</p>                   | <p><b>Sexual Harassment/Retaliation:</b> A female, Latina former firefighter alleged that she was sexually assaulted by a male colleague in the firehouse, and that the male firefighters treated her like a "second-class citizen" and reminded her she had taken a job that could have gone to a man. During her assailant's criminal trial, her co-workers accused her of making him lose his job and shunned her. Plaintiff also alleged that after the criminal trial, the fire department prevented her from returning to work, and denied her a new position, saying she didn't have enough experience. Her job was given to a white man who joined the same day she first joined, and she ultimately felt forced to resign.</p>   |
| <p>120.</p> | <p><b>\$3,200,000:</b> Settlement</p> <p><b>CSX Transportation Inc.</b></p> <p>June 2018<br/>Federal Court: WV</p>                           | <p><b>Disability Discrimination:</b> A class of female job applicants filed suit alleging two tests of applicants' physical abilities, measuring their upper and lower-body muscle strength and their aerobic fitness had a disparate impact on females applying for more than three dozen job types, including conductor and material handler.</p>   |
| <p>121.</p> | <p><b>\$3,100,000:</b> Settlement</p> <p><b>Chadbourne &amp; Parke LLP/Norton Rose Fulbright</b></p> <p>March 2018<br/>Federal Court: NY</p> | <p><b>Gender Discrimination:</b> A proposed class action brought by three female lawyers alleging the firm has a "boys' club" culture that led it to pay women less than men, even when they outperformed them. For example, a partner's salary is purportedly linked to an attorney's annual collections, but the firm's own data showed that many male partners with collection amounts lower than the lead plaintiff's collection amounts were awarded two to three times the base salary allocated to her.</p>  |

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| 122. | <p><b>\$3,050,000:</b> Verdict</p> <p><b>University of Texas at Austin</b></p> <p>March 2022<br/>Federal Court: TX</p>                               | <p><b>Pregnancy Discrimination:</b> A professor in UT Austin's electrical and computer engineering department alleged she had been recommended for tenure by committees within her department and its parent school, but the University rejected her application after she factored in her gender, her use of "probationary extension" during her first pregnancy and maternity-related time she had taken off from teaching.</p>  |
| 123. | <p><b>\$3,000,000:</b> Settlement</p> <p><b>The Walt Disney Co., ABC Signature Studios, CBS Studios</b></p> <p>December 2022<br/>State Court: CA</p> | <p><b>Sexual Harassment and Wrongful Termination:</b> The California Civil Rights Department filed suit against the Disney unit that produces the TV show "Criminal Minds" alleging 12 male crew members were sexually harassed by the show's director and terminated when they resisted his advances and complained about the harassment.</p>   |
| 124. | <p><b>\$3,000,000:</b> Settlement</p> <p><b>Pipefitters Association</b></p> <p>November 2020<br/>Federal Court: IL</p>                               | <p><b>Race Discrimination:</b> A class action filed by approximately 350 Black pipefitters who alleged their union's policy of promoting candidates via "referral hall" and excluding the Black employees from word-of-mouth hiring resulted in their disproportionate exclusion from quality job opportunities, leaving them with undesirable and short-term positions. The suit stated the Black pipefitters were routinely "last hired" and "first fired" on a job site.</p>  |
| 125. | <p><b>\$3,000,000:</b> Settlement</p> <p><b>Tribune Publishing/The Los Angeles Times</b></p> <p>November 2020<br/>State Court: CA</p>                | <p><b>Gender, Race and National Origin Discrimination:</b> A class of 240 current and former reporters and editors alleged the publishing companies paid female employees and people of color less than white males.</p>   |
| 126. | <p><b>\$3,000,000:</b> Settlement</p> <p><b>Microsoft Corp.</b></p> <p>September 2020<br/>OFCCP (DOL)</p>  | <p><b>Race Discrimination:</b> The U.S. Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP") reached an early resolution conciliation agreement with Microsoft that would end its investigation into whether Microsoft's hiring practices at 10 locations resulted in too many Asian, Hispanic and African-American applicants denied jobs. In addition to the monetary component of the settlement, Microsoft agreed to monitor its hiring and pay practices at all of the facilities to avoid discrimination, and take corrective actions if similar violations arise.</p> |

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| 127. | <p><b>\$2,972,080:</b> Verdict</p> <p><b>PPG Industries, Inc.</b></p> <p>October 2018<br/>Federal Court: PA</p>  | <p><b>Gender Discrimination:</b> A former scientist at the paint and coating company alleged she was fired due to her gender. She asserts she worked for the company for 23 years without issue until the company hired a new director of research who allegedly said he felt uncomfortable working with women, was more lenient with male subordinates, encouraged the female scientist to transfer to another division, and terminated her when she refused to leave.</p>   |
| 128. | <p><b>\$2,900,000:</b> Settlement</p> <p><b>Dell Technologies, Inc.</b></p> <p>May 2018<br/>OFCCP (DOL)</p>  | <p><b>Gender and Race Discrimination:</b> Nearly 500 female and African-American employees at four locations in California and North Carolina alleged that women and some minority workers were paid less than their white, male counterparts. The Department of Labor's Office of Federal Contract Compliance Programs found that a company Dell acquired, EMC Corp. had systematically discriminated against women in engineering, marketing, sales and manufacturing at two California facilities. They also discovered two North Carolina facilities were paying African-American employees in manufacturing roles less than white employees.</p> |
| 129. | <p><b>\$2,850,000:</b> Settlement</p> <p><b>Darden Restaurants, Inc.<br/>(Seasons 52, GMRI, Inc.)</b></p> <p>May 2018<br/>Federal Court: FL</p>  | <p><b>Age Discrimination:</b> The EEOC filed a suit against the restaurant chain (parent company of Olive Garden, Longhorn Steakhouse, Yard House and other chains) alleging they discriminate against applicants over 40 years of age for positions like servers and bartenders, as well as back-of-the-house jobs.</p>  |
| 130. | <p><b>\$2,850,000:</b> Verdict</p> <p><b>Adventist Health System<br/>Sunbelt Inc. dba Florida<br/>Hospital and Florida<br/>Hospital Transplant Institute</b></p> <p>March 2018<br/>State Court: FL</p> | <p><b>Whistleblower Retaliation:</b> A former surgeon alleged he was fired after he complained about the head of the Transplant Institute, whom he alleges was compromising the safety of patients with unsafe surgery practices. He contends the hospital put their own business needs before patient welfare by terminating him rather than investigating.</p>  |
| 131. | <p><b>\$2,800,000:</b> Settlement</p> <p><b>Raley's Family of Fine<br/>Stores</b></p> <p>January 2020<br/>State Court: CA</p>  | <p><b>Pregnancy Discrimination:</b> A class of more than 300 current and former female workers in California alleged that the supermarket chain allowed workers who were hurt on the job to be assigned light duty tasks, but that same accommodation did not apply to pregnant workers. As a result, the pregnant employees claimed that they were forced to take leave without pay.</p>   |

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| <p>132.</p> | <p><b>\$2,700,000:</b> Verdict</p> <p><b>City of Denton</b></p> <p>August 2022<br/>State Court: TX</p>  | <p><b>Whistleblower Retaliation/Wrongful Termination:</b> Two city employees were fired after reporting that a city council member was violating the open meeting laws by giving confidential information on a proposed gas-fired power plant to a news reporter. The employees alleged the company treated them differently than other employees after they reported the council member by firing them instead of giving options of resignation or retirement in their department.</p>   |
| <p>133.</p> | <p><b>\$2,660,000:</b> Settlement</p> <p><b>University of Denver's Sturm College of Law</b></p> <p>May 2018<br/>Federal Court: CO</p>                   | <p><b>Gender Discrimination:</b> The EEOC brought a suit against the school alleging salaries for female professors were \$20,000 less on average than men who performed substantially equal work, and that all the women's salaries were below the average salary paid to men. In addition to the damages, the settlement includes a provision that will increase those professors' 2018 salaries.</p>   |
| <p>134.</p> | <p><b>\$2,655,000:</b> Verdict</p> <p><b>Verizon New York, Inc.</b></p> <p>April 2019<br/>Federal Court: NY</p> <p>Punitive Damages: \$1.85 million</p> | <p><b>Race/National Origin Discrimination:</b> A former black and Hispanic field technician alleged he was discriminated against by white supervisors who treated white field technicians differently. Specifically, he asserts he was the only non-white field technician with Verizon assigned to Fire Island, a position that was considered a promotion and he had earned because of seniority. He alleges he was transferred out of the Fire Island position back to the mainland on the pretextual reason of not wearing his Verizon work shirt, although white workers were not reprimanded for not wearing the shirt and/or wearing shorts. He asserts he complained internally at Verizon about the discrimination, but nothing was done and he felt compelled to retire before he had planned to in order to escape the harassment.</p> |
| <p>135.</p> | <p><b>\$2,650,000:</b> Settlement</p> <p><b>Crossmark, Inc.</b></p> <p>November 2019<br/>Federal Court: IL</p>  | <p><b>Disability Discrimination:</b> Suit by the U.S. Equal Employment Opportunity Commission (EEOC) alleging that the company's practice of not allowing workers to sit for more than ten minutes every two hours, even though some of them had a medical necessity to sit for longer than that, was disability discrimination. The EEOC alleged that Crossmark, which provides Walmart and Sam's Club with workers for in-store promotions, maintained a policy that automatically denied requests for any accommodation more than ten minutes of sitting every two hours, and terminated employees who needed more than that.</p>  |

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| <p>136.</p> | <p><b>\$2,600,000:</b> Settlement</p> <p><b>DH San Antonio Management, LLC and Destination Hotels and Resorts LLC</b></p> <p>October 2019<br/>Federal Court: TX</p> | <p><b>National Origin Discrimination:</b> The Equal Employment Opportunity Commission filed suit on behalf of 25 Spanish-speaking banquet workers who were required to only speak English at the resort. The EEOC contended that the English-only policy was disproportionately enforced against Spanish-speakers than with other foreign language speakers. The agency also asserted that the workers who spoke out against the policy were retaliated against, including termination. Under the settlement, the resort also agreed to adopt a policy prohibiting national origin discrimination and retaliation, and to provide training.</p>   |
| <p>137.</p> | <p><b>\$2,500,000:</b> Verdict</p> <p><b>Falcon School District 49, et al.</b></p> <p>April 2021<br/>Federal Court: CO</p>  | <p><b>Race Discrimination:</b> A Black former assistant basketball coach accused the Colorado High School Activities Association of blaming him for a White authorities' misconduct when the school's athletic director and the association's commissioner agreed to let a transfer student practice with the basketball team before he was approved. The assistant coach disagreed and would not coach the student, but the head coach overrode him. After getting complaints, the plaintiff alleged, the association's investigation looked past the White director, the White commissioner and the White head coach and blamed the Black assistant coach plaintiff, who had been uninvolved in the decision. He claimed that he was then blocked from attending practices and games, and subsequently terminated so the association would lift restrictions it had placed on the basketball team as a result of the situation. The jury awarded the coach \$1.3 million in noneconomic damages, \$1 million in punitive damages and \$200,000 in economic damages.</p> |
| <p>138.</p> | <p><b>\$2,500,000:</b> Settlement</p> <p><b>Norfolk Southern Corporation and Norfolk Southern Railway Company</b></p> <p>July 2020<br/>Federal Court: PA</p>        | <p><b>Disability Discrimination:</b> The Equal Employment Opportunity Commission filed suit against the railroad's medical department on behalf of 37 workers who were medically disqualified from employment based on a range of actual or perceived disabilities, or a history of such disabilities, disclosed during pre-employment or return-to-work medical evaluations without proper consideration of whether their conditions might affect their ability to perform the jobs safely. In addition, the company was required to appoint a company decree compliance monitor to implement policies and procedures to prevent workplace disability discrimination related to medical evaluations and report to the EEOC.</p>  |

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| <p>139.</p> | <p><b>\$2,500,000:</b> Verdict</p> <p><b>State of New Jersey</b></p> <p>November 2018<br/>State Court: NJ</p>            | <p><b>Disability Discrimination:</b> A disabled employee alleged that the employer did not provide an accommodation for her disability and refused to provide her with needed instruction and assistance during an emergency evacuation. The employee claimed that she had to drag herself down five flights of stairs during a fire drill, that procedures, which included an emergency evacuation chair (a chair on skis that can be guided down a flight of stairs), were never explained to her, nor was she permitted to be exempt from the fire drill due to her condition. The jury found that the fire drill exacerbated her disability, a condition called complex regional pain syndrome that involves constant chronic pain around her left foot and ankle, and awarded her \$1.7 million for emotional distress, injuries caused by the failure to accommodate, back pay, front pay, lost pension benefits and health care costs. The remaining \$800K was for her attorneys' fees.</p> <p><b>Update:</b> In August 2021, the New Jersey appellate court overturned the verdict, ruling the attorney representing the plaintiff improperly presented "inflammatory" cartoons in her closing argument. The first was an image of an individual with no legs in a wheelchair who realizes she can't use the elevator during an emergency and says, "Oh no, what now?" The second showed a buffoonish character with his hands in the air captioned, "What kind of help did Harvey [her supervisor] supposedly offer?" and the third was the word "PAIN" surrounded by flames.</p> |
| <p>140.</p> | <p><b>\$2,500,000:</b> Settlement</p> <p><b>SBEEG Holdings, LLC/SLS Hotel</b></p> <p>July 2018<br/>Federal Court: FL</p> | <p><b>Race Discrimination:</b> The Equal Employment Opportunity Commission filed suit on behalf of 17 Haitian stewards and dishwashers working at six hotels in the Miami South Beach region who were allegedly treated differently than Hispanic employees. Specifically, the Haitian employees were told not to speak Creole, although the Hispanic employees were allowed to speak Spanish. The Haitian employees were also given difficult tasks that Hispanic workers were not asked to do, and were referred to as "slaves." The EEOC claims that SLS South Beach made the decision to outsource staffing to an outside agency, but did not encourage any of its black Haitian employees to apply with the new agency or offer them the opportunity to do so. When the staffing agency took over, at least 15 Haitian employees were fired all at once and replaced with light-skinned Hispanic employees already wearing uniforms as the Haitian employees were being escorted out. The EEOC argued these firings were not based on performance but on race, color or country of origin. In addition to the payment, the company agrees to a three-year mandate for antidiscrimination training for human resources officers, managers, supervisors and staff employees, to establish antidiscrimination policies, and to submit to the EEOC comprehensive data on any terminations, layoffs or involuntary separations that may occur over the three-year period.</p>   |

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| 141. | <p><b>\$2,500,000:</b> DOL Order</p> <p><b>Humana</b></p> <p>March 2018<br/>DOL: KY</p>                                    | <p><b>Gender Discrimination:</b> The U.S. Department of Labor’s Office of Federal Contract Compliance launched an investigation that revealed 753 women at the company’s headquarters in Louisville were owed back wages and interest. The audit revealed in 2011-2012, the company paid women in consulting, project manager and manager positions less than men in similar positions.</p>  |
| 142. | <p><b>\$2,450,000:</b> Settlement</p> <p><b>Facebook, Inc.</b></p> <p>March 2019<br/>Federal Court: NY</p>                 | <p><b>Third-Party Race, Gender, Disability, Religious and Age Discrimination:</b> Facebook settled a suit brought by four housing groups that alleged Facebook allowed advertisers to conceal housing ads from African-Americans, Hispanics, minorities, mothers of high school kids, families with children, women, people interested in wheelchair ramps, Jews, expats from Argentina, and Spanish speakers.</p> <p>This settlement is one of five separate agreements that Facebook entered into regarding its advertising, resolving two lawsuits and three charges filed with the EEOC by organizations such as the American Civil Liberties Union, who alleged Facebook allowed companies to target job ads to younger, male Facebook users, and the Civil Works Administration, who alleged Facebook allowed companies to exclude older workers from seeing job ads. The total payments will be just under \$5 million.</p> <p>As part of the settlements, Facebook is changing its microtargeting options, and will no longer allow ads for housing, employment and credit to be targeted by age, gender, zip code, or other categories covered by antidiscrimination laws. Facebook also agreed to allow the National Fair Housing Alliance, the Communication Workers of America and the American Civil Liberties Union to conduct independent testing of its advertising systems.</p> |
| 143. | <p><b>\$2,400,000:</b> Verdict</p> <p><b>AstraZeneca<br/>Pharmaceuticals LP</b></p> <p>June 2021<br/>Federal Court: OR</p> | <p><b>Retaliation:</b> A former sales manager alleged she was terminated for reporting internally that a manager was seeking to market several pharmaceutical products for illegal off-label use. The jury awarded her \$1.9 million in compensatory damages and approximately \$510,000 in back pay.</p>  |
| 144. | <p><b>\$2,400,000:</b> Verdict</p> <p><b>PNC Bank</b></p> <p>February 2020<br/>State Court: NJ</p>                         | <p><b>Sexual Assault/Harassment/Negligence:</b> A jury found the bank liable for negligence for allowing a male customer to sexually harass female staffers and customers for years before he ultimately assaulted a former wealth manager employee. The jury found that the bank was aware of his behavior, and in fact had asked him to leave due to his behavior on numerous occasions, although they allowed him to “get away” with his behavior because he was viewed as a prominent person and a source of business.</p>   |



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| <p>145.</p> | <p><b>\$2,400,000:</b> Settlement</p> <p><b>PepsiCo, Inc., Frito-Lay and First Advantage Background Services Corp.</b></p> <p>April 2018<br/>Federal Court: CA</p> | <p><b>Wrongful Hiring Practices:</b> A proposed class action alleging that the company failed to properly disclose its use of consumer reports when conducting background checks of job applicants.</p>  |
| <p>146.</p> | <p><b>\$2,350,000:</b> Verdict</p> <p><b>American Sugar Refining Inc.</b></p> <p>April 2018<br/>Federal Court: NY</p> <p>Punitive Damages: \$2 million</p>         | <p><b>Race Discrimination:</b> A black employee at the Domino cane sugar refining company alleged he was subjected to a hostile work environment because of his race. The suit alleged he suffered abuse from a manager of Guyanese descent who made disparaging remarks about black people, and gave preferential treatment to Guyanese employees.</p>  |
| <p>147.</p> | <p><b>\$2,300,000:</b> Verdict</p> <p><b>AT&amp;T Mobility Services LLC</b></p> <p>December 2021<br/>Federal Court: PA</p>   | <p><b>Age Discrimination:</b> A former sales director alleged the telecommunications company used her age as a major reason she was selected for a “surplus” role and then subsequently laid off. The plaintiffs alleged that the company’s “Workplace 2020” reinvention plan resulted in AT&amp;T tapping workers in their 40’s and older for “surplus” or telling them their positions were cut as part of a reduction in workforce, and allowing them time to apply for another job, before terminating those who couldn’t find another internal role. It was alleged that the company would then have those who were laid off sign a release to obtain severance, which included a waiver of Age Discrimination in Employment Act claims that was not compliant with the Older Workers Benefit Protection Act.</p> |
| <p>148.</p> | <p><b>\$2,250,000:</b> Settlement</p> <p><b>United Parcel Service (“UPS”)</b></p> <p>September 2019<br/>Federal Court: IL</p>                                      | <p><b>Pregnancy Discrimination:</b> A class of formerly pregnant employees claimed they were allegedly denied pregnancy-related light duty and forced to take leave. The settlement was agreed as conciliation to avoid a lawsuit the U.S. Equal Employment Opportunity Commission (“EEOC”) was planning on filing. The EEOC contended that while injured employees were given light duty tasks while they were recovering, the same accommodation was not given to pregnant employees.</p>  |

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| <p>149.</p> | <p><b>\$2,250,000:</b> Settlement</p> <p><b>Coca-Cola</b></p> <p>August 2018<br/>Federal Court: CO</p>   | <p><b>Disability Discrimination:</b> Coke agreed to settle with workers at a subsidiary bottling unit, Coca-Cola Refreshments USA, Inc., who filed nine charges with the Equal Employment Opportunity Commission alleging the company’s “100 percent healed” policy requiring that employees returning from medical leave demonstrate they are able to perform all the functions of their job violates the ADA’s requirement that employers provide accommodations that allow employees to work. In addition to paying the employees, Coke Refreshments will update its accommodation policies and procedures, provide annual financial support to nonprofit entities dedicated to helping individuals with disabilities find and keep employment, and establish a dedicated accommodation and leave management team to aid Coke employees.</p> |
| <p>150.</p> | <p><b>\$2,250,000:</b> Verdict</p> <p><b>Rockefeller University</b></p> <p>February 2018<br/>Federal Court: NY</p>   | <p><b>Race/National Origin Discrimination:</b> An Iranian-born professor alleged the director of the neuroscience lab where she worked belittled her because of his bias towards people who wear a headscarf. During the trial, the director admitted he believed wearing a scarf was a sign of submission to men, and that it was rare for an educated woman to wear one. The plaintiff further alleged she was subjected to mocking and racial slurs, resulting in her being diagnosed with anxiety disorder, compulsive hair pulling and insomnia. The jury awarded her \$250,000 in back pay and \$2 million in emotional distress damages.</p> <p><b>Update:</b> In August 2020, the appellate court reduced the emotional distress award down to \$200,000.</p>   |
| <p>151.</p> | <p><b>\$2,200,000:</b> Settlement</p> <p><b>James Franco, Rabbit Bandini Productions, Rabbit Bandini Studio 4, et al.</b></p> <p>June 2021<br/>State Court: CA</p> | <p><b>Third Party Sex Discrimination/Third Party Sexual Harassment:</b> The actor and filmmaker and his studio partners settled the class action brought by former female students who alleged the school promised acting opportunities to students in exchange for explicit nudity and sex. The students alleged sex discrimination, sexual harassment, misleading advertising, fraud, false promise and breach of contract.</p> <p><b>Update:</b> In September 2022, the settlement was preliminarily approved the settlement.</p>  |

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| <p>152.</p> | <p><b>\$2,200,000:</b> Settlement</p> <p><b>Commonwealth of Pennsylvania, The Pennsylvania State Police, et al.</b></p> <p>April 2021<br/>Federal Court: PA</p> | <p><b>Gender Discrimination:</b> The U.S. Department of Justice (“DOJ”) filed suit on behalf of entry-level female state trooper applicants who failed a physical readiness test that allegedly disproportionately excluded women. The DOJ alleged the police department used selection criteria that unfairly screened out qualified female applicants; 55% of women who took the physical fitness test passed, compared to nearly 90% of men. The court found that nearly 275 women would have proceeded to later stages of the selection process by use of a slightly modified test, in which 73% of women passed compared to 98% of men. As part of the settlement, the Department agreed to hire up to 65 of the women who would have been eligible and if they want to change the physical fitness test in the future, they would have to provide the DOJ with 60 days’ notice and include a disparate impact assessment of the proposed replacement.</p> |
| <p>153.</p> | <p><b>\$2,149,999:</b> Verdict</p> <p><b>BNSF Railway Co.</b></p> <p>November 2018<br/>Federal Court: MT</p> <p>Punitive Damages: \$250,000</p>                 | <p><b>Retaliation:</b> A former conductor filed suit alleging he was terminated in retaliation for reporting an on-the-job injury. The court found that instead of opening an investigation with regard to a defective latch that may have caused the injury, the company focused its investigation on whether or not the conductor had lied on his injury report, and ultimately fired him for alleged dishonesty, despite his clean record.</p> <p><b>Update:</b> In April 2019, the Plaintiff was awarded an additional \$934,000 in attorneys’ fees, pre-judgement interest, and expert witness fees.</p>   |
| <p>154.</p> | <p><b>\$2,100,000:</b> Verdict</p> <p><b>City of New Jersey</b></p> <p>May 2018<br/>Federal Court: NJ</p>   | <p><b>Retaliation:</b> Nine current or former sergeants on the Jersey City police force alleged that the City did not promote them in part because one of them supported the Mayor’s political opponent. The main plaintiff alleged she was denied a promotion because she and other female officers had filed a sexual harassment suit against the City that was settled, and complained about more recent sexual harassment. At the time, she was fifth on the promotion list, and the other eight plaintiffs were also on the list, before and after her. She asserts the City elected not to make any promotions from that list before it expired as a way of punishing her.</p>  |
| <p>155.</p> | <p><b>\$2,028,000:</b> Verdict</p> <p><b>City of Winthrop</b></p> <p>March 2018<br/>State Court: NY</p> <p>Punitive Damages: \$1.352 million</p>                | <p><b>Gender Discrimination/Retaliation:</b> A veteran female police officer, and the first female appointed to the detective unit, alleged that the City sexually discriminated and retaliated against her. Specifically, the officer asserts she was wrongly removed from the detective unit, passed over for other jobs, excluded from training sessions and falsely investigated in retaliation for complaining about disparate treatment.</p>  |

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| 156. | <p><b>\$2,000,000: Verdict</b></p> <p><b>Boston Police Department</b></p> <p>November 2021<br/>Federal Court: MA</p>   | <p><b>Gender Discrimination:</b> A former detective alleged the police department and a supervisor targeted her for harassment, and when she complained, she was offered a less-prestigious job at the Police Academy.</p>   |
| 157. | <p><b>\$2,000,000: Settlement</b></p> <p><b>Ryder Integrated Logistics, Inc. and Kimco Staffing Services, Inc.</b></p> <p>May 2021<br/>Federal Court: CA</p> | <p><b>Race Discrimination/Hostile Work Environment:</b> The Equal Employment Opportunity Commission filed suit against the Miami-based transportation and supply chain solutions company and the staffing agency, alleging that African-Americans who were sent by Kimco to work at Ryder were subjected to racial discrimination, harassment and retaliation. The suit alleges that when the employees were subjected to racial slurs and epithets and complained, the companies did not address their concerns and they were fired within days of reporting the misconduct.</p>                    |
| 158. | <p><b>\$2,000,000: Settlement</b></p> <p><b>Ply Gem</b></p> <p>August 2020<br/>State Court: MO</p>   | <p><b>Wrongful Hiring Practice:</b> An applicant for employment at Ply Gem, a manufacturer of exterior building materials in North Carolina, alleged the company offered him employment subject to a background check conducted by a background-reporting company, and then notified him he was no longer being considered for the job without providing him with a copy of his consumer report prior to making the decision.</p>  |
| 159. | <p><b>\$2,000,000: Settlement</b></p> <p><b>Prestige Care, Inc. and Prestige Senior Living LLC</b></p> <p>February 2020<br/>Federal Court: WA</p>            | <p><b>Disability Discrimination:</b> The EEOC filed suit on behalf of workers at the assisted living facility who alleged that when they got injured and requested accommodations for their injuries, they were denied their requests for time off under the Family Medical Leave Act ("FMLA") and terminated rather than accommodated.</p>  |
| 160. | <p><b>\$2,000,000: Settlement</b></p> <p><b>Marquez Brothers International, Inc.</b></p> <p>September 2019<br/>Federal Court: CA</p>                         | <p><b>Race Discrimination/Wrongful Hiring Practice:</b> The employer is a packaged food maker who was accused of only hiring individuals with Hispanic origins. The case began with allegations by two black men in 2010 and 2011, and when conciliation talks broke down in early 2017, the EEOC filed suit. In April 2018, the company accused the EEOC of waging a bad-faith campaign by failing to mention that the two applicants who had started the process had both died in 2015. The judge sanctioned the EEOC but allowed the agency to amend its pleadings and proceed with the case.</p> |

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| <p>161.</p> | <p><b>\$2,000,000:</b> Settlement</p> <p><b>Arizona Board of Regents</b></p> <p>July 2019<br/>Federal Court: AZ</p>   | <p><b>Gender Discrimination:</b> Three former University of Arizona deans filed suit alleging the school systematically underpays female deans and gives preferential treatment to the male deans. The plaintiffs alleged that women were also limited from actively participating in a committee of all academic deans at the university, and when they complained their concerns were disregarded. They also alleged that they were subjected to discriminatory comments and told to wear skirts more often.</p>   |
| <p>162.</p> | <p><b>\$2,000,000:</b> Settlement</p> <p><b>L-3 Inc. / L-3 Communications Corp.</b></p> <p>October 2018<br/>Federal Court: WA</p>   | <p><b>Military Reservist Bias:</b> A class of 200-250 U.S. National Guard and Reserve pilots alleged the company discriminated against non-career pilots when hiring for the company's intelligence, surveillance and reconnaissance programs. As part of the settlement, the company will no longer ask about military status before a conditional offer of employment is made.</p>   |
| <p>163.</p> | <p><b>\$2,000,000:</b> Settlement<br/>(Whistleblower's Portion)</p> <p><b>Southern SNF Management, Inc. and Rehab Services in Motion</b></p> <p>July 2018<br/>Federal Court: AL</p> | <p><b>Whistleblower Retaliation:</b> A pair of consulting firms and nine affiliated skilled nursing facilities operating in Florida and Alabama have agreed to pay \$10 million to resolve allegations by the U.S. Department of Justice that the companies ignored patients' actual medical needs and instead provided medically unnecessary therapy services that would require Medicare to reimburse them at a higher rate. Three whistleblower brought suit in July 2013; one is still employed, another left her position voluntarily, and the third alleges she was let go in retaliation for reporting the fraud.</p> |