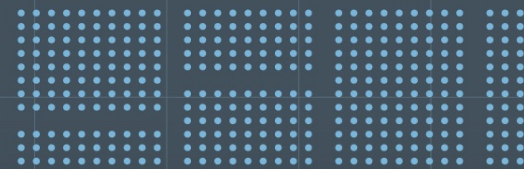


LABOR & EMPLOYMENT



PRACTICE CONTACTS

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

AREAS OF CONCENTRATION

Damages
Discrimination
No Poaching
Wage & Hours

RELATED CAPABILITIES

Antitrust & Competition
Class Certification
Damages

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.

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

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

PUBLICATIONS

Important Implications of the DOL's Proposed Automatic Updating Mechanism
White Paper, *Edgeworth Economics*, 10.26.2023

Regional Implications of the DOL's White-Collar Exemption Notice of Proposed Rulemaking
White Paper, *Edgeworth Economics*, 10.24.2023

Predictions on Salary Levels in Proposed DOL Overtime Rule
Published Article, *Law360*, 04.26.2023

A Critical Evaluation of The FTC's Empirical Evidence That Prohibiting Non-Compete Clauses Will Increase Earnings
Published Article, *A condensed version of this article was published in Bloomberg Law*, 03.07.2023

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

EDGEWORTH INSIGHTS

A Closer Look at the Distribution Used to Set the Threshold for Bona Fide EAP Employees
Blog, 10.31.2023

Projections Are Only As Good As the Data on Which They Are Based
Blog, 10.30.2023

Why 'Overtime Protection' Isn't Necessarily Good for Employees
Blog, 10.27.2023

Overtime-Eligible Does Not Mean Higher Earnings
Blog, 10.25.2023

An Overview of the DOL's White-Collar Exemption Notice of Proposed Rulemaking
Blog, 10.23.2023

White-Collar Exemption NPRM Understates Impact on Small Businesses
Blog, 10.23.2023

What Is BIPA and Why Does It Matter?
Blog, 09.07.2023

Omitted Variable Bias's Cousin: How Measurement Error Can Also Bias the Results of Pay Equity Studies
Blog, 06.06.2023

FTC Evidence That Non-Competes Reduce Earnings Is Inconclusive
Blog, 03.07.2023

The Department of Labor's Wage Mandate for Farmworkers and H-2A Visas
Blog, 12.02.2022

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

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

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 AEW
Event, 02.05.2019

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