

IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA

TRACY BLAKE : CIVIL ACTION  
: :  
: :  
v. : :  
: :  
PUROLITE CORP., et al. : NO. 10-5253

MEMORANDUM

McLaughlin, J.

February 25, 2013

This is a pregnancy discrimination case brought by the plaintiff, Tracy Blake, against her former employer, Purolite Corp. Ms. Blake claimed that by terminating her employment because she was pregnant, Purolite violated her rights under Title VII of the Civil Rights Act, the Pregnancy Discrimination Act, and the Pennsylvania Human Relations Act.

From January 14, 2013 to January 17, 2013, a jury trial was held in the above-captioned case. The jury found that the plaintiff's pregnancy was a determinative factor in the defendant's decision to terminate her employment and returned a verdict in her favor. Specifically, the jury awarded Ms. Blake compensatory damages in the amount of \$25,000.00 and punitive damages in the amount of \$125,000.00. The issue of back pay was submitted to the jury in an advisory capacity, and the jury issued an advisory back pay verdict of \$16,000.00.

After the jury verdict, both parties submitted supplemental memoranda from both parties on the issue of a back pay award. After reviewing these submissions and the trial record, the Court now issues the following findings of fact:

1. Ms. Blake earned \$96.16/day during her employment at Purolite Corp.
2. Ms. Blake was terminated from Purolite on October 7, 2009.
3. Ms. Blake began her employment at Chartwell Law Offices on October 8, 2010.
4. The parties have stipulated that Ms. Blake is not entitled to lost wages for the period of January 18, 2010 through July 16, 2010.
5. If Ms. Blake had continued her employment at Purolite on October 7, 2009 and had stayed at Purolite through October 8, 2010, excluding the period of time stated in ¶ 4 during which she was not entitled to wages, she would have earned \$12,693.12.
6. From November 1, 2009 to January 15, 2009, Ms. Blake worked part-time at JEVS, earning \$1,595.00.
7. Deducting the amount stated in ¶ 6 from the amount stated in ¶ 5, Ms. Blake is entitled to back pay of \$11,098.12.

Thus, in addition to the jury-awarded damages for compensatory and punitive damages, the Court will award Ms. Blake \$11,098.12 in lost wages and benefits.

An appropriate order follows.

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ENTRY OF CIVIL JUDGMENT

AND NOW, this 25th day of February, 2013, in accordance with Rule 58 of the Federal Rules of Civil Procedure, and for the reasons stated in a memorandum of law bearing today's date, IT IS HEREBY ORDERED that judgment is entered in favor of the plaintiff and against the defendant as set forth below.

In accordance with the verdict of the jury entered on January 17, 2013 and the Court's findings of fact as stated in the Court's memorandum of today's date, judgment is hereby entered in favor of Tracy Blake and against Purolite Corp. in the amount of \$161,098.12. This amount reflects the jury's award of \$25,000.00 in compensatory damages and \$125,000.00 in punitive damages and the Court's award of \$11,098.12 in back pay damages.

The plaintiff shall be awarded attorneys' fees and costs in an amount to be determined by the Court at a later date.

BY THE COURT:

/s/ Mary A. McLaughlin

MARY A. McLAUGHLIN, J.