



G. Edward (Ted) Anderson, Ph.D.

WELCH CONSULTING
12424 Wilshire Boulevard, Suite 600
Los Angeles, CA 90025
310.260.4858
GAnderson@welchcon.com

G. Edward (Ted) Anderson is a Senior Economist and Principal of Welch Consulting, located in the Los Angeles, California office.

EDUCATION

Ph.D., Economics
University of California, Los Angeles
Los Angeles, California
1988

M.A., Economics
Simon Fraser University
Burnaby, British Columbia, Canada
1979

B.A. (Hon), Business and Economics
Simon Fraser University
Burnaby, British Columbia, Canada
1977

PROFESSIONAL EXPERIENCE

Senior Economist and Principal
Welch Consulting
Los Angeles, California
2016 – Present

Vice President
Welch Consulting
Los Angeles, California
2001-2016

Sr. Economist
Welch Consulting
Los Angeles, California
1999 – 2015

Economist
Welch Consulting
Los Angeles, California
1988 – 1998

Director of Marketing
STATA Corporation
1985 – 1988

Research Assistant
Unicon Research Corporation
Santa Monica, California
1982 – 1985

Lecturer
California State University-Long Beach
Long Beach, California
1982 – 1984

Since 1988, when he joined Welch Consulting, Dr. Anderson has acted as an expert witness or consulting expert in more than 400 national class actions alleging Wage and Hour violations under the FLSA and State laws, including unpaid overtime, illegal clock rounding, malicious editing of time records, incorrect calculation of regular rates, meal and rest break violations, record-keeping and time reporting violations, and other claims of improper employer actions, including those charged under California's Private Attorney General Act (PAGA) and more recent claims under New York, Washington State, New York State law, and others. He has also acted as an expert witness or consulting expert in more than 200 matters involving Title VII class action claims of discrimination, and alleged pay violations under the Equal Pay Act. Dr. Anderson is experienced in evaluating alleged economic damages in single-plaintiff actions, such as those arising from wrongful termination, personal injury, and wrongful death claim and testifies regularly in such matters.

Prior to Welch Consulting, Dr. Anderson taught courses in microeconomics, macroeconomics, industrial organization, and managerial economics at California State University, Long Beach, and has lectured in microeconomics and macroeconomics at UCLA and at Simon Fraser University. His research included studies of the effect of affirmative action on women's income and on occupational differences in earnings capacity. Dr. Anderson has also directed research projects for the U.S. Air Force on the earnings and employment of retired military personnel.

Dr. Anderson received a Ph.D. in economics from the University of California, Los Angeles, where he was an H.B. Earhardt Fellow, and an M.A. and a B.A. with Honors from Simon Fraser University in Vancouver, Canada. His specialties while attending UCLA graduate school were Econometrics—which is the application of statistical principles and methods to economic data—and Labor Economics. He is a member of the American Economic Association and the American Bar Association.

SELECTED CASEWORK

Expert Witness, Wage and Hours: Class action claims were made for unpaid time, including overtime, due to off-the-clock delays caused by bag check policies and practices in a chain of California retail stores. Additional claims arose from allegations of shortened meal breaks caused by bag searches when leaving the workplace for meals. Computed class-wide potential exposures and PAGA damages, rebutted opposing expert analyses.

Consultant, Pay Equity Analyses: Performed proactive statistical analyses of differences in pay by gender and race for employees of a national retail chain; advised, through outside counsel, on empirical effects from revising individual classifications and pay practices.

Expert Witness, Employment Discrimination: National class allegations were made for disparate impact and disparate treatment of African-American employees in compensation and promotional policies and practices. Rebutted opposing expert study, presented affirmative statistics.

Consultant, PAGA Claims: California Class Action challenged recorded overtime hours based on company's weekly work schedules. Plaintiffs claimed unpaid daily, and "seventh day" overtime, violations in pay. Analyzed potential exposures and rebutted opposing expert study's results.



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SELECTED CASEWORK (continued)

Expert Witness, Discrimination in Hiring: National class action alleged a foreign-owned company discriminated in hiring against non-South Asian applicants and in favor of South Asians. Analyzed application pool compositions, and selections from these pools, by race, and showed there were no statistically meaningful disparities in hiring of non-South Asians overall. Presented rebuttal finding challenging opposing expert results, generated and presented affirmative study results.

Expert Witness, Wage & Hours: Class action suit charging that employees at a national restaurant chain were improperly denied meal and rest breaks. Performed variation studies on exceptions and analyzed manager editing of time records.

Expert Witness, Constructive Discharge: Single plaintiff claim of a Los Angeles firefighter who alleged that a co-worker prank was racially motivated. Estimated economic loss under an assumption of constructive discharge.

Expert Witness, Wage & Hours: Class action suit involving production line employees in a single Oklahoma facility who claimed unpaid pre-shift and post-shift time. Estimated durations of potential unpaid time from clock records and shift begin/end paid times for groups of workers during the liability period.

Summary Data Witness, Wage & Hours: Class action suit charging an Alabama chicken processing plant for failure to pay for time spent donning/doffing protective clothing and equipment. Provided testimony on plant-wide and individual-level employment data and time record data summaries.

Expert Witness, Lost Earnings: Single plaintiff suit brought against a California nursery. Estimated lost and remaining earnings capacity after incident and generated damage estimates.

Consultant, Wage & Hours: Class action suit involving a California-based bank whose employees claimed illegal record-keeping practices and meal and rest break violations. Estimated damages based on financial records and measured meal and rest exceptions using electronic employee time records.

Expert Witness, Wrongful Termination: Single plaintiff matter where psychiatrist claimed wrongful termination from County Psychiatric Facility. Performed market study and provided testimony on earnings capacity and mitigation efforts of plaintiff seeking part-time position working nights or weekends.

Consultant, University Dispute: Examined earnings of medical faculty both inside/outside of a large southern California university. Co-wrote report on findings for university administration and faculty committees.

Expert Witness, Wage & Hours: Class Action suit with claims of unpaid time while donning and doffing equipment/uniforms in multi-state, food industry plants employing line workers. Constructed litigation-quality payroll/employment database and estimated potential time/pay owed under FLSA.



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SELECTED PUBLICATIONS

[*Legal and Data Issues Arising from the Hyper-Connected Work Place*](#)

with E.Lander and H. Pordy, American Bar Association, Labor & Employment Law, November 2018.

[*California's '7th Workday' Rule Poses Unexpected Overtime Consequences*](#)

with H. Krier, Law360, December 2017.

[*The Pay Equity Consequences of Reclassifying Employees*](#)

Law360, August 2016.

[*Measures of Workplace Activity and Compensable Time from Multiple-Source Time-Stamped Data*](#)

American Bar Association, Labor & Employment Law, November 2015.

[*How to Measure & Prove Damages in Wage & Hour Cases*](#)

with D. Braziel and B. Ross, American Bar Association, Labor & Employment Law, November 2014.

[*The Role of Statistical Analysis in CA Meal Break Class Actions After Brinker*](#)

with N. Woods, California Labor & Employment Bulletin, December 2010.

ABOUT WELCH CONSULTING

Welch Consulting has more than 30 years experience assisting clients of every size in matters involving employment issues and complex business litigation across a broad spectrum of industries and public sector entities. Our track record in producing rigorous analyses meeting the highest standards of accuracy, clarity and punctuality makes Welch Consulting a consistent choice for industry leading companies and the nation's preeminent law firms.

Welch Consulting has offices in Los Angeles, Texas and Washington DC.

For more information about our professionals and services visit us online at www.welchcon.com