



ROBERT B. SPEAKMAN, JR.

BUSINESS ADDRESS

Welch Consulting
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EDUCATION

B.A., Economics, Brigham Young University, 1990.
Ph.D., Economics, Texas A&M University, December 2006.

PROFESSIONAL EXPERIENCE

Economist, Welch Consulting, Bryan, TX, 1995-Present.
Contributing Expert, PayEval, Bryan, TX, 2006-Present.
Associate Economist, Welch Consulting, Bryan, TX, 1993-1995.
Instructor, Intermediate Microeconomic Theory, Texas A&M University, College Station, TX, 1994.
Instructor, Principles of Microeconomic, Texas A&M University, College Station, TX, 1993-1994.
Research Assistant, Department of Economics, Texas A&M University, College Station, TX, 1991-1993.

PROFESSIONAL ACTIVITIES AND AWARDS

Memberships:

Member, American Economic Association.
Member, American Statistical Association.

Awards:

Texas A&M University One-Year Academic Fellowship, 1990-1991.
Brigham Young, Academic Scholarship, 1984-1985.

PUBLICATIONS AND WORKING PAPERS

"Using Wages to Infer School Quality," with Finis Welch. In *Handbook of the Economics of Education*, edited by Eric Hanushek and Finis Welch. Elsevier Science Ltd., 2006.

"School Quality Effects and Selective Interstate Migration," Unpublished, May 2006.

"Does School Quality Matter? A Reassessment," with Finis Welch, December 1994.

PRESENTATIONS

August, 2006. San Antonio Industry Liaison Group. *Final OFCCP Compensation Standards and Self-Audit Guidelines*.

November, 2006. Littler Mendelson's Northern California Employers Conference, *The New OFCCP Compensation Guidelines: What You Should Know Now!*

November, 2006. Central Texas Industry Liaison Group. *Final OFCCP Compensation Standards and Self-Audit Guidelines*.

SELECTED RECENT CASEWORK ACTIVITIES

Consultant. Since 2004, I have performed OFCCP-style analyses of pay practices comparing the compensation of men and women and the compensation of whites and minorities among similarly situated employees for over fifty companies. These comparisons are in accordance with new OFCCP compensation standards. The companies assisted operate in the following industries: energy, computer hardware manufacturing, utilities, insurance, finance, food production, travel, telecommunications, healthcare, business consulting, electronics manufacturing, and internet services. I also regularly perform analyses of hiring, promotions, and terminations for use in Affirmative Action Plans and have done extended analyses that have been used at the desk audit stage of OFCCP investigations.

Consultant. Performed analysis of layoff selections to assess potential liability in the event of a lawsuit for a multimedia conglomerate, a national retailer, and several manufacturing companies.

Consultant. Computed potential damages under various assumptions for use during mediation in a California wages and hours lawsuit for a company in the transportation industry.

Consultant. Examined the impact of changes in compensation structure on payroll for a health care provider.

Expert Witness. Statistically examined differences in promotion and termination rates between workers of differing races for the transportation division of a municipal government.

Consultant. Computed potential damages in a California wages and hours claim for a construction company. Used GPS data on vehicles to assess the incidence rate of missed meal breaks.

Consultant. Performed statistical analyses of pay differences between men and women and between whites and minorities for a health care provider.

Expert Witness. Statistically examined differences in the incidence of cashiering activity between workers using register clock in and clock out times for Store Managers and Assistant Store Managers at a large grocery store chain. Analysis was used to help defeat class certification of a wages and hours case.

Consultant. Used GPS tracker data to determine the incidence of missed meal breaks for a company with a large truck fleet in a wages and hours lawsuit. Also estimated the value of the incidence of missed meal breaks to assess overall liability.

Consultant. Organized timecard, payroll, personnel, and quality assurance data for a company in the grocery industry. Used available data to estimate the incidence of missed meal breaks and to analyze the value of time worked off the-clock in a wages and hours case. Presented estimates in mediation.

Consultant. Performed analyses of pay and promotion differences between men and women for a national retailer.

Case Coordinator. Organized personnel, payroll, supervisor, and testing data, including over 46,000,000 records across 40+ files, to be able to analyze differences in pay and promotions between African American and white employees for a regional telecommunications company.

Examined differences in relative selection rates for promotion and relative pay differences across jobs and grades. Used statistical analyses to help defeat class certification.

Consultant. Organized personnel data and performed analyses of pay differences between men and women and between minorities and whites for a national internet service company. Also, performed hiring analyses to assist in preparing Affirmative Action Plan statistics.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for a national retailer.

Case Coordinator. Performed damage calculations in a wages and hours case involving a dispute regarding the regular rate of pay and overtime amounts for a regional healthcare provider. Estimated payroll changes under alternative compensation structures.

Consultant. Organized personnel and applicant flow data for a large national retailer. Performed analyses of pay, promotion, hiring (applicant flow and external availability), and terminations.

Consultant. Performed analyses of pay differences between men and women and between whites and minorities for a national equipment rental firm.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for a regional media conglomerate.

Consultant. Examined the impact of testing requirements on hiring practices for a national company in the transportation industry.

Consultant. Organized personnel, payroll, and applicant flow data for a regional grocery retailer. Performed analyses of differences in pay and promotion between African Americans and whites.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for a large insurance provider.

Consultant. Performed analyses of hiring rate differences between men and women and between minorities and whites for a scientific equipment manufacturing company.

Consultant. Organized personnel data and performed analyses of pay differences between similarly situated men and women for a national retailer.

Consultant. Organized personnel, payroll, hiring, and testing data for a company in the food production industry. Performed analyses of pay, promotion, hiring, terminations, and testing.

Consultant. Performed analyses of compensation practices at a regional healthcare provider on an annual basis. The comparisons focused on differences between gender and racial/ethnic groups.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for a national company that manufactures large construction equipment.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for a regional utilities provider.

Consultant. Organized personnel database for a regional railroad and performed analyses of differences in promotion rates between African Americans and whites among similarly situated, non-management employees.

Consultant. Performed analyses of pay and promotion differences between men and women and between minorities and whites for a national clothing retailer.

Consultant. Organized personnel, payroll, and promotions data for the financial services branch of an automobile manufacturing firm. Performed analyses of pay and promotion differences between whites and African Americans.

Consultant. Performed analyses of pay and promotions for a national equipment rental company. Comparisons focused on differences between men and women and between whites and each minority group.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for an electronics manufacturer.

Consultant. Organized personnel and payroll/commissions data for a national financial investment company. Examined pay differences and the value of transferred accounts among similarly situated male and female stock brokers.

Case Coordinator. Organized data and performed race-based analyses of hiring and terminations of transportation workers for a municipal government.

Case Coordinator. Organized personnel and payroll data for a large equipment manufacturing firm. Analyzed hiring differences between whites and African Americans relative to applicant flow and relative to external availability using Census data.

Case Coordinator. Examined pay analyses and salary adjustments made during a prior litigation to assess the merits of a reverse discrimination gender claim for a university.

Consultant. Organized personnel database for a national laboratory. Performed an analysis of compensation practices focusing on differences between males and females and between whites and each minority group.

Case Coordinator. Organized timecard and cash register data to examine the validity of a wages and hours misclassification claim for store managers and assistant store managers at a national retailer.

Case Coordinator. Performed external availability and applicant flow hiring analysis for a company in the food production industry. Organized applicant flow and personnel databases.

Consultant. Organized personnel and payroll data for a national grocery retailer. Performed analyses of pay and promotion differences between men and women and between whites and each minority group.

Case Coordinator. Performed analyses of hiring, promotions, and terminations examining differences between race groups and gender groups for a software firm.

Case Coordinator. Performed analysis of pay differences between male and female faculty members of a small university.

Consultant. Analyzed differences in layoff rates between men and women, whites and minorities, and older and younger workers at the time of the mass reduction in force for a national consulting firm.

Consultant. Organized timecard and payroll data for a medical equipment manufacturer and computed the value of non-realized lunch breaks.

Case Coordinator. Organized promotions data and performed an analysis of the overall promotion process and each stage of the promotion process comparing selection rates of African American to whites.

Consultant. Organized personnel data for analysis for a durable goods manufacturing firm. Performed analyses of hires into particular positions by race.

Case Coordinator. Organized personnel data and records of mass reductions in force for a regional utilities company. Performed analyses of the difference in layoff rates between older and younger workers.

Consultant. Examined payroll and hiring data focusing on differences between men and women and between minorities and whites for a large company in the financial consulting industry.