

UNITED STATES DISTRICT COURT
DISTRICT OF MASSACHUSETTS

_____)	
STEVEN SERABIAN,)	
)	
Plaintiff,)	
)	
v.)	Civil Action No. 16-cv-10501
)	
SAP AMERICA, INC.,)	
)	
Defendant.)	
_____)	

VERDICT FORM

We, the jury, find:

FIRST CLAIM—NONPAYMENT OF COMMISSIONS

1. Has Mr. Serabian proven by a preponderance of the evidence that SAP failed to pay him commissions for 2013 which were definitely determined and due and payable to him?

X Yes _____ No

If you answered "Yes" to Question 1, please answer Question 2. If you answered "No" to Question 1, please proceed to Question 3.

2. If so, what was the amount of those 2013 unpaid commissions?

Amount in numbers: \$ 535,000
Amount in words: five hundred thirty five thousand dollars

Please proceed to Question 3.

SECOND CLAIM—RETALIATION

3. Has Mr. Serabian proven by a preponderance of the evidence that SAP took adverse employment action against him and that there was a causal link between such action and his complaints about non-payment of commissions in violation of the Wage Act?

X Yes _____ No

If you answered "Yes" to Question 3, please answer Question 4. If your answer to Question 3 is "No," please proceed to the end of this form and have your foreperson sign and date it.

4. What amount of lost pay and benefits, if any, do you award Mr. Serabian for unlawful retaliation by SAP from November 21, 2014 until the time of Mr. Serabian's trial?

Amount in numbers: \$ 120,000
Amount in words: one hundred twenty thousand dollars

Please proceed to Question 5.

5. What amount of damages, if any, do you award Mr. Serabian for his emotional distress caused by unlawful retaliation by SAP?

Amount in numbers: \$ 7,200
Amount in words: seven thousand two hundred dollars.

Please proceed to Question 6.

6. What amount of damages, if any, do you award Mr. Serabian for his lost future pay and benefits caused by unlawful retaliation by SAP?

Amount in numbers: \$ 0
Amount in words: zero dollars.

The undersigned foreperson of the jury hereby certifies that the members of the jury agree to the above findings.

9/28/18
DATE

Tony Lynd
FOREPERSON'S SIGNATURE