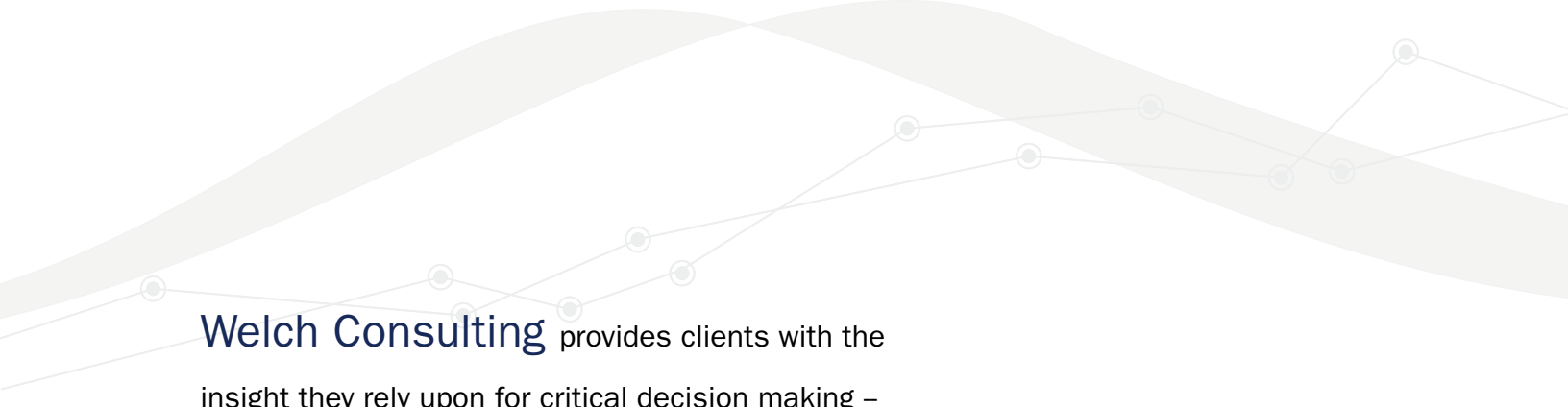




## **EXPERT SERVICES IN ECONOMICS AND STATISTICS**

Welch Consulting has more than 30 years experience assisting clients of every size in matters involving employment issues and complex business litigation across a broad spectrum of industries and public sector entities. Our track record in producing rigorous analyses meeting the highest standards of accuracy, clarity and punctuality makes Welch Consulting a consistent choice for industry leading companies and the nation's preeminent law firms.

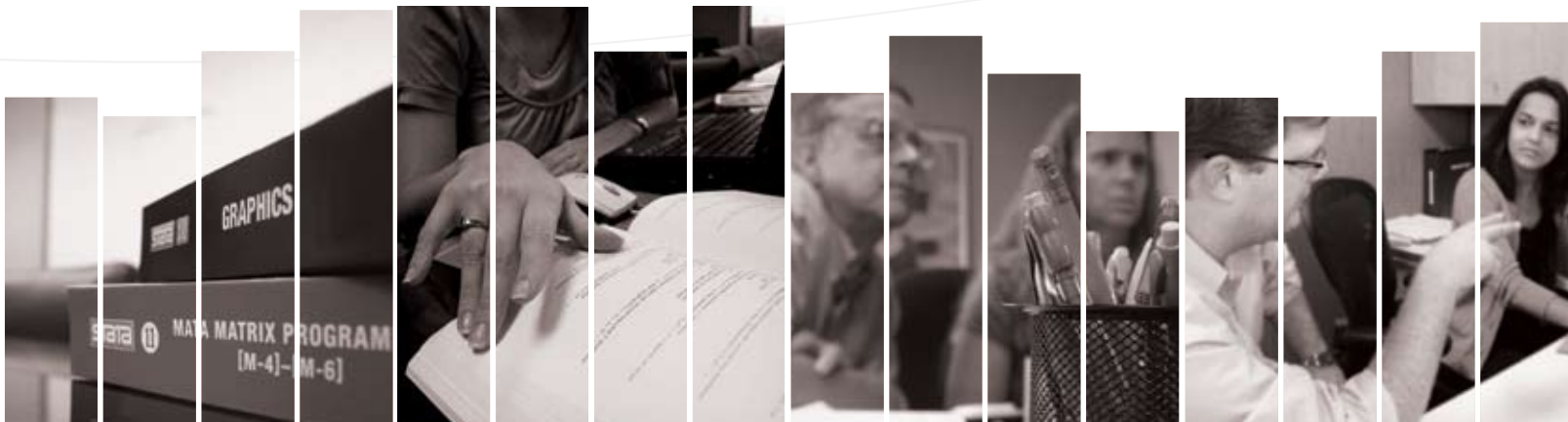
# Expert Insight. Actionable Advice.



**Welch Consulting** provides clients with the insight they rely upon for critical decision making – an **authoritative and comprehensive** review of business practices.

**We collaborate effectively** with human resource professionals, diversity practice teams, legal counsel and management to assess business practices, achievements and goals.

Welch Consulting experts are attuned to **balancing business and legal priorities** while approaching each client's challenges with the **individualized attention** they require.





**Accessible, timely solutions, careful analysis and creative approaches** – whether related to potential or ongoing litigation, monitoring efforts, or company diversity initiatives – **are hallmarks of our services.**

Welch services related to active litigation include **preparation of expert reports**, deposition and testimony. Our principals also provide assistance in deposition and cross examination of opposing experts.

Outside of litigation, Welch experts bring **valuable perspective** and analytical expertise to company diversity initiatives and monitoring efforts.

We work with company representatives seeking to achieve neutrality of business practices and compliance with applicable standards.

# Expert Services In Economics And Statistics


Welch Consulting economists are **broadly experienced** in analyzing complex economic and statistical problems in a wide range of practice areas, including:

- Employment Discrimination Claims** Employment practices such as hiring, assignment, pay, training, disciplinary actions, promotions and terminations
- Wage and Hour Issues** FLSA classification claims and unpaid overtime  
Meal and rest break claims  
Pay and penalty issues particular to California and other states.
- Claims of Discrimination in Credit, Lending and Insurance** Fair lending and Redlining  
Home and Auto Insurance Underwriting
- Government Agency Investigations** OFCCP and EEOC related analyses of pay and selections  
DOL wage and hour division compliance investigations
- Class Actions** Class certification analysis of commonality and typicality for members of the putative class  
Confronting unique challenges associated with analyzing large data
- Calculating Economic Damages** Assessing classwide damages for the purposes of settlement, mediation or trial  
Lost earnings and mitigation in single plaintiff matters
- Audits of Employment Practices** Proactive monitoring of employment decisions  
Preemptive analysis of reduction in force or merger outcomes
- General Economics** Damages in breach of contract and intellectual property disputes  
Economic modeling of business practices
- General Statistics** Survey and sampling design and implementation



## **WELCH CONSULTING PRINCIPALS**

are recognized authorities who provide expert advice in consultative arrangements and credible testimony in litigation environments. Our lengthy experience with equal employment opportunity issues includes analyses of discrimination claims under Title VII, the Equal Pay Act, the Americans with Disabilities Act, and the Age Discrimination in Employment Act as well as related labor litigation. Our abilities encompass all facets of analysis in the scope of the Fair Labor Standards Act as well as Wage and Hour statutes and regulations particular to California and other states. Welch economists routinely provide analyses of damages and exposure in class action, multi-district litigation and individual employment cases.



**With offices in Los Angeles, Texas and Washington DC**, our principals are supported by Ph.D. economists and statisticians, associate economists, programmers, computing specialists and academics from leading universities. We have an extensive computer network, online reference data and **unparalleled capacity and experience** with management and analysis of large databases. These resources allow us to efficiently assemble teams to provide timely assistance in matters of any size all across the country.

Through long practice, Welch Consulting economists are uniquely qualified to **analyze complex economic and statistical problems** on a broad range of topics. These include litigation claims involving:

**class action** issues

general **economic issues**

**economic damages**

**credit, lending and finance**

workplace **discrimination**

wrongful **termination**

**wage and hour** regulations

fair housing

general **statistical issues**

Outside of litigation our economists bring this reach of knowledge to bear assisting company human resource professionals and diversity practice teams in:

development of human resource

**data management and analysis tools**

**proactive audits**  
of employment practices

**analyses for monitoring**  
diversity initiatives / consent decrees

For more information about our firm, visit us at  
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