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1	Part I.	Claims against Defendant James E. Ayala	
2	A.	Section 1983 Claim - Retaliation for Exercise of First Amendment Rights	
3	A.	Section 1903 Claim - Retanation for Exercise of First Amendment Rights	
4	1. Did plaintiff Freddie Davis prove, by a preponderance of the evidence, defendant James Ayala retaliated against plaintiff Davis for exercising her First Amendment right		
5	detendant Jan	ies Ayaia retainated against plaintiff Davis for excreising ner i fist Amendment fights:	
6		Yes No	
7	If your answer to this question is "Yes," then please answer the next question. If your answer to this question is "No," go directly to Question I-B(1).		
8	question is 1	to, go directly to Question 1-D(1).	
9		2 Did defendent Avele move by a manual denonce of the evidence that he would	
10	have taken the	2. Did defendant Ayala prove, by a preponderance of the evidence, that he would exame actions against plaintiff Davis even in the absence of the protected conduct?	
11		X N	
12	T.C.	Yes No	
13		r to this question is "Yes," go directly to Question I-B(1). If your answer to this question please answer the next question.	
14			
15		3. Did plaintiff Davis prove, by a preponderance of the evidence, that she was	
16	harmed as a re	esult of defendant Ayala's actions?	
17		Yes No	
18	T.		
19	Please answer	the next question.	
20	_		
21	В.	Conspiracy Claim - Conspiracy with PHS Management to Retaliate against Plaintiff	
22			
23	existed between	1. Did plaintiff Davis prove, by a preponderance of the evidence, that a conspiracy en defendant Ayala and one or more PHS employees?	
24			
25		Yes No	
26	If your answer to this question is "Yes," then please answer the next question. If your answer to this question is "No," go directly to Question II-A(1).		
27			
28		2	

1	of the conspiracy between defendant Ayala and PHS was to retaliate against plaintiff Davis based				
2					
3	Yes No				
4					
5	If your answer to this question is "Yes," then please answer the next question. If your answer to Question I-B(2) is "No," go directly to Question II-A(1).				
6					
7	3. Did plaintiff Davis prove, by a preponderance of the evidence, that defendant				
8	Ayala committed an act in furtherance of this conspiracy, or caused an act to be committed in furtherance of this conspiracy?				
9					
10	Yes No				
11	If your answer to this question is "Yes," then please answer the next question. If your answer to question is "No," go directly to Question II-A(1).				
12					
13	4. Did plaintiff Davis prove, by a preponderance of the evidence, that defendant Ayala's acts as part of the conspiracy with PHS retaliated against plaintiff based on her exercise of her				
14	First Amendment rights?				
15	Yes No				
16	Please answer the next question.				
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1	Part II.	Claims against Defendant Darryl Griffith		
2	A.	Section 1002 Claim Detaliation for Evension of First Amendment Dights		
3		Section 1983 Claim - Retaliation for Exercise of First Amendment Rights		
4				
5	defendant Dai	rryl Griffith retaliated against plaintiff Davis for exercising her First Amendment rights?		
6		Yes No		
7		If your answer to this question is "Yes," then please answer the next question. If your answer to this		
8	question is "N	No," go directly to Question II-B(1).		
9		2. Did defendant Griffith prove, by a preponderance of the evidence, that he would		
10	have taken the	e same actions against plaintiff Davis even in the absence of the protected conduct?		
11		Yes No		
12		er to this question is "Yes," go directly to Question II-B(1). If your answer to this		
13	question is "No," then please answer the next question.			
14				
15	harmed as a re	3. Did plaintiff Davis prove, by a preponderance of the evidence, that she w harmed as a result of defendant Griffith's actions?		
16		${\text{Yes}}$ ${\text{No}}$		
17				
18	Please answer ths next question.			
19				
20	В.	Conspiracy Claim - Conspiracy with PHS Management to Retaliate against		
21	ъ.	Plaintiff		
22		 Did plaintiff Davis prove, by a preponderance of the evidence, that a conspiracy 		
23	1. Did plaintiff Davis prove, by a preponderance of the evidence, that a conspexited between defendant Griffith and one or more PHS employees?			
24		Yes No		
25	If your angua			
26	If your answer to this question is "Yes," then please answer the next question. If your answer to this question is "No," go directly to Part III.			
27				
28		A		

1	2. Did plaintiff Davis prove, by a preponderance of the evidence, that the p			
2	of the conspiracy between defendant Griffith and PHS was to retaliate against plaintiff Davis based on her exercise of her First Amendment rights?			
3				
4	Yes No			
5	If your answer to this question is "Yes," then please answer the next question. If your answer to this question is "No," go directly to Part III.			
6				
7				
8	3. Did plaintiff Davis prove, by a preponderance of the evidence, that defendant Griffith committed an act in furtherance of this conspiracy, or caused an act to be committed in			
9	furtherance of this conspiracy?			
10	${\text{Yes}}$ ${\text{No}}$			
11				
12	If your answer to this question is "Yes," then please answer the next question. If your answer to this question is "No," go directly to Part III.			
13				
14	4. Did plaintiff Davis prove, by a preponderance of the evidence, that defendant			
15	Griffith's acts as part of the conspiracy with PHS retaliated against plaintiff based on her exercise of her First Amendment rights?			
16				
17	Yes No			
18				
19	Please go to Part III.			
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	, and the second			

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1	Part IV.	Malicious, Oppressive or Reckless Conduct:			
2					
3	Please answer the next two questions.				
4	A. Re: Defendant Ayala: Did plaintiff Davis prove, by a preponderance of the evidence				
5	the conduct of disregard of p	defendant Ayala both harmed plaintiff and was malicious, oppressive or in reckless aintiffs rights, as those terms have been defined for you in these instructions?			
6		Yes No			
7					
8	<u>Defendant Griffith</u> : Did plaintiff Davis prove, by a preponderance of the evidence, that				
9	the conduct of defendant Griffith both harmed plaintiff and was malicious, oppressive or in rec disregard of plaintiffs rights, as those terms have been defined for you in these instructions?				
10	disregula of p	umans rights, as those terms have been defined for you in these instructions.			
11		Yes No			
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14	Dated:				
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