



John Connor Carroll

WELCH CONSULTING

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EDUCATION

B.S., Mathematics/Economics
UCLA Honors Program
University of California, Los Angeles
2006

PROFESSIONAL EXPERIENCE

Director
Welch Consulting
Los Angeles, California
2019 - Present

Managing Consultant
Welch Consulting
Los Angeles, California
2015 - 2019

Associate Economist
Welch Consulting
Los Angeles, California
2006 - 2015

J. Connor Carroll is a Director in the Los Angeles office of Welch Consulting. Mr. Carroll assists with data construction and statistical analysis for large class action wage and hours cases typically involving claims of meal and rest break violations, overtime underpayment, off-the-clock work time, regular rate miscalculation, and associated penalties, including PAGA. In several key cases with these claims, he was able to reconstruct employees' work days using all available pieces of information, such as timeclock punches, phone records, building access swipes, GPS coordinates, and email histories, to present comprehensible visual examples of work patterns. He is also experienced with labor force audits revolving around various types of regression analysis for pay equity and discrimination matters. He has worked with clients in a wide variety of fields, including retail, finance, education, healthcare, manufacturing, food service, entertainment, and information technology, to collect and organize relevant data, estimate potential exposure, prepare for mediation, and provide expert testimony from economists. Mr. Carroll has worked at Welch Consulting for over 15 years. Prior to joining Welch Consulting, he was a full-time student at the University of California, Los Angeles, where he majored in Mathematics and Economics and graduated in 3 years with College Honors recognition.

SELECTED CASEWORK

Wage & Hours: Class action claims of meal break violations and off-the-clock work for a nationwide delivery company operating in California. Identified variation among drivers and routes, and estimated potential exposure with penalties.

Wage & Hours: Class action claims of underpayment of overtime for a class of individuals at a service firm in California. Estimated daily and weekly overtime hours worked and overtime premiums. Extrapolated to estimate overtime hours worked and overtime premiums for the pay periods without daily timesheets.

Wage & Hours: Class action claims of misclassification and unpaid overtime in a communications company. Combined phone, email, and computer records to estimate work hours and identify potential meal breaks. Illustrated work patterns and variability using charts of daily activity.

Wage & Hours: Class action claims of meal break violations for a class of employees at a large retailer in California. Analyzed commonality/variability of meal break compliance patterns using the timekeeping data. Provided mediation support and assisted with settlement administration.

Wage & Hours: Class action suit involving unpaid hours for employees who were in piece-rate (or flag hour) compensation system. Estimated exposure.

Wage & Hours: Class action suit involving underpayment involving flat sum bonuses. Estimated exposure.

Wage & Hours: Pre-emptive legal review of regular rate calculations for a California university system. Identified potential underpayment of overtime premiums associated with bonuses and shift differentials and summarized trends over time and by campus.



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SELECTED CASEWORK (continued)

Discrimination: Audit on compensation of the high-level executive management at a large nationwide retail company. Analyzed the compensation data and performed statistical analyses of compensation by gender and race.

Discrimination: Class action claims of gender discrimination in total compensation at large investment banks. Performed statistical analyses of compensation by gender.

Discrimination: Allegations of race discrimination in pay at a large manufacturing company. Performed statistical analyses of compensation by race.

Discrimination: Age discrimination allegations in terminations at a large restaurant chain. Performed statistical analyses of involuntary terminations by age.

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