



## Jora B. Stixrud, Ph.D.

Jora B. Stixrud is a Managing Director in Welch Consulting's Washington, DC office. Dr. Stixrud is a labor economist who specializes in the statistical analysis of data. She regularly consults on matters requiring the analysis of race, gender, and age differences in employment outcomes, both within the context of litigation and in pro-active pay audits and other initiatives. She also assists clients with wage and hour matters that require the analysis of large and/or complex databases. She is experienced in applying economic and statistical analyses to evaluate allegations of discrimination and wage and hour violations, and in estimating potential damages in class action cases. She has assisted clients as a testifying and consulting expert, as a project manager supporting a testifying expert, and in preparation for mediation and negotiations with government agencies such as the EEOC and OFCCP.

Dr. Stixrud received her Ph.D. in Economics from the University of Chicago, where she specialized in Labor Economics, Applied Econometrics, and Applied Microeconomics. She served as a teaching assistant for graduate and undergraduate courses in econometrics and empirical labor economics at the University of Chicago, and also worked as a research assistant.

### SELECTED CASEWORK

**Consultant, Employment Discrimination:** Class action suit involving allegations of gender discrimination at the hourly and salaried levels in a large national retail company. Analyzed company human resource, payroll, and applicant tracking data to assess gender differentials in pay and promotion. Estimated potential damages under a variety of scenarios and investigated patterns in results to assess common class issues.

**Consultant, Employment Discrimination:** Multi-state EEOC investigation involving allegations of discrimination against African Americans in promotions and compensation at a large national home improvement retailer. Combined company human resource, job interest, and promotion tracking data to analyze racial differences in promotion rates. Investigated racial differences in compensation at hire.

**Consultant, Employment Discrimination:** Nationwide class action and EEOC allegations of discrimination against racial/ethnic minorities, women and older workers employed with an industry-leading national general merchandise retailer. Analyzed company human resource and payroll data to assess protected group differentials in pay and promotions of salaried workers. Consultant, Employment Discrimination: Nationwide audit of a large national retail company with regard to company gender diversity goals. Analyzed company-provided and third-party data sources to predict changes in gender representation over the next decade under alternative scenarios.

**Consultant, Wage & Hours:** Several class action suits involving claims of unpaid work time at a major telecommunications company. Analyzed computer, badge swipe, and timekeeping systems to calculate measures of potential unpaid work time. Combined bi-weekly and daily payroll data to generate exposure analyses for FLSA damages that account for overpayments and critiqued plaintiffs' reports in support of mediation.

### WELCH CONSULTING

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### EDUCATION

Ph.D., Economics  
University of Chicago  
Chicago, Illinois  
2008

M.A., Economics  
University of Chicago  
Chicago, Illinois  
2005

B.A., Economics, Mathematics  
and Mathematical Methods in the  
Social Sciences  
Northwestern University  
Evanston, Illinois  
2003

### PROFESSIONAL EXPERIENCE

Managing Director  
Welch Consulting  
Washington, DC  
2018 – Present

Senior Economist  
Welch Consulting  
Washington, DC  
2016 – 2018

Economist  
Welch Consulting  
Washington, DC  
2010 – 2016

Economist  
Welch Consulting  
Los Angeles, California  
2008 – 2010

Teaching Assistant  
Department of Economics  
University of Chicago  
Chicago, Illinois  
2005 – 2007

Research Assistant  
Department of Economics  
University of Chicago  
Chicago, Illinois  
2004 – 2007



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### SELECTED CASEWORK (continued)

**Consultant, Wage & Hours:** Class action case involving allegations of meal and rest break violations and falsified meals at a California location of a national restaurant chain. Combined time keeping and payroll records to measure meal and rest break penalties, overtime payments owed, and other associated penalties. Generated damage estimates under alternative scenarios and provided mediation support.

**Consultant, Wage & Hours:** Case involving allegation of employee misclassification at a nonprofit company. Combined payroll and time keeping data to assess FLSA compliance. Generated estimates of back pay, exposure, and re-classification costs.

**Consultant, Wage & Hour:** Case involving allegations of unpaid overtime, minimum wage violations, missed meal and rest breaks, and associated penalties for a retail merchandiser. Combined and analyzed human resources, payroll, and timekeeping data. Performed a removal analysis and assisted with mediation preparation.

**Consultant, Pay Equity Audit:** Annual pay equity audits for a technology services provider. Analyzed race and gender differences in base pay and equity compensation. Utilized additional data sources from applicant tracking system to refine analysis and assist with recommendations for remediation effort.

**Consultant, Wage & Hour:** Audit of timekeeping and payroll data for manufacturing employer to determine whether the existing regular rate calculations were correct. Calculated exposure due to miscalculation of regular rate. Provided detailed exposure estimates for individual plants and employees.

**Consultant, Gender Discrimination:** Assisted client with response to EEOC investigation of gender differences in pay and promotion rates. Analyzed data and calculated potential exposure under a variety of scenarios. Replicated and assisted with response to EEOC's analysis.

**Consultant, UK Gender Pay Gap Reporting:** Assisted international employer with gender pay gap calculations for required reporting. Performed supplemental analyses to diagnose and demonstrate the drivers of the calculated gap.

**Consultant, Pay Equity Audit:** Performed annual pay equity audits of partners at an international law firm. Analyzed factors explaining pay, both within and across genders.

**Consultant, Pay Equity Audit:** Performed pay equity audit for employer in the entertainment industry. Reviewed detail underlying statistical models, diagnosed areas with unexplained differences, and assisted with remediation.

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## SELECTED CASEWORK (continued)

**Consultant, Wage & Hour:** Assisted multi-state entertainment industry employer with exposure estimates and mediation preparation for multiple wage and hour lawsuits including allegations of misclassification, off-the-clock work, meal and rest break violations, and minimum wage/tip credit violations.

**Consultant, Pay Equity Audit:** Performed annual pay equity audits for healthcare industry employer. Compiled and reviewed data from multiple sources to assist with providing recommended pay adjustments. Assisted with preparing materials for leadership meetings.

**Expert, Promotions and Pay Equity Audit:** Performed audit of promotions and pay equity for a national non-profit. Met with senior leaders and prepared a report of findings that was circulated internally.

**Consultant, Wage & Hour:** Assisted nationwide retailer with matters involving allegations of late payments upon termination, rounding, and calendar workday violations. Calculated exposure estimates in preparation for removal arguments and mediation. Assisted with investigation involving manager edits to employee worktime.

**Consultant, Race Discrimination:** Assisted employer with response to union grievance involving race differences in performance reviews. Analyzed data in a variety of ways to determine what patterns, if any, were present.

**Consultant, Wage & Hour:** Assisted employer with matter involving allegations of off-the-clock work in a call center. Used alternate data sources to estimate potential time worked off-the-clock and estimated exposure. Analyzed variability across centers, employees, and time periods.

**Consultant, Gender Equity:** Assisted employer with project aimed at increasing the racial and gender diversity in management roles. Calculated projections under a variety of assumed scenarios.

**Project Manager, Wage & Hour:** Supported testifying expert with preparing analyses for an expert report for class certification matter involving allegations of missed meal breaks in the food service industry. Investigated patterns across locations and individuals to assess commonality.

**Consultant, Race Discrimination:** Analyzed race differences in performance review scores in the airline industry. Performed exposure analysis for pay differences allegedly caused by differences in review scores.

**Expert, Wage & Hour:** Matter involving allegations of off-the-clock donning and doffing in the food production industry. Submitted expert report and was deposed in class certification stage.

**Project Manager, Gender Discrimination:** Matter involving allegations of gender discrimination in pay in the pharmaceutical industry. Supported testifying expert in preparing analyses and report.

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### SELECTED CASEWORK (continued)

**Expert, Wage & Hour:** Matter involving allegations of missed meals in the retail industry. Submitted expert rebuttal report responding to plaintiff's expert's analysis of recorded meal breaks and exposure calculations.

**Expert, Wage & Hour:** Matter involving allegations of meal break violations in the healthcare industry. Submitted expert report in class certification stage.

**Consultant, Employment Discrimination:** Assisted employer with iterative, real-time analysis to assess race, gender, and age differences in selection rates in preparation for a reduction in force.

#### 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](http://www.welchcon.com)