



The Global Legal Network  
*Celebrating 40 Years*

# THE LOST ART OF DAMAGES

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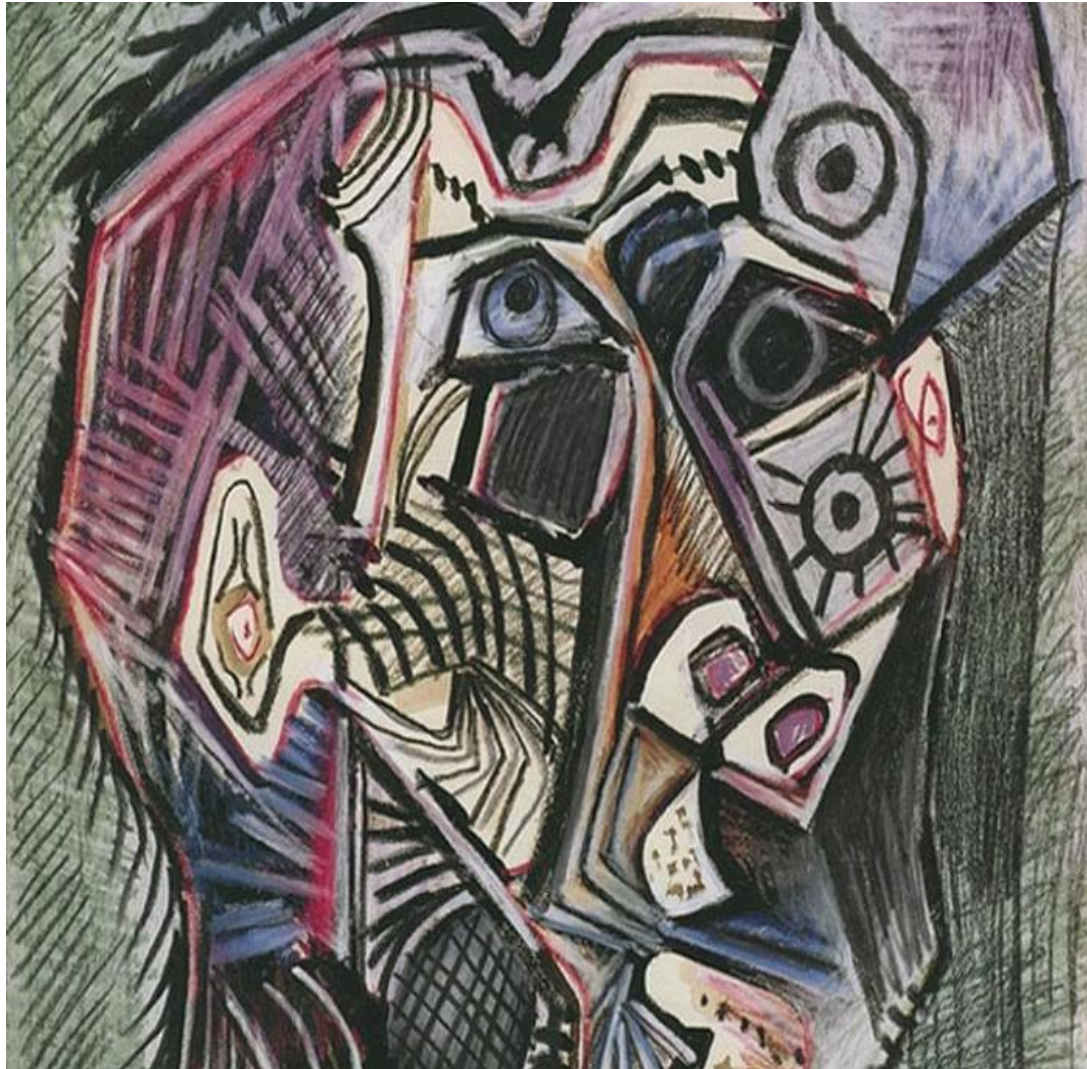
# A PICTURE IS WORTH A THOUSAND WORDS

- Recent verdicts paint a clear picture to remind us of the importance of damages
- What do these cases illustrate?



Picasso, Self Portrait at  
15 Years Old (1896)

# PUTTING THE PIECES TOGETHER: TYPES OF RECOVERABLE DAMAGES



Picasso, Self Portrait at 90 Years Old (1972)

- Back Pay
- Reinstatement/Front Pay
- Compensatory Damages
- Punitive Damages
- Injunctive Relief
- Prejudgment Interest
- Attorney's Fees

# NOTABLE NUANCES

- FMLA
- FLSA
- ADEA
- TITLE VII
- ADA



Salvador Dalí, The Persistence  
of Memory (1931)

# THE ABSTRACT BEAUTY OF DISCOVERY



Jackson Pollock, Convergence (1952)

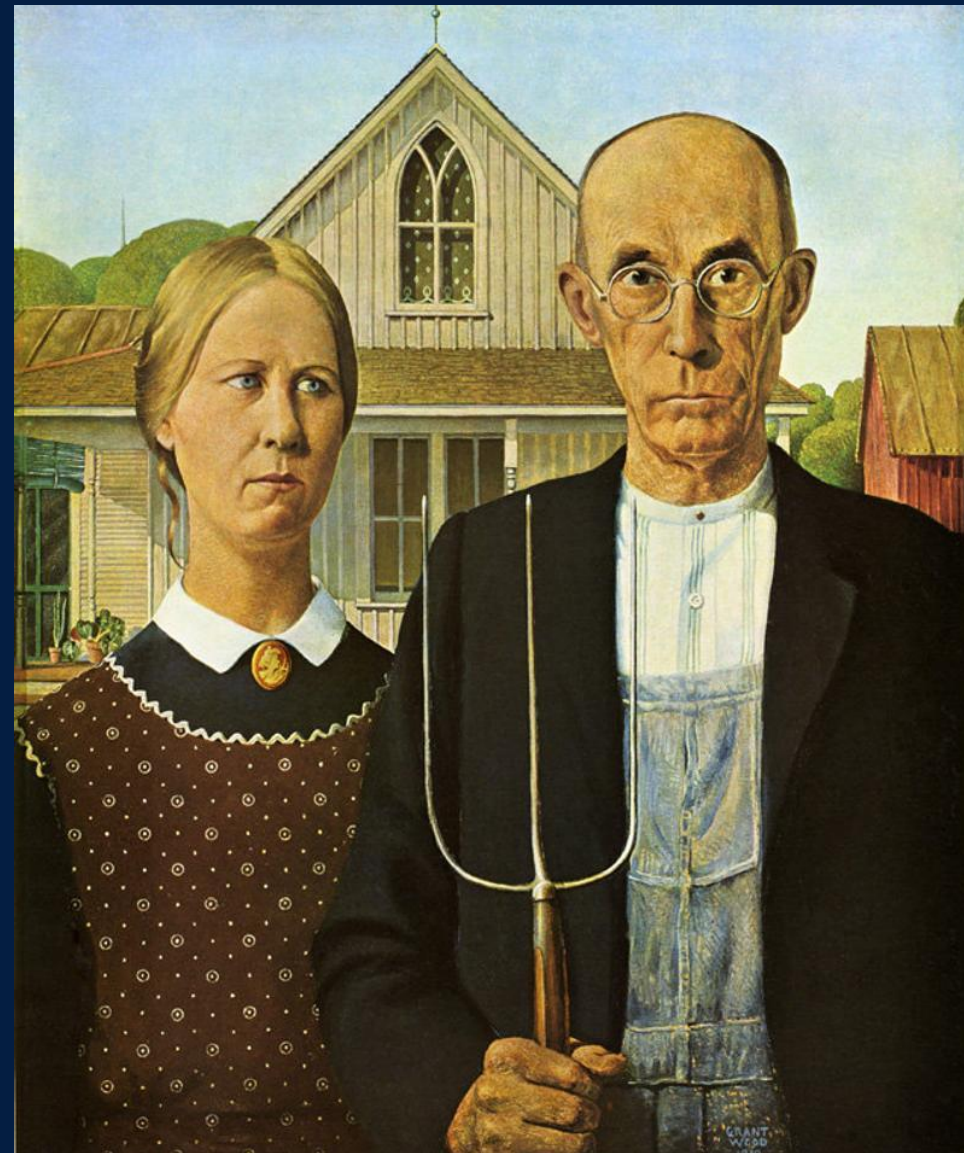
- Successful damages discovery
- Experts
- Lessons learned

## POP UP QUESTION

- What is the name of this piece of art?
  - A. Farmer Joe & Jane
  - B. American Gothic
  - C. Pitchfork
  - D. America's Farmer

## EXTRA CREDIT!

- Who is the artist?
  - A. Georgia O'Keefe
  - B. Andy Warhol
  - C. Pablo Picasso
  - D. Grant Wood



# YOU CAN'T ALWAYS GET WHAT YOU WANT...

- Mediating employment cases
- Attorney's fees – the driving force in many employment cases
- Rule 68



Vincent van Gogh,  
Starry Night (1889)



# LET THE CHIPS FALL WHERE THEY MAY



Cassius Marcellus Coolidge,  
A Friend in Need (1903)

- Trial tactics and strategies
- Addressing and attacking damages

- QUESTIONS?



Photo by Paul Klockenbrink

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