

## IN THE IOWA DISTRICT COURT FOR POLK COUNTY

SANDRA SELDEN,

Plaintiff,

vs.

DES MOINES AREA COMMUNITY  
COLLEGE,

Defendant.

Case No. LACL147358

**VERDICT FORM**

**Question 1:** Did Plaintiff Sandy Selden prove that Defendant paid her less than Bryan Tjaden while they were working under similar conditions and performing job duties requiring equal skill, effort, and responsibility? *(Please mark an "X" in the appropriate space.)*

YES X NO \_\_\_\_\_

(Proceed to Question 2.)

**Question 2:** Has Defendant proved the difference between Plaintiff Sandy Selden's pay and Bryan Tjaden's pay was based on any factor other than Plaintiff's sex. *(Please mark an "X" in the appropriate spaces.)*

YES \_\_\_\_\_ NO X

(If your answer to this question is "yes", skip to Question 5 and do not award damages for Plaintiff's wage discrimination claim. If your answer is NO, proceed to Question 3.)

**Question 3:** Did Plaintiff Sandy Selden prove that DMACC pay decision regarding Plaintiff is a willful violation?

YES X NO \_\_\_\_\_

(Proceed to Question 4.)

**Question 4:** What is the period that you find Plaintiff was discriminated against? For your answer, please include a beginning date and an end date. The end date should not be a date that is after the date of your verdict.

9/23/2013 - 11/10/2021

**Question 5:** Did Plaintiff Sandy Selden prove her claim of Retaliation against Defendant? *(Please mark an "X" in the appropriate spaces.)*

YES X NO \_\_\_\_\_

(If your answer is "no", you should not award any damages for retaliation.)

(If your answer is "yes" proceed to Question 6. If your answer is no proceed to Question 7.)

**Question 6:** Has it been proved that DMACC would have failed to hire Plaintiff Selden for the position of Supervisor, Administrative Applications Support regardless of Plaintiff engaging in any protected activity?

YES \_\_\_\_\_ NO X

(If your answer is "yes", you should not award any damages for retaliation.)

(Proceed to Question 7.)

**Question 7:** What amounts do you order Defendant to pay for Plaintiff's damages for each of the following items? If Plaintiff has failed to prove any item of damage, or has failed to prove that any item of damage was caused by DMACC's conduct in failing to hire Plaintiff for the supervisor position, enter zero for that item.

Back Pay	\$ <u>223,571.60</u>
Past Emotional Distress for Discrimination	\$ <u>474,600</u>
Future Emotional Distress for Discrimination	\$ <u>246,375</u>
Past Emotional Distress for Retaliation	\$ <u>188,000</u>
Future Emotional Distress for Retaliation	\$ <u>246,375</u>

FOREPERSON Gamela Helm

JUROR Steven Huether

JUROR Amos D. Tang

JUROR [Signature]

JUROR Taylor Messy

JUROR [Signature]

JUROR Parker Altmier

JUROR [Signature]