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**FILED**  
Superior Court of California  
County of Los Angeles

JUL 29 2015

Sherri R. Carter, Executive Officer/Clerk  
By [Signature] Deputy  
Lorena Albino

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**SUPERIOR COURT OF THE STATE OF CALIFORNIA  
FOR THE COUNTY OF LOS ANGELES, CENTRAL DISTRICT**

RAYMOND ADAME,  
Plaintiff,

vs.

ALCOA FASTENING SYSTEMS, a  
division of ALCOA, INC.,  
Defendant.

) Case No.: BC 480 230  
)  
) **The Honorable Samantha P. Jessner**  
) ~~PROPOSED~~ JUDGMENT ON  
) VERDICT

) Dept.: 31

1 **JUDGMENT**

2  
3 This action came on regularly for trial on June 15, 2015, in Department 31 of the  
4 Superior Court of California, County of Los Angeles – Central District, the Honorable  
5 Samantha P. Jessner presiding. Plaintiff, Raymond Adame, appeared by attorney Carney  
6 R. Shegerian, Esq. of Shegerian & Associates, Inc., and Irving Meyer, Esq., of the Law  
7 Office of Irving Meyer. Defendant, Alcoa Fastening Systems, a division of Alcoa, Inc.,  
8 appeared by attorney Thomas H. Petrides, Esq., and Christopher J. Kondon, Esq., of  
9 K&L Gates LLP.

10 A jury of 12 persons was regularly impaneled and sworn. Witnesses were sworn  
11 and testified. After hearing the evidence and arguments of counsel, the jury was duly  
12 instructed by the Court, and the cause was submitted to the jury with directions to return  
13 a verdict. The jury deliberated and thereafter returned to court with its verdict on June  
14 30, 2015 as follows:

15  
16 **VERDICT**

17 “We the jury in the above-entitled action, finds as follows:

18 1. On plaintiff’s cause of action for Disability Discrimination:

19  We find for plaintiff Raymond Adame and against defendant Alcoa  
20 Fastening Systems, division of Alcoa, Inc. (hereinafter “Alcoa”)

21  We find for defendant Alcoa and against plaintiff Raymond Adame

22 2. On plaintiff’s cause of action for Wrongful Termination in Violation of Public  
23 Policy:

24  We find for plaintiff Raymond Adame and against defendant Alcoa

25  We find for defendant Alcoa and against plaintiff Raymond Adame

26 3. On plaintiff’s cause of action for Failure to Provide Reasonable Accommodation:

27  We find for plaintiff Raymond Adame and against defendant Alcoa

28  We find for defendant Alcoa and against plaintiff Raymond Adame

07/30/2015

1 4. On plaintiff's cause of action for Failure to Engage in the Interactive Process:

2  We find for plaintiff Raymond Adame and against defendant Alcoa

3  We find for defendant Alcoa and against plaintiff Raymond Adame

4 5. On plaintiff's cause of action for Failure to Prevent Discrimination:

5  We find for plaintiff Raymond Adame and against defendant Alcoa

6  We find for defendant Alcoa and against plaintiff Raymond Adame

7  
8 If you found for Plaintiff Raymond Adame on any of the above Questions Nos. 1 – 5,  
9 please answer Question No. 6 and its subparts. If you found for defendant Alcoa on all  
10 of the above Questions Nos. 1 – 5, answer no further questions, have your presiding  
11 juror sign and date this form, and notify the Court Attendant.

12 6. We award damages to plaintiff Raymond Adame as follows:

- 13 a. Past lost earnings: \$208,915
- 14 b. Future lost earnings: \$130,572
- 15 c. Past mental suffering/emotional distress: \$800,000
- 16 d. Future mental suffering/emotional distress: \$400,000
- 17 Total: \$1,539,487

18  
19  
20 /s/Presiding Juror  
21 Presiding Juror

20 6/30/15  
21 Date

22  
23 After the verdict form has been signed and dated, notify the court attendant that you are  
24 ready to present your verdict in the courtroom.”

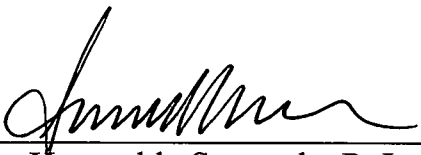
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07/30/2015

1 It appearing by reason of said verdict that plaintiff, Raymond Adame, is entitled to  
2 judgment against defendant, Alcoa Fastening Systems, a division of Alcoa, Inc.

3 NOW, THEREFORE, IT IS ORDERED, ADJUDGED, AND DECREED that said  
4 plaintiff, Raymond Adame, have and recover from defendant, Alcoa Fastening Systems,  
5 a division of Alcoa, Inc., the sum of \$1,539,487.00 as well as costs in the amount of  
6 \$ per cost memo and attorney's fees pursuant to California Government Code  
7 section 12965(b) of \$ per prove-up, all amounts with interest thereon at the rate of  
8 ten percent (10%) per annum running from the date of the entry of judgment until paid.

9  
10  
11 Dated: 7/29/15

  
The Honorable Samantha P. Jessner  
Judge of the Superior Court

2 **PROOF OF SERVICE**

3 STATE OF CALIFORNIA, COUNTY OF LOS ANGELES

4 I am an employee in the County of Los Angeles, State of California. I am over the  
5 age of 18 and not a party to the within action; my business address is 225 Santa Monica  
Boulevard, Suite 700, Santa Monica, California 90401.

6 On July 6, 2015, I served the foregoing document, described as "[PROPOSED]  
7 **JUDGMENT ON VERDICT**" on all interested parties in this action by placing true  
copies thereof in sealed envelopes, addressed as follows:

8 **Thomas H. Petrides, Esq.**  
9 **Christopher J. Kondon, Esq.**  
10 **Saman M. Rejali, Esq.**  
11 **K & L GATES LLP**  
12 **10100 Santa Monica Boulevard**  
13 **Seventh Floor**  
14 **Los Angeles, California 90067**

12  **(BY MAIL)** As follows:

13  I placed such envelopes, with postage thereon prepaid, in the United States mail at  
14 Santa Monica, California.

15  I am "readily familiar" with the firm's practice of collecting and processing corre-  
16 spondence for mailing. Under that practice, it would be deposited with the U.S.  
17 Postal Service on that same day, with postage thereon fully prepaid, at Santa  
Monica, California, in the ordinary course of business. I am aware that, on motion  
of the party served, service is presumed invalid if the postal cancellation or postage  
meter date is more than one day after the date of deposit for mailing in this affidavit.

18  **(BY PERSONAL SERVICE)** I caused such envelopes to be delivered by hand  
19 to the attorney at the offices of the addressee.

20  **(BY ELECTRONIC MAIL)** I sent such document via facsimile mail to the  
number(s) noted above.

21  **(STATE)** I declare, under penalty of perjury under the laws of the State of  
22 California, that the above is true and correct.

23 Executed on July 6, 2015, at Santa Monica, California.

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26 Edgar Claros  
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