

## GOVERNMENT CONSULTING

### ECONOMIC CONSULTING & EXPERT SERVICES

ERS GROUP has provided over 175 federal, state and municipal government entities with research, analysis, testimony and project management for litigation and consulting in over 430 matters. ERS Group experts have provided testimony in state courts, federal district courts, administrative law proceedings, and before the EEOC.

**Federal Clients:** ERS Group experts possess broad experience with the data, policies and processes that affect civilian and military federal employees, including federal pay and staffing data and systems. ERS Group experts have also provided training to United States legal professionals at ERS Group seminars, customized on-site agency training sessions, and national conferences for federal attorneys and judges.

**State Clients:** ERS Group has provided numerous state agencies across the country with expert testimony and consulting services for employment discrimination matters, including allegations involving hiring, promotion, compensation, and termination. Additionally, ERS Group experts have experience with wage and hour issues unique to individual states, including California, New York, and Florida.

**Municipal Clients:** ERS Group has worked with county and municipal entities on labor and employment matters related to Title VII and wage and hour litigation. Organizations involved in these matters include K-12 school districts, law enforcement agencies, fire departments, correctional facilities, and health care entities.

### REPRESENTATIVE STATISTICAL ANALYSES

Expert testimony and statistical analyses of employment discrimination in matters involving hiring, promotion, termination, reductions-in-force, and pay:

- Analyzed RIF decisions, including the effects of job abolishment, and the effects of adjustment of service computation dates on performance appraisals, at a Naval Shipyard .
- Examined workforce composition and selection decisions related to allegations of race discrimination in hiring and promotions brought against a large southern state.
- Analyzed initial hires and selection decisions, and provided damage estimates, for a major Midwestern city in class action litigation involving the city's firefighters.

Exposure estimates for wage and hour matters:

- Investigated issues in a class action wage and hour matter involving Navy hospital and medical facility civilian employees.
- Analyzed overtime and misclassification issues on behalf of a government agency in a FLSA labor arbitration.
- Evaluated allegations of off-the-clock work by police officers of the City of Miami Beach.

Other economic and statistical consulting:

- Retained by a city government to monitor their MBE achievement in the award of government contracts.
- Built quantitative databases and provided document management to support expert analysis of workplace asbestos exposure for a class of more than 4,000 government employees on behalf of the federal government.
- Assessed the calculations and methodology used in determining damages associated with Hurricane Katrina to provide expert opinion on allegations of potential discrimination among the residents of the local community.
- Calculated present value of a wrongly incarcerated individual's economic loss that was used by the state legislature to recompense the individual.

### SELECTED CLIENTS

State of Alabama  
City of Atlanta  
United States Air Force  
AMTRAK  
Department of Agriculture  
City of Chicago  
City of Denver

Customs and Border Protection  
Department of Defense  
Department of Energy  
Environmental Protection Agency  
Federal Aviation Administration  
Federal Deposit Insurance Corporation  
Federal Bureau of Investigation

Federal Reserve Bank  
State of Florida  
General Services Administration  
State of Georgia  
Internal Revenue Service  
Department of Justice  
United States Marine Corps

United States Navy  
State of New York  
City of Orlando  
United States Postal Service  
Department of State  
United States Secret Service  
Department of the Treasury