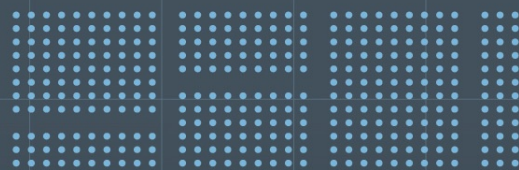


DATA & HR ANALYTICS



PRACTICE CONTACTS

Sheila Buenafe

Chuck Fields

John H. Johnson

George Lynch

Connor Moynihan

RELATED CAPABILITIES

Discrimination

Labor & Employment

Wage & Hours

Edgeworth Economics applies our deep experience and outstanding capabilities in data extraction, cleaning, validation, and construction on a variety of systems to translate the data complexities our clients face into simplified, actionable solutions.

We provide economic and statistical data consulting to Fortune 500 companies across the globe, both through direct business consulting and in the context of litigation. Our professionals work with corporate leaders and outside counsel to identify fundamental questions that can be answered with the available data to foster strategic growth or minimize potential risks in all aspects of running a business, including sales, finance, and HR.

Data Analytics Business Consulting

Coordinating data across multiple divisions to identify and answer key business questions that reveal areas of growth and reduce exposure is often difficult even for the most successful businesses. Edgeworth has developed rigorous data analytics for businesses and other organizations across a variety of industries, based on an approach that focuses on:

- Crafting the fundamental business questions that can be answered with your data
- Understanding how your data reflects the business realities of your firm
- Extracting, cleaning, and validating data from a variety of systems
- Developing thoughtful statistical analyses and applying state of the art methodologies to provide rigorous answers
- Interpreting these statistical analyses—recognizing the strengths and limitations of the approach—to intuitively and effectively provide meaningful, actionable solutions to your underlying business questions

HR Analytics Business Consulting

Edgeworth experts apply their knowledge and experience to help clients efficiently manage complex issues by transforming the often overwhelming volume of HR data into strategic solutions. We work with clients to translate their HR data into meaningful, actionable information to help improve efficiencies and more effectively deploy human capital.

Edgeworth's experience includes:

- Assessing and forecasting hiring and attrition trends to assist in workforce planning
- Helping companies analyze and quantify diversity and inclusion initiatives
- Quantifying recruitment analytics to measure ROI and shape recruiting strategy
- Analyzing compensation, hiring, promotion, and termination data for a variety of purposes including retention risk
- Building analyses to properly respond to EEOC investigations or OFCCP audits
- Measuring the impact of organizational realignments on the workforce
- Assessing wage and hours claims under FLSA or state laws

Data Analytics in Litigation and Compliance

Edgeworth data experts identify, assess, and build transactional databases for clients involved in litigation, arbitration, and regulatory compliance matters. We have extensive experience and expertise working with a variety of systems, including decommissioned mainframes, legacy systems, SAP, and Oracle.

Our experts easily guide clients through the process of constructing large databases for the purposes of litigation or regulatory compliance. We begin by developing a preliminary data management plan, then go through the steps of identifying all potential data that may be required in the litigation, including:

- The kinds of information needed
- The time period over which information is available
- The systems such information is stored in
- Possible interviews of IT personnel
- Extraction of data from multiple systems
- Validation of data
- Standardization of data, for instance, across multiple databases or companies

CASE HIGHLIGHTS

The Impact of the School-to-Prison Pipeline on Girls of Color in Massachusetts
Business & Regulatory Consulting, 07.12.2022

Independent Audit of the ShotSpotter Accuracy
Business & Regulatory Consulting, 03.28.2022

Independent Analysis of the MacArthur Justice Center Study on ShotSpotter in Chicago
Business & Regulatory Consulting, 07.22.2021

NFLPA Analysis
Business & Regulatory Consulting, 2021

Court Relies on Dr. Deborah Foster's Analysis in Denying Class Certification in California Wage & Hours Case
Litigation, 01.04.2021

Nearly 50% of US Labs Still Do Not Have Supplies for COVID-19 Testing, Reports AACC, Edgeworth Survey
Business & Regulatory Consulting, 07.28.2020

Edgeworth Client Prevails in California Lawsuit Alleging Improper Payment of Overtime
Litigation, 03.2020

Expert Report on Pay Equity Claims at a Government Agency
Litigation, 03.01.2020

California Court of Appeal Upholds Rounding Case Ruling for Edgeworth Client
Litigation, 10.16.2019

Pregnancy Discrimination Class Action
Litigation, 10.15.2019

Dr. Deborah Foster Testifies on Damages at Arbitration Regarding Claims of Gender Discrimination
Litigation, 12.06.2018

Edgeworth Provides Analyses of Rounding Policies in California Court
Litigation, 06.28.2018

Edgeworth Client Wins California Meal Period Class Action
Litigation, 12.19.2017

EDGEWORTH INSIGHTS

People Analytics and Artificial Intelligence: Opportunities and Pitfalls
Blog, 11.01.2022

Prevailing Wage Preview: H-1B Foreign Worker Salary Expectations for July 2022
Blog, 04.19.2022

SPEAKING ENGAGEMENTS

Evolving Legal Challenges for HR Managers in an Unprecedented Labor Market: Practical Guidance
Event, 11.10.2022

People Analytics & Artificial Intelligence: Opportunities & Pitfalls
Event, National Housing Center 1201 15th Street NW Washington, District of Columbia 20005, 10.07.2022

NEWS

Managing Principal George Lynch Releases New LinkedIn Learning Course
News, 11.28.2022

Project Spotlight: School Discipline and Girls in Communities of Color
News, 01.06.2022

Meet the DC Data Analytics Firm Tracking Covid Cases in NFL Cities
In the News, *Washington Business Journal*, 09.09.2020

Edgeworth Economics Launches Data Analytics Firm
Press Release, 12.12.2019

Dr. John Johnson Interviewed by Full Measure News Program
In the News, 01.07.2019

President & CEO Dr. John Johnson Releases Course on Data Analytics for Business Professionals
News, 03.01.2018