



AMY M. AUKSTIKALNIS

BUSINESS ADDRESS

Welch Consulting
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EDUCATION

Ph.D., Economics, *University of Houston, August 1995*
M.A., Economics, *University of Houston, May 1992*
M.B.A., *University of Houston, May 1990*
B.B.A., Marketing, cum laude, *University of Houston, May 1987*

HONORS AND AWARDS

AT&T True Team Award, 1996
University of Houston, Research Fellowship, 1990-1995
American Business Women's Association, 1989-1990
Laufman Memorial Scholarship, University of Houston, College of Business Administration, 1988-1990

PROFESSIONAL EXPERIENCE

Senior Economist
Welch Consulting, Santa Monica, California, 2000-Present

Economist
Welch Consulting, Santa Monica, California, 1997-2000

Economist
Workers Compensation Research Institute, Cambridge, MA, 1996-1997

Consultant
Telstra Australia, 1996

Analyst
AT&T Bell Laboratories, Somerset, New Jersey, 1995-1996

Lecturer
University of Houston, Houston, Texas, 1993-1995

PUBLICATIONS AND WORKING PAPERS

"Attorney Involvement, Indemnity and Controversy in Workers' Compensation: Evidence from Georgia, Massachusetts, and Tennessee," with John Gardner, Cambridge, MA; Workers Compensation Research Institute. Working Paper.

"Income Replacement in Arkansas, "Cambridge, MA: Workers Compensation Research Institute, Research Brief, December 1996.

"Gender Differences in the Job-Quitting Behavior of Young Workers," Working Paper, Fall 1996.

"Gender Differences in the Job Turnover Behavior of Young Workers," University of Houston Ph.D. Dissertation, 1995.

CASE EXPERIENCE

Expert Witness, Wage and Hour, Class Action. Case involved the calculation of potential overtime damages for class members working a 4/10 schedule at a California based construction company.

Consultant/Expert Witness, Wage and Hour, Class Action. Case involved allegations of missed and short meal and rest breaks, misclassification of exempt employees, unpaid overtime and under-payment of vacation pay at a California based company. Performed an audit of the opposing expert's calculations and provided feedback on underlying assumptions and potential misstatement of damages to counsel.

Expert Witness, Economic Losses, Single Plaintiff. Case involved an individual who was the victim of human trafficking. Prepare an estimate of past unpaid wages and what it would take financially to get the individual back on track educationally and in terms of a proper career path.

Expert Witness, Wage and Hour, Class Action. Case involved the estimation of forfeited vacation time for employees of a national retailer. Worked with both class and defense counsel on the identification of class members, calculation of damages and estimation of settlement awards for the various sub-classes in a mediation setting.

Consultant, Wage and Hour, Class Action. Case involved allegations of missed/short meal and rest breaks, off-the-clock activity, and unpaid overtime at a large national retailer. Assisted in the identification of potential class members and estimated potential damages using data from company time stamped cash register and time clock data.

Consultant, Reduction in Force Audit. Prepared adverse impact analyses (examining Gender, Race and Age) and provided feedback regarding potential problem areas during a recent reduction in force at the production facilities of a California based firm.

Consultant, Employment Practice Audit. Examined base pay, merit increases, stock and bonus allocations for areas of adverse impact (Race, Gender and Age) for a major telecommunications company during their annual review process. Work is ongoing.

Expert Witness, Wrongful Termination, Single Plaintiff. Case involved allegations of wrongful termination, sexual harassment and gender discrimination against an investment-banking firm. Conducted an assessment of the availability of comparable positions in the industry, prepared an assessment of the plaintiff's mitigation behavior and economic loss calculations.

Consultant, Employment Discrimination, Multiple Plaintiffs. Case involved claims of race discrimination in pay, promotion and transfers at a large supermarket chain. Supervised and performed statistical studies of promotions and movements across positions and stores.

Consultant, Employment Discrimination, Class Action. Case involved claims of race discrimination in promotion at a large employer in the medical services industry in Michigan. Compared racial composition of workforce to availability in the local labor market and analyzed promotions over time at the facility in question.

Expert Witness, Medical Malpractice/Personal Injury, Single Plaintiff. Case involved allegations of medical malpractice against several doctors. Prepared earnings loss calculations. Reviewed and responded to the opposing expert's report.

Consultant, Reduction in Force Audit. Prepared adverse impact analyses regarding race, gender and age and provided feedback regarding potential problem areas for a nationwide retailer during a recent reduction in force.

Expert Witness, Wrongful Termination, Single Plaintiff. Case involved allegations of wrongful termination of an executive at a printed circuit board manufacturer. Prepared an assessment of the state of the industry, summarized the plaintiffs job search activities and prepared economic loss calculations.

Expert Witness, Wrongful Termination, Single Plaintiff. Case involved claims of wrongful termination against a large employer in the Hi-Tech industry. Reviewed the opposing expert's report and prepared a reassessment of damage calculations for use in mediation proceedings.

Consultant, Pay Audit. Performed an audit of gender, race and age differences in pay, within job, for a large employer in the insurance and transportation industry. Estimated the effects of potential changes to the company's compensation structure on pay differences.

Expert Witness, Wrongful Termination, Single Plaintiff. Case involved an investigation by the DFEH regarding claims of wrongful termination against a glass manufacturing facility for a major winery in California. Prepared an assessment of the availability of comparable positions in the local labor market, an assessment of the plaintiff's mitigation behavior and economic loss calculations.

Consultant, Reduction in Force Audit. Prepared adverse impact analyses and provided feedback regarding potential problem areas for a firm in the utility industry during a corporate restructuring and reduction in force.

Expert Witness, Failure to Hire, Single Plaintiff. Case involved claims of failure to hire and gender discrimination against a large producer of construction aggregates. Prepared a statistical analysis of hiring, assessment of comparables, mitigation assessment and economic loss calculations.

Consultant, Wage and Hour, Class Action. Case involved claims of unpaid overtime for a potential class of employees at a large firm in the financial services industries. Estimated potential overtime hours and wage rates under various assumptions and prepared damage estimates for use in settlement negotiations.

Expert Witness. Case involved EEOC charges of wrongful termination and sex discrimination against a large producer of construction materials. Prepared a mitigation assessment and economic loss calculations.

Expert Witness, Employment Discrimination, Class Action. Case involved claims of hostile work environment, harassment, race and gender discrimination at various plant facilities for a large employer. Prepared statistical analyses and exhibits used during the class certification hearing, prepared estimates of potential class size, and calculations of economic losses for named plaintiffs.

Consultant, Employment Discrimination, Monitoring. Developed a plan to monitor hiring, promotions and workforce composition for minorities and women in conjunction with the settlement of a class-action lawsuit for a large public utility company.

Expert Witness, Employment Discrimination, Class Action. Prepared statistics and economic loss calculations in the arbitration of a class action lawsuit for over 200 claimants who alleged they were coerced into accepting voluntary separation offers during a corporate restructuring due to their race, gender and/or age.

Consultant, Pay Audit. Performed an assessment of race and gender differences in pay within jobs. Worked closely with senior management and human resource personnel to identify key factors affecting compensation within the company. Developed a model to reduce pay inequities in a cost-effective manner.

PROFESSIONAL ACTIVITIES

NBER Summer Institute, Labor Studies Workshop, July 1996
MIT Summer Professional Program in Discrete Choice Analysis Techniques, 1996
Southern Economic Association meetings, 1994, 1995 (Presenter)

MEMBERSHIPS

American Economic Association
Society of Labor Economists