



## Dawn M. Kovner, M.P.P.

**WELCH CONSULTING**  
12424 Wilshire Boulevard, Suite 600  
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Dawn Kovner is an Economist who specializes in economic damages calculations in single-plaintiff claims involving allegations of wrongful termination, failure to promote, failure to accommodate, and related employment issues. In addition to valuing lost earnings and benefits, she performs and directs analysis on national and local labor markets, job availability, compensation, benefits, and plaintiff mitigation efforts. She has prepared economic valuations of life care plans and calculations related to loss of household services in personal injury and wrongful death cases.

### EDUCATION

M.P.P. (Public Policy)  
University of Southern California  
Los Angeles, California  
1993

B.A., Sociology, cum laude  
University of California, Los Angeles  
Los Angeles, California  
1991

Since joining Welch Consulting, Ms. Kovner has consulted or testified in more than 1,000 damages cases in Federal and State court, and at arbitrations and mediations. Areas of experience include the valuation of complex public and private benefit plans, executive compensation and incentive plans and business profit projections. Her practice also includes litigation support and analysis in class claims requiring calculations of unpaid wages and penalties associated with off-the-clock work. She has more than 20 years of experience working directly with attorneys, reviewing and responding to reports of opposing expert economists, and providing expert insights at all stages of the litigation process.

### PROFESSIONAL EXPERIENCE

Economist  
Welch Consulting  
Los Angeles, California  
2017-Present

Managing Consultant  
Welch Consulting  
Los Angeles, California  
2015-2017

Senior Associate Economist  
Welch Consulting  
Los Angeles, California  
2009 – 2015

Associate Economist  
Welch Consulting  
Los Angeles, California  
1996 – 2009

Analyst  
Hamilton, Rabinovitz & Alschuler,  
Los Angeles, California  
1993 – 1996

### SELECTED CASEWORK

#### **Expert Witness at Arbitration - Economic Losses, Job Availability and Mitigation**

Calculated and presented earnings and benefits losses claimed by a Program Director, Associate Dean of Continuing Legal Education and Adjunct Professor of Law who was laid off by a Southern California university. Deposition and arbitration testimony included a comprehensive job market study and mitigation review, as well as an assessment and critique of the opposing expert's economic damages report.

#### **Expert Witness at Arbitration – Job Availability and Mitigation**

Evaluated a Plaintiff's job search activity, the available labor market and potential for offset compensation and benefits following the layoff of a Senior Marketing Director at a \$5 billion consumer products company headquartered in Los Angeles.

#### **Expert Witness at Deposition – Economic Losses and Defendant's Financial Conditions**

Submitted a report under Federal Rule 26 and testified at deposition about economic losses claimed by a flight attendant who was terminated, including the potential impact of airline job restructuring, COVID-19 related travel restrictions and subsequent furloughs and involuntary separation programs. Also submitted a rebuttal report and testified in response to the opposing expert's presentation of the financial conditions of the defendant, a public company, for the punitive damages phase of the trial.

#### **Expert Witness at Trial - Economic Losses, Job Availability and Mitigation, and Defendant's Financial Conditions**

Testified at deposition and at trial about the economic losses of a retail store manager and the job opportunities available in the Los Angeles area. Also provided rebuttal testimony in response to opposing expert's calculations. Testified about the financial conditions of the defendant, a public company, for the punitive damages phase of the trial.



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## SELECTED CASEWORK (continued)

### **Consultant, Wage and Hour – Unpaid Commute Time Studies**

Consultant on multiple class action cases involving allegations of unpaid commute time of utility line locators and cable splicers. Managed the analysis of work and nonwork travel embedded in GPS coded data. Calculated unpaid commute time and associated premium pay, interest and penalties, and offsets from overpayments received for nonwork, noncommute time.

### **Principal Researcher – California Labor Market Study**

Conducted a labor market salary survey to support compensation negotiations of a labor union representing public attorneys and administrative law judges. Was retained a second time to perform a follow-up study and to assist in collective bargaining mediation. Presented findings to the collective bargaining negotiating committee.

## Article

### *Calculation of Economic Damages in Wrongful Termination Cases*

Co-authored with Amy M. Aukstikalnis, Ph.D. and Stephen Bronars, Ph.D.  
May 2013, Orange County Bar Association Law Section Seminar

## Professional Membership

American Rehabilitation Economics Association (“AREA”)

## 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)