

## IN THE IOWA DISTRICT COURT IN AND FOR BLACK HAWK COUNTY

KELLIE NORRIS,	]	
Plaintiff,	]	CASE NO. LACV127195
	]	
vs.	]	
	]	
PARTY CITY CORPORATION,	]	VERDICT FORM
Defendant.	]	

We, the jury, find the following verdict on the questions submitted to us:

**Question No. 1:** Did plaintiff Kellie Norris prove that her pregnancy was the motivating factor in defendant's decision to terminate her employment?

Answer "yes" or "no."

ANSWER: yes

[If your answer to Question No. 1 is "yes", then proceed to Question No. 2. If your answer to Question No. 1 is "no", proceed to Question No. 3.]

**Question No. 2:** Did defendant Party City Corporation prove that plaintiff Kellie Norris's employment would have been terminated regardless of pregnancy?

Answer "yes" or "no."

ANSWER: no

[Proceed to Question No. 3.]

**Question No. 3:** Did plaintiff Kellie Norris prove her claim that defendant Party City Corporation failed to provide her with an accommodation?

Answer "yes" or "no."

ANSWER: yes

[Answer Question No. 4 only if you answered "no" to Question No. 2 or "yes" to Question No. 3. If you answered "no" to both Question No. 1 and Question No. 3 or "yes" to Question No. 2 and "no" to Question No. 3, have your foreperson sign the verdict form and contact the court attendant.]

**Question No. 4:** What amounts do you order defendant Party City Corporation to pay for plaintiff Kellie Norris' damages for each of the following items?

1. Back pay	\$ <u>40,000</u>
2. Past medical expenses incurred	\$ <u>0</u>
3. Emotional distress - past	\$ <u>40,000</u>
4. Emotional distress - future	\$ <u>0</u>
TOTAL (add separate items of damage) \$ <u>80,000</u>	

**Question No. 5:** Did defendant Party City Corporation prove its failure to mitigate defense?

Answer "yes" or "no."

ANSWER: NO

[If your answer is "no", do not answer Question No. 6. If your answer is "yes", then proceed to Question No. 6.]

**Question No. 6:** How much, if any, should the damages you awarded in Question No. 3 for back pay be reduced due to plaintiff's failure to mitigate?

\$ \_\_\_\_\_

[Proceed to Question No. 7.]

**Question No. 7:** Has it been proved that plaintiff Kellie Norris is entitled to punitive damages against defendant Party City Corporation?

Answer "yes" or "no."

ANSWER: yes

[If your answer to Question No. 7 is "no", have your foreperson sign the verdict form and contact the Court Attendant. If your answer to Question No. 7 is "yes", have your foreperson sign the verdict form and contact the court attendant. Additional information will be provided to you to assist you in determining the amount of punitive damages.]

Foreperson\*

Juror\*\*

## IN THE IOWA DISTRICT COURT IN AND FOR BLACK HAWK COUNTY

KELLIE NORRIS,		
Plaintiff,		CASE NO. LACV127195
vs.		
PARTY CITY CORPORATION,		VERDICT FORM
Defendant.		(Punitive Damages)

We, the Jury, find the following verdict on the questions submitted to us:

**Question No. 8:** What amount do you order defendant Party City Corporation to pay to plaintiff Kellie Norris for punitive damages?

\$ 656,000

**Question No. 9:** Did defendant Party City Corporation make a good faith effort to comply with federal law prohibiting pregnancy discrimination and pregnancy accommodation?

Answer "yes" or "no".

ANSWER: NO

Tanner Sondrock  
Foreperson\*

\*To be signed by the foreperson only if verdict is unanimous.

\_\_\_\_\_  
Juror\*\*

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Juror\*\*

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