

IN THE IOWA DISTRICT COURT FOR POLK COUNTY

DEVIN MICHAEL ELLIS,

Plaintiff,

v.

STORAGE AND DESIGN GROUP, INC.,
an Iowa Corporation, and RONALD M.
PATTERSON, an individual,

Defendants.

Case No. LACL156153

VERDICT FORM

Question 1: Did Plaintiff Devin Ellis prove his claim of workplace harassment/hostile work environment against Defendants? (Please mark an "X" in the appropriate space.)

YES X NO _____

(If your answer to question no. 1 is "no," do not answer question nos. 2-3. Instead, proceed directly to question no. 4.)

Question 2: What amount of damages do you find were caused by workplace harassment/hostile work environment?

Emotional Distress in the past \$ 51,300

Question 3: Did Plaintiff Devin Ellis prove that Defendant Ronald Patterson was personally involved in the offensive conduct? (Please mark an "X" in the appropriate space.)

YES X NO _____

Question 4: Did Plaintiff Devin Ellis prove his claim of retaliation against Defendants?

(Please mark an "X" in the appropriate space.)

YES X NO

(If your answer to question no. 4 is "no," do not answer question nos. 5-7.)

Question 5: Did Defendants Storage and Design Group, Inc., and Ronald Patterson prove that the same decision would have been made regardless of Mr. Ellis's protected activity? (Please mark an "X" in the appropriate space.)

YES NO X

(If your answer to question no. 5 is "yes," do not answer question nos. 6 and 7.)

Question 6: What amount of damages do you find were caused by retaliation?

Emotional Distress in the Past (retaliation): \$ 154,000

Question 7: Did Plaintiff Devin Ellis prove that Defendant Ronald Patterson was personally involved in the applicable conduct? (Please mark an "X" in the appropriate space.)

YES X NO

FOREPERSON*

*To be signed only if the verdict is unanimous.

Emm Deasey

Juror**

[Signature]

Juror**

William Koggenstein

Juror**

[Signature]

Juror**

Angela Glacelle

Juror**

[Signature]

Juror**

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Juror**

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