

**UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF MISSOURI
EASTERN DIVISION**

EQUAL EMPLOYMENT OPPORTUNITY)	
COMMISSION,)	
)	
Plaintiff,)	
)	
and)	
)	
AHMET YIGIT DEMIRELLI,)	
)	
Plaintiff-Intervenor,)	
)	
v.)	No. 4:04-CV-846 CAS
)	
CONVERGYS CUSTOMER)	
MANAGEMENT GROUP, INC.,)	
)	
Defendant.)	

AMENDED JUDGMENT

In accordance with the Memorandum and Order of this date and the Partial Judgment of January 19, 2006 and incorporated herein,

This action came before the Court for a trial by jury. On April 14, 2006, the jury rendered a verdict finding that defendant Convergys Customer Management Group, Inc. discriminated against plaintiff-intervenor Ahmet Yigit Demirelli and awarding Ahmet Yigit Demirelli lost wages in the amount of Fourteen Thousand Two Hundred Sixty-Five Dollars and Twenty-Two Cents (\$14,265.22) and compensatory damages in the amount of One Hundred Thousand Dollars (\$100,000.00). On this date, the Court awarded plaintiff injunctive relief and prejudgment interest in the amount of Two Thousand Six Hundred Thirty-Four Dollars and Eighty-Eight Cents (\$2,634.88). The Court also awarded plaintiff Equal Employment Opportunity Commission costs in the amount of Seven Thousand Six Hundred Twenty-Seven Dollars and Fifty-Seven Cents

(\$7,627.57) and plaintiff-Intervenor Ahmet Yigit Demirelli costs in the amount of One Hundred Thirteen Dollars (\$113.00). Plaintiff-Intervenor is awarded attorney's fees in the amount of Thirty-Four Thousand Four Hundred Dollars (\$34,400.00).

Accordingly,

IT IS HEREBY ORDERED, ADJUDGED, and DECREED that judgment is entered in favor of plaintiffs Equal Employment Opportunity Commission and Ahmet Yigit Demirelli and against defendant Convergys Customer Management Group, Inc. on the claim of disability discrimination as submitted in instruction #12.

IT IS FURTHER ORDERED, ADJUDGED, and DECREED that judgment is entered in favor of plaintiffs Equal Employment Opportunity Commission and Ahmet Yigit Demirelli and against defendant Convergys Customer Management Group, Inc. on the claim that Convergys Customer Management Group, Inc. failed to make a good faith effort to consult with plaintiff Ahmet Yigit Demirelli to identify and make reasonable accommodations as submitted in instruction #14.

IT IS FURTHER ORDERED, ADJUDGED, and DECREED that judgment is entered in the amount of Fourteen Thousand Two Hundred Sixty-Five Dollars and Twenty-Two Cents (\$14,265.22) for lost wages and benefits through the date of the verdict, One Hundred Thousand Dollars (\$100,000.00) for other damages up to April 4, 2003, excluding lost wages and benefits, total costs in the amount of Seven Thousand Seven Hundred Forty Dollars and Fifty-Seven Cents (\$7,740.57), prejudgment interest in the amount of Two Thousand Six Hundred Thirty-Four Dollars and Eighty-Eight Cents (2,634.88), and attorney's fees in the amount of Thirty-Four Thousand Four Hundred Dollars (\$34,400.00) for a total judgment of One Hundred Fifty-Nine Thousand Forty Dollars and Sixty-Seven Cents (\$159,040.67) against defendant Convergys Customer Management Group, Inc.

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that defendant Convergys Customer Management Group, Inc. shall provide plaintiff-intervenor Ahmet Yigit Demirelli with a neutral reference letter for potential employers. The neutral reference letter shall contain the title of the last position plaintiff-intervenor held at Convergys and the dates he was employed there. The neutral reference letter shall be signed by a management official at defendant's Hazelwood facility. The contents of the neutral reference letter shall be the only communication given in response to any inquires defendant receives regarding plaintiff-intervenor.



CHARLES A. SHAW
UNITED STATES DISTRICT JUDGE

Dated this 7th day of July, 2006.