

mentioned. I might quote several things also from Judge Urbom's decision. Referring to Barbara Shaw, Shaw seeks general compensatory as well as punitive damages from Avery and Hendrickson for their individual capacities...in their individual capacities for their violation of her equal protection rights. And then he goes on to clarify the difference between punitive and compensatory damages. The judge's decision says the only evidence of injury is Shaw's testimony, goes on at the end of the paragraph, an amount of general compensatory damages is small but genuine. A reasonable appraisal of that sum is \$2,500. To be entitled to punitive damages from the defendants for their violation, Shaw must prove that the defendants were, "motivated by evil motive or intent", or (acted in a way that suggests reckless or careless indifference to the federally protected rights of others.) The evidence in this case does not support Shaw's prayer for punitive damages. Shaw is entitled to reasonable attorney's fees. And then it goes on that she is entitled to back pay, front pay and general compensatory damages, general compensatory damages in the amount of \$2,500. The State of Nebraska, in statute, is not required to pay punitive damages if we should not decide to do so but we do indemnify our employees for judgments such as this. In my opening, I tried to explain as best as I could in lay person's terms what our responsibility in this issue is.

PRESIDENT: One minute.

SENATOR COORDSEN: It makes not a great deal of difference at the heart of this matter what the statements were made. They're a matter of record in the Equal Opportunity Commission hearing which found them not guilty. They're a matter of record, again, in Judge Urbom's decision which awarded compensatory damages, which they are fully entitled to recover from the State of Nebraska as part of our indemnification statutes. We have no choice. Thank you.

PRESIDENT: Thank you. Senator Chambers, please, followed by Senator McFarland.

SENATOR CHAMBERS: Mr. Chairman and members of the Legislature, Senator Coordsen, my grandmother was a woman, my mother is a woman, my former wife is a woman, my sisters are women. I have a daughter who is a woman. I have a profound and abiding respect and maybe an abundance of protectiveness where women are