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UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF CALIFORNIA

ROSARIO JUAREZ,

Plaintiff,

v.

AUTOZONE STORES, INC.,

Defendant.

Case No. 08-CV-00417-WVG

COURT'S FINAL VERDICT FORM

We the jury in the above-entitled action find the following special verdict upon the questions submitted to us:

CLAIM NUMBER 1: Discrimination (demotion)

QUESTION NUMBER 1:

Was Juarez's pregnancy or gender a substantial motivating reason for AutoZone's demotion of Juarez?

Yes No

If your answer to Question Number 1 is "Yes", then answer Question Number 2. If you answered "No", do not answer any further questions relating to this claim and go directly to Question Number 3.

1 QUESTION NUMBER 2:

2 Was AutoZone's demotion of Juarez a substantial factor in causing harm to
3 Juarez?

4 Yes No

5 Go to Question Number 3.

6
7 **CLAIM NUMBER 2: Discrimination (termination)**

8 QUESTION NUMBER 3:

9 Was Juarez's pregnancy or gender a substantial motivating reason for
10 AutoZone's termination of Juarez?

11 Yes No

12 If your answer to Question Number 3 is "Yes", then answer Question Number
13 4. If you answered "No", do not answer any further questions relating to this claim
14 and go directly to Question Number 5.

15
16 QUESTION NUMBER 4:

17 Was AutoZone's termination of Juarez a substantial factor in causing harm to
18 Juarez?

19 Yes No

20 Go to Question Number 5.

21
22 **CLAIM NUMBER 3: Retaliatory termination**

23 QUESTION NUMBER 5:

24 Did Juarez complain about discrimination or harassment based on her
25 pregnancy or gender?

26 Yes No

1 If your answer to Question Number 5 is “Yes”, then answer Question Number
2 6. If you answered “No”, do not answer any further questions relating to this claim
3 and go directly to Question Number 8.

4

5 QUESTION NUMBER 6:

6 Were Juarez’s complaints about discrimination or harassment based on her
7 pregnancy or gender a substantial motivating reason for AutoZone’s decision to
8 terminate Juarez?

9 Yes No

10 If your answer to Question Number 6 is “Yes”, then answer Question Number
11 7. If you answered “No”, do not answer any further questions relating to this claim
12 and go directly to Question Number 8.

13

14 QUESTION NUMBER 7:

15 Was AutoZone’s termination of Juarez a substantial factor in causing harm to
16 Juarez?

17 Yes No

18 Go to Question Number 8.

19

20 **CLAIM NUMBER 4: Harassment**

21 QUESTION NUMBER 8:

22 Was Juarez subjected to unwanted harassing conduct between August, 2005 and
23 February, 2006 because of her gender or pregnancy?

24 Yes No

25 If your answer to Question Number 8 is “Yes”, then answer Question Number
26 9. If you answered “No”, do not answer any further questions relating to this claim
27 and go directly to Question Number 14.

28

1 QUESTION NUMBER 9:

2 Was the unwanted harassing conduct to which Juarez was subjected committed
3 by a supervisor of AutoZone?

4 Yes No

5 If your answer to Question Number 9 is "Yes", then answer Question Number
6 10. If you answered "No", do not answer any further questions relating to this claim
7 and go directly to Question Number 14.

8

9 QUESTION NUMBER 10:

10 Was the harassment severe or pervasive?

11 Yes No

12 If your answer to Question Number 10 is "Yes", then answer Question Number
13 11. If you answered "No", do not answer any further questions relating to this claim
14 and go directly to Question Number 14.

15

16 QUESTION NUMBER 11:

17 Would a reasonable woman in Juarez's circumstances have considered the work
18 environment to be hostile or abusive?

19 Yes No

20 If your answer to Question Number 11 is "Yes", then answer Question Number
21 12. If you answered "No", do not answer any further questions relating to this claim
22 and go directly to Question Number 14.

23

24 QUESTION NUMBER 12:

25 Did Juarez consider the work environment to be hostile or abusive?

26 Yes No

27

28

1 If your answer to Question Number 12 is “Yes”, then answer Question Number
2 13. If you answered “No”, do not answer any further questions relating to this claim
3 and go directly to Question Number 14.

4
5 QUESTION NUMBER 13:

6 Was the harassing conduct a substantial factor in causing harm to Juarez?

7 Yes No

8 Go to Question Number 14.

9
10 **CLAIM NUMBER 5: Failure To Prevent Harassment, Discrimination, Or**
11 **Retaliation**

12 QUESTION NUMBER 14:

13 If you answered “Yes” to Question Numbers 2, 4, 7, *or* 13, did AutoZone fail to
14 take all reasonable steps to prevent the discrimination and retaliation from occurring?
15 (If you answered “No” to Question Numbers 2, 4, 7, *and* 13, do not answer this
16 question and go directly to Question Number 16).

17 Yes No

18 If your answer to Question Number 14 is “Yes”, then answer Question Number
19 15. If you answered “No”, do not answer any further questions relating to this claim
20 and go directly to Question Number 16.

21
22 QUESTION NUMBER 15:

23 Was AutoZone’s failure to prevent the discrimination and retaliation from
24 occurring a substantial factor in causing harm to Juarez?

25 Yes No

26 Go to Question Number 16.

1 QUESTION NUMBER 16:

2 If you answered "yes" to Question Numbers 2, 4, 7, 13, *or* 15, what are Juarez's
3 damages?

4 A. Past economic loss

5 Lost earnings \$ 393,759.52

6
7 B. Future economic loss

8 Lost earnings \$ 228,960

9
10 C. Non-economic damages

11 Emotional distress \$ 250,000

12
13 Total Damages \$ 872,719.52

14
15 Go to Question Number 17.

16
17 QUESTION NUMBER 17:

18 Did Juarez prove by clear and convincing evidence that the conduct described
19 above was committed with malice, oppression or fraud (a) by an officer, director, or
20 managing agent of AutoZone, (b) by another person who was authorized to act by an
21 officer, director or managing agent of AutoZone, or (c) known by an officer, director
22 or managing agent of AutoZone to have been committed and thereafter approved by
23 an officer, director, or managing agent of AutoZone?

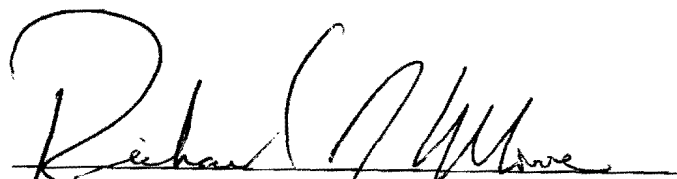
24 Yes X No _____

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Please have the Presiding Juror sign and date this form and return it to the Clerk of the Court.

DATED: Nov 14, 2014


PRESIDING JUROR