

## VERDICT

We, the jury, duly impaneled and sworn, upon our oaths, present the following answers to the questions submitted by the Court:

1. Do you find, by a preponderance of the evidence, that plaintiff Dusti Howell's religious exercise was substantially burdened by any of the actions of defendant Jim Persinger?

  X   YES

           NO

2. Do you find, by a preponderance of the evidence, that plaintiff Dusti Howell's religious exercise was substantially burdened by any of the actions of defendant Joan Brewer?

  X   YES

           NO

3. Do you find, by a preponderance of the evidence, that plaintiff Dusti Howell's religious exercise was substantially burdened by any of the actions of Emporia State University?

  X   YES

           NO

If all of your answers to the above Questions are "no" continue to Question 7. If any of your answers to the above Questions are "yes," proceed to Questions 4-6.

4. State the amount of damages you award regarding defendant Jim Persinger's burdening of Dusti Howell's religious exercise.

Back pay damages:\$   0  

Front pay damages:\$   0

Non-economic damages:\$ 200,000

5. State the amount of damages you award regarding defendant Joan Brewer's burdening of Dusti Howell's religious exercise.

Back pay damages:\$ 0

Front pay damages:\$ 0

Non-economic damages:\$ 300,000

6. State the amount of damages you award regarding defendant Emporia State University's burdening of Dusti Howell's religious exercise.

Back pay damages:\$ 418,191<sup>90</sup>

Front pay damages:\$ 263,152<sup>65</sup>

Non-economic damages:\$ 1,500,000

7. Under Title VII, do you find, by a preponderance of the evidence, that plaintiff Dusti Howell suffered any adverse employment consequences as a result of his religious exercise or his criticisms of any of the defendant's actions?

X YES

\_\_\_\_\_ NO

If your answer to Question 7 is "NO," skip Question 8 and continue to Question 9. If your answer to Question 7 is "YES," proceed to Question 8.

8. Identify by marking "X" next to the defendant you find that imposed adverse employment consequences upon the plaintiff Dusti Howell as a result of his religious exercise or his criticisms and the amount, if any, of compensatory damages:

Emporia State University X

Back pay:\$ <u>418,191<sup>90</sup></u>	Does this duplicate a prior back pay award against this defendant? No _____ Yes <u>X</u> If Yes in what amount \$ <u>418,191<sup>90</sup></u>
Front pay:\$ <u>263,152<sup>65</sup></u>	Does this duplicate a prior front pay award against this defendant? No _____ Yes <u>X</u> If Yes in what amount \$ <u>263,152<sup>65</sup></u>



Non-economic damages: \$ <del>2,000,000</del> <sup>06</sup> 1,500,000	Does this duplicate a prior non economic award against this defendant? No _____ Yes <u>X</u> If Yes in what amount \$ <del>2,000,000</del> <sup>06</sup> 1,500,000
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9. Under Title VII, do you find, by a preponderance of the evidence, that plaintiff Dusti Howell was retaliated against as a consequence of criticizing the defendants or requesting accommodations to his religious exercise?

\_\_\_\_\_ YES

X NO

If your answer to Question 9 is "NO," skip Question 10 and continue to Question 11. If your answer to Question 9 is "YES," proceed to Question 10.

10. Identify by marking "X" next to the defendant you find that imposed adverse employment consequences upon the plaintiff Dusti Howell as a result of retaliation and state the amount of damages, if any, of compensatory damages:

Emporia State University \_\_\_\_\_

Back pay: \$ _____	Does this duplicate a prior back pay award against this defendant? No _____ Yes _____ If Yes in what amount \$ _____
Front pay: \$ _____	Does this duplicate a prior front pay award against this defendant? No _____ Yes _____ If Yes in what amount \$ _____
Non-economic damages: \$ _____	Does this duplicate a prior non-economic award against this defendant? No _____ Yes _____ If Yes in what amount \$ _____

11. Under Title VII, do you find, by a preponderance of the evidence, that the employer Emporia State University failed to offer a reasonable accommodation to work imposed condition that conflicted with the plaintiff Dusti Howell's religious practices or beliefs?

X YES

\_\_\_\_\_ NO

If your answer to Question 11 is "NO," skip Question 12 and continue to Question 13. If your answer to Question 11 is "YES," proceed to Question 12.

12. Identify by marking "X" next to the defendant you find that the employer Emporia State University failed to offer a reasonable accommodation to work

imposed condition that conflicted with the plaintiff Dusti Howell's religious practices or beliefs and the amount of damages, if any, of compensatory damages:

Emporia State University X

Back pay: \$ <u>418,191<sup>90</sup></u>	Does this duplicate a prior back pay award against this defendant? No _____ Yes <u>X</u> If Yes in what amount \$ <u>418,191<sup>90</sup></u>
Front pay: \$ <u>263,152<sup>65</sup></u>	Does this duplicate a prior front pay award against this defendant? No _____ Yes <u>X</u> If Yes in what amount \$ <u>263,152<sup>65</sup></u>
Non-economic damages: \$ <u><del>2,000,000</del> 1,500,000<sup>06</sup></u>	Does this duplicate a prior non-economic award against this defendant? No _____ Yes <u>X</u> If Yes in what amount \$ <u><del>2,000,000</del> 1,500,000<sup>06</sup></u>

13. Under the KPRFA, do you find that the plaintiff Dusti Howell is entitled to punitive damages from any defendant?

X YES

\_\_\_\_\_ NO

If your answer is "no" continue to Question 15.

If your answer is "yes" continue to Question 14:

14. Under the KPRFA, identify by marking "X" next to the defendant you find that the plaintiff Dusti Howell should be awarded punitive damages from:

Jim Persinger X

Joan Brewer X

Emporia State University X

After completing Question 14, continue to Question 15.

15. Under Title VII, identify the amount of punitive damages you award from the defendant Emporia State University \$ 3,000,000

16. AGREEMENT ON EACH OF THE ABOVE QUESTIONS WAS BY TEN  
OR MORE JURORS.

YES X

NO \_\_\_\_\_

(check one)

The Presiding Juror should sign and date this verdict form and instruct the bailiff that you have reached a verdict.

Don Gardner  
Jury Presiding Juror (Print)

  
Jury Presiding Juror (Sign)

DATE: 1-21-26