

08-218 (RPP) 3/19/10 2:50 PM

**VERDICT FORM**

1. Has Mr. Bess proven by a preponderance of the evidence that the Law Office of Laurence Hecker was a dual-employer of Mr. Bess with APM Financial?

YES ✓  
NO \_\_\_\_\_

2. Has Mr. Bess proven by a preponderance of the evidence that Defendant subjected him to a hostile work environment?

YES ✓  
NO \_\_\_\_\_

3. Has Mr. Bess proven by a preponderance of the evidence that Defendant retaliated against Mr. Bess by terminating his employment after he complained of racially derogatory speech in the workplace?

YES ✓  
NO \_\_\_\_\_

4. If you have answered NO to BOTH question 2 and 3, then Mr. Bess has not proven his claim by a preponderance of the evidence and your duty is fulfilled. If you have answered yes to either question 2 or 3, then you must proceed to determine damages below. Please indicate the amount of damages you have awarded Mr. Bess in each category.

a. Compensatory Damages: \$6,500.00

b. Lost Back-Pay: \$64,821.91

c. Lost Front Pay: \$23,845.00

d. Nominal Damages: ✓  
(Nominal Damages are only appropriate where there is a finding of NO Compensatory Damages).

e. Punitive Damages: \$600,475.00