



# Employment Discrimination

ERS Group labor economists inform decision-makers with quantitative and qualitative analyses that are statistically sound and legally defensible.



ERS Group Ph.D. labor economists have analyzed employment data in over 3,500 matters for public and private businesses, institutes of research and higher education, and federal, state and local government agencies.

Expert testimony by ERS Group's economists has been presented in federal district courts, state courts, administrative law proceedings and before the EEOC and OFCCP. They also provide testimony for settlement negotiations and arbitrations.

ERS Group experts have broad experience with the application of economic research and statistical analyses to class action employment litigation, regulatory reviews, and internal studies for a wide range of employment contexts, including:

- EEOC investigations
- OFCCP compliance reviews
- Employment discrimination class actions
- Proactive compensation analyses
- Settlement monitoring programs

ERS Group experts have analyzed outcomes of a broad range of employment issues, including:

- Compensation
- Executive compensation
- Hiring
- Performance appraisals and bonuses
- Promotions
- Reductions-in-force
- Terminations

### Selected clients include:

AMGEN	IBM	NYC Fire Department	Target Corporation
AT&T	Jackson Lewis	NextEra Energy, Inc	The Boeing Company
Cintas Corporation	Johnson & Johnson	Ogletree Deakins	The Home Depot
Eastman Chemical	JP Morgan Chase	Paul Hastings	The Southern Company
FAA	Littler Mendelson	PriceWaterhouseCoopers	United States Navy
Federal Express	McDonald's	Proskauer Rose	USPS
Fisher & Phillips	McElroy Deutsch	Publix Super Markets	Willis North America
The State of Florida	Morgan Lewis	Sprint/Nextel	Winston and Strawn

### Hiring, Promotion, Termination - Selection Analysis

Assist organizations by defining relevant data and then conducting the appropriate analyses to evaluate the outcomes of employment decisions for potential adverse impact. Our expert's analyses of employment selections have been used by clients in litigation, as well as for internal monitoring projects.

### Compensation Studies

Prepare analyses of compensation decisions using statistical tools ranging from comparisons of average salaries to multiple regression analysis that examine total compensation, base salary, bonuses, stock option awards, and other components of pay in response to an EEOC or OFCCP investigation, civil litigation or for internal audits.

### Employment Discrimination Class Actions

Provide expert services for class certification, liability, and settlement phases of litigation, including data analysis and testimony reviews to support discovery, critiques of opposing experts, database development, and design of monitoring programs.

### Reductions-in-Force

Analyze proposed lists of employees to provide an assessment of possible inequities. ERS Group analyses have been used in civil litigation and government investigations resulting from a RIF.

### Expert Witness Testimony

ERS Group's Ph.D. labor economists have provided testimony regarding the results of their expert analyses in landmark litigation in federal and state courts, as well as before regulatory agencies, administrative law judges, and in settlement negotiations.