

FILED

IN THE IOWA DISTRICT COURT FOR BLACK HAWK COUNTY

2025 NOV -4 PM 4:50

FLOYD EDWARDS,

Plaintiff,

v.

PACKERS SANITATION SERVICES,
INC., CESAR BARRIOS and LAURA
LOPEZ,

Defendants.

CASE NO. LACV 136585

Verdict Form

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

Count I – Racial Discrimination

Question 1:

Has Plaintiff Floyd Edwards proved that he was demoted or terminated as a result of being racially discriminated against by Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez?

Answer "yes" or "no" for each Defendant

ANSWER:

- A. Packers Sanitation Services, Inc.: NO
- B. Cesar Barrios: NO
- C. Laura Lopez: NO

[Only answer Question 2 for those Defendant(s) you answered "yes" for in Question 1.]

Question 2:

Did the racial discrimination by Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez cause damage to Plaintiff Floyd Edwards?

Answer "yes" or "no" for each Defendant

ANSWER:

- A. Packers Sanitation Services, Inc.: _____
- B. Cesar Barrios: _____
- C. Laura Lopez: _____

Count II – Hostile Work Environment

Question 3:

Has Plaintiff Floyd Edwards proved that Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez created a hostile work environment based on Plaintiff's race?

Answer "yes" or "no" for each Defendant

ANSWER:

- A. Packers Sanitation Services, Inc.: NO
- B. Cesar Barrios: NO
- C. Laura Lopez: NO

[Only answer Question 4 for those Defendant(s) you answered "yes" for in Question 3.]

Question 4:

Did the hostile work environment created by Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez cause damage to Plaintiff Floyd Edwards?

Answer "yes" or "no" for each Defendant

ANSWER:

- A. Packers Sanitation Services, Inc.: _____
- B. Cesar Barrios: _____
- C. Laura Lopez: _____

Count III – Retaliation for Complaints of Racial Harassment

Question 5:

Has Plaintiff Floyd Edwards proved that he was retaliated against by Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez for submitting complaints about racial harassment?

Answer "yes" or "no" for each Defendant

ANSWER:

- A. Packers Sanitation Services, Inc.: No
- B. Cesar Barrios: NO
- C. Laura Lopez: NO

[Only answer Question 6 for those Defendant(s) you answered "yes" for in Question 5.]

Question 6:

Did the retaliation by Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez cause damage to Plaintiff Floyd Edwards?

Answer "yes" or "no"

ANSWER: _____

[Do not answer any further Questions if your answers to Questions 2, 4, and 6 were "no" or left blank for all Defendants]

Affirmative Defenses

Question 7:

Have Defendants proved their same decision defense?

Answer "yes" or "no"

ANSWER: _____

Damages

[Only answer Questions 8 and 9 if you answered "no" to Question 7.]

Question 8:

What dollar amount do you award Plaintiff Floyd Edwards, if any, for economic damages caused by the unlawful conduct of Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez between November 2, 2017 and April 1, 2018?

\$ _____

Question 9:

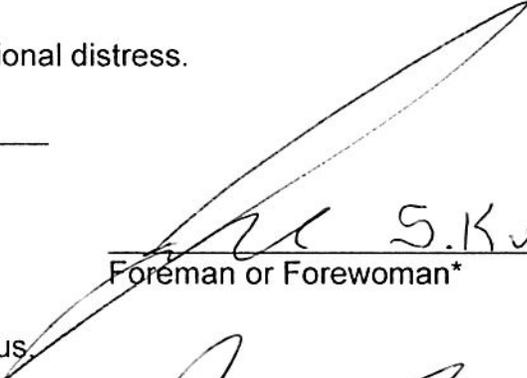
State the amount of damages for emotional distress sustained by Plaintiff for each of the following elements of damages. If Plaintiff has failed to prove any item of damage or has failed to prove that any item of damage was caused by the unlawful conduct of Defendants Packers Sanitation Services, Inc., Cesar Barrios, or Laura Lopez, enter 0.

1. Emotional distress suffered from date of injury to the present.

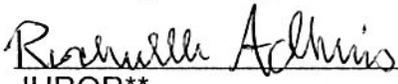
\$ _____

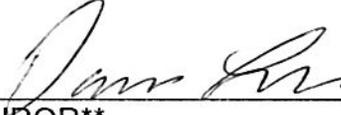
2. The present value of future emotional distress.

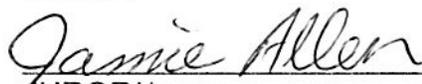
\$ _____


S. K. Koney SR
Foreman or Forewoman*

*To be signed only if verdict is unanimous.


Rachelle Adams
JUROR**


Dan [unclear]
JUROR**


Jamie Allen
JUROR**


Berril Dickman
JUROR**


Kendall Prox
JUROR**


Joyce Saucke
JUROR**

** To be signed by the jurors agreeing thereto after six hours or more of deliberation.

Case No. LACV 136585 FA

JURY QUESTION TO THE COURT

DATE: 11-4-25 TIME: 3:45

What is the exact date that the case was filed?

Stephen E Kuney SR
Presiding Juror/Foreperson

COURT'S RESPONSE:

DATE: 11/4/25 TIME: 4:12 pm

You have received all the evidence
and law necessary to decide the
case.



Judge/First Judicial District