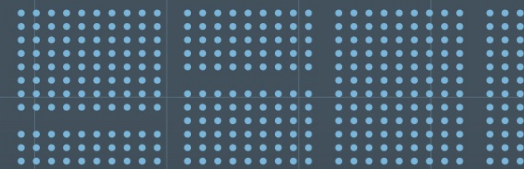


LABOR & EMPLOYMENT



PRACTICE CONTACTS

Stephen G. Bronars
Deborah K. Foster
John H. Johnson
Nathan D. Woods

Edgeworth is a leader in evaluating complex labor and employment issues as testifiers and consultants. Our experts are well-known for developing a thorough understanding of our clients' unique challenges and applying tailored, innovative approaches to rigorously analyze the issues. Our team combines intellectual insight; expertise in labor economics, econometrics, and statistics; practical experience; and the firm's vast data capabilities to provide exceptional analysis in a wide range of labor and employment cases.

AREAS OF CONCENTRATION

Damages
Data & HR Analytics
Discrimination
No Poaching
Wage & Hours

Our economists have been retained to offer their expertise, both as testifiers and consultants, on a variety of labor and employment topics, including:

- Class certification
- Gender, race, ethnicity, and age discrimination claims relating to pay, promotions, hiring, and terminations
- Wage and hours litigation under FLSA and state specific laws
- Claims arising from no-poaching agreements
- Agency investigations
- Damages and exposure analyses
- Pay equity audits
- Diversity, equity, and inclusion (DEI) initiatives
- Criminal background checks
- Compliance audits
- Reduction-in-force (RIF) analyses
- Single-plaintiff claims
- Collective bargaining negotiations
- Americans with Disabilities Act cases

RELATED CAPABILITIES

Antitrust & Competition
Class Certification
Damages

Throughout the lifespan of these projects, Edgeworth routinely extracts, synthesizes, and analyzes extensive amounts of information from complex and varied employment databases. Our rigorous approach and data analysis capabilities ensure that our conclusions in both litigation and consulting stand up to close scrutiny and real-world application.

CASE HIGHLIGHTS

Summary Judgement Granted in Favor of Edgeworth Client
Litigation, 04.04.2022

Dr. Deborah Foster Testifies in Discrimination Case that Resulted in a Full Award for Client
Litigation, 03.03.2022

Edgeworth Client Prevails in Federal Lawsuit Alleging Discrimination
Litigation, 08.26.2021

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

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

Pay and Compensation Studies
Business & Regulatory Consulting, 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

Ongoing Pay Equity Analysis
Business & Regulatory Consulting, 01.2019

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

Independent Contractor Claims of Misclassification in the Shared Economy Transportation Industry
Litigation, 02.28.2018

Edgeworth Analysis Cited by Arbitration Board in Decision Regarding Wage Increases for a Railroad Union Contract
Litigation, 01.30.2018

Edgeworth Client Wins California Meal Period Class Action
Litigation, 12.19.2017

PUBLICATIONS

The Evolution of DOJ's Views on No-Poach Litigation
Published Article, *ABA Antitrust Magazine*, 09.13.2022

Parsing The Impact Of White Collar FLSA Exemption Proposal
Published Article, *Law360*, 06.13.2022

Federal Minimum Wage Should Be Indexed For Local Markets
Published Article, *Law360*, 05.11.2021

Companies Considering Layoffs Face Tradeoff Between Diversity and Experience
Published Article, *Law360*, 05.01.2020

DOL's Overtime Rules: What to Expect for High-Paid Workers
Law360, 04.15.2019

What California Minimum Wage Increases Mean for Your White Collar Employees
Edgeworth Economics, 06.18.2018

Primer on Wage Analyses for Antitrust Attorneys: Part 2
Law360, 05.23.2018

Primer on Wage Analyses for Antitrust Attorneys: Part 1
Law360, 05.23.2018

EDGEWORTH INSIGHTS

Parsing The Impact Of White Collar FLSA Exemption Proposal
Blog, 06.27.2022

The State of Labor Market Competition: The Treasury's View and Potential Impact and Regulation on Employers
Blog, 06.07.2022

Prevailing Wage Preview: H-2B Foreign Worker Salary Expectations for July 2022
Blog, 05.03.2022

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

What is the “Great Resignation,” and what does it mean for employers?
Blog, 03.01.2022

SPEAKING ENGAGEMENTS

Preparing for Employment Challenges in the COVID-19 World: Key Considerations for Employers
Webcast, 07.21.2020

The 2019 Farm Labor Survey: More Detailed Information but Adverse Effect Wage Rates Continue to Grow
Event, Washington, DC, 02.05.2020

Statistics: Oh What Stories Your Data Can Tell | Georgetown Advanced eDiscovery Institute
Event, Renaissance Washington, DC, 11.21.2019

Ensuring Pay Equity | ABA 13th Annual Labor and Employment Law Conference
Event, New Orleans, Louisiana, 11.07.2019

Pay Parity and the Revival of the EEOC Pay Data Survey | 15th Annual Employment Practices Liability Insurance
ExecuSummit
Event, Uncasville, Connecticut, 09.24.2019

Challenges Businesses Face Recruiting American Workers for Seasonal Work
Event, Capitol Visitor's Center, Washington DC, 07.17.2019

A Labor Economist's View of the Problems with AEWR
Event, 02.05.2019

Wage and Other Employment Issues Facing Troubled Companies | AIRA Bankruptcy & Restructuring Conference
Event, 06.15.2018

Webinar: Predictive and Flexible Scheduling
Webcast, 05.23.2018

Predictive and Flexible Scheduling | Kronos Retail & Hospitality Executive Summit
Event, 05.16.2018

Pay Equity Assessments | Wage & Hour Defense Institute Spring Meeting
Event, 05.04.2018

Trends in Migration & Workforce Dynamics | NCFE Annual Meeting 2018
02.07.2018

Ag Labor Demographics: Present and Future | NCAE Annual Meeting 2018
Event, 02.06.2018

NEWS

Edgeworth Partner Dr. Stephen Bronars Cited in *Bloomberg Law*
In the News, *Bloomberg Law*, 11.06.2019

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

Edgeworth Economics Celebrates 10th Anniversary
Press Release, 09.19.2019

Edgeworth Analysis Heavily Cited by Judge in California Court
News, 06.28.2018

Edgeworth Partner Cited on Labor Supply in Agriculture Industry
In the News, 02.20.2018