



ECONOMICS
AND STATISTICS
FOR
LABOR &
EMPLOYMENT



Welch Consulting economists are uniquely qualified to offer statistical examination, analysis, and guidance about a variety of complex economic and employment issues:

Employment Discrimination Claims

- Hiring, job assignment, and placement
- Pay equity
- Promotions, training, and disciplinary actions
- Terminations

Wage and Hour Issues

- FLSA misclassification claims
- Overtime and off-the-clock work
- Missed meals, rest breaks, and other unpaid time claims
- Work time rounding claims
- California PAGA claims
- Regular rate-of-pay calculation issues arising from the FLSA and state laws (e.g., California, New York)

Audits of Employment Practices

- Proactive pay equity analyses with regard to gender, race, and other protected categories
- Proactive monitoring of employment decisions
- Adverse impact analysis of reductions in force, company reorganizations, and mergers

Government Agency Investigations

- OFCCP and EEOC-related analyses of pay and selections
- DOL's wage and hour division compliance investigations

Class Action Certification

- Evaluation of commonality and typicality for members of the putative class

Economic Damages

- Assessing class-wide damages for the purposes of settlement, mediation or trial
- Lost earnings and mitigation in single-plaintiff matters
- Damages in breach of contract and intellectual property disputes

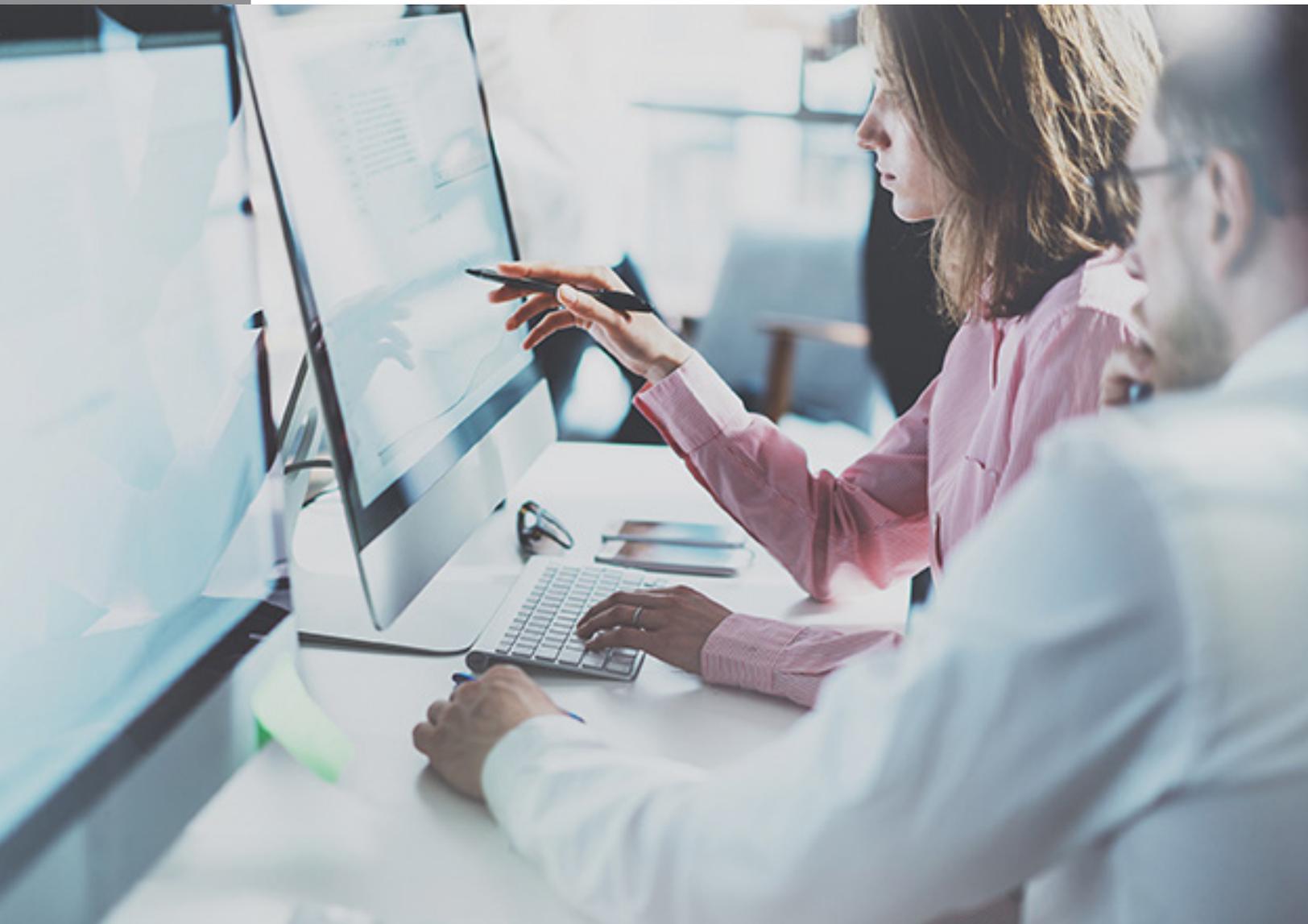
General Economics and Statistics

- Economic modeling of business practices
- Analysis and critical review of data and statistical results from surveys
- Organizing and analyzing large and complex databases

Welch Consulting has more than three decades of experience supporting firms of all sizes across a broad spectrum of industries in complex employment litigation. We provide in-depth knowledge and application of economics to produce precise analyses that meet the highest standards of accuracy, clarity, and punctuality. This makes Welch Consulting a consistent choice for both industry-leading companies and the nation's preeminent law firms.

Our extensive experience in employment litigation, class action, and single-plaintiff cases includes analyses of discrimination claims under Title VII, the Equal Pay Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act. We also specialize in evaluating wage and hour claims arising from alleged violations of the Fair Labor Standards Act, as well as claims pertaining to state labor laws (such as those specific to California and New York).

Welch Consulting is a leader in assisting with preemptive audits of pay and employment selection practices, both to ensure compliance with state and federal employment laws and to anticipate litigation risks. Welch Consulting experts balance business and legal priorities with an individualized approach to each client's unique challenges. We collaborate with outside and inside legal counsel, diversity and inclusion practice teams, HR professionals, and upper management, helping to assess business practices, measure progress, and formulate goals.





WELCH CONSULTING EXPERTS

Finis Welch, the founder of Welch Consulting, was a pioneer in applying economic and statistical principles to labor and employment litigation. Forty years later, our commitment to the scientific analysis of employment issues has never wavered; we are proud of our reputation for rigorous analysis, effective consulting, and expert testimony.

Welch Consulting's labor economists are recognized authorities in the field, providing expert advice in consulting engagements as well as compelling and reliable testimony during litigation. Our consultants analyze and evaluate employment and compensation outcomes that range in scope from large class action litigation to individual claims of damages arising from alleged adverse employment decisions, including wrongful termination. We utilize dedicated computer resources to facilitate the

analysis and management of large databases, and assemble teams to provide targeted assistance in disputes of any scale across the country. Our goal is to enable clients to identify and address potential compensation or adverse employment-selection claims before they reach active litigation.

We are also engaged with contemporary issues in employment litigation, such as the increasing reliance on "big data" and artificial intelligence (AI) to inform employment decisions. Our economists speak regularly at national legal and HR conferences on evolving issues in labor and employment law.

Welch Consulting maintains offices in California, Texas, and Washington, D.C., but serves clients across the country; please be in touch if we can assist you.



We provide clients with authoritative, comprehensive insights, and analyses of employment practices that can be relied upon confidently in critical decision-making and litigation.

Companies of every size accumulate significant amounts of electronic data. We can help you organize, supplement, and thoroughly analyze your company's pay, timekeeping, and other HR data to ensure the completeness, accuracy, and reliability of these databases.



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