

LABOR AND EMPLOYMENT

LABOR AND EMPLOYMENT EXPERTISE:

ERS Group labor economists have provided advice, research, and testimony for plaintiffs and defendants to Fortune 500 companies, institutes of research and higher education, and federal, state and local government entities. They have broad experience with the application of economic, econometric, and statistical analyses to employment litigation, regulatory investigations, and proactive self monitoring studies; and have performed thousands of analyses of compensation and selection (i.e. hiring, placement, promotion, termination) decisions.

Our litigation, regulation, and proactive-audit services include:

- Collect the appropriate data
- Develop statistical strategies
- Perform appropriate statistical tests
- Prepare reports
- Formulate questions for opposing experts
- Illustrate findings with graphs and tables
- Testify at deposition, hearing, or trial
- Calculate damages

ERS GROUP OVERVIEW:

Established in 1981, ERS Group is a national leader in statistical and economic consulting with 25 Ph.D. economists and statisticians supported by 60 database analysts and research professionals.

The firm provides in-house and outside counsel with analyses for matters related to antitrust, employment discrimination, affirmative action, wage and hour issues, fair lending, intellectual property, and compliance.

For more information, visit www.ersgroup.com.

AREAS OF SPECIALIZATION:

Class Action Litigation

Our economists assist organizations in defining which data they need and how these data should be used to design and conduct appropriate analyses for each stage of class action litigation.

Compensation Studies

ERS Group economists have prepared thousands of compensation analyses ranging from comparisons of average salaries to multiple regression analyses that examine total compensation, base salary, bonuses, stock option awards, and other components of pay.

Employment Discrimination Litigation

ERS Group experts have the real-world experience to examine potential differences by race, gender, ethnicity or age through the analysis of a wide variety of private and public data, and the use of statistical sampling and surveys.

Expert Witness Testimony

For over 25 years, ERS Group economists have testified before State and Federal courts, regulatory agencies, arbitration panels and Department of Labor Administrative Law Judges.

Pay Equity

Whether it is in response to an EEOC or OFCCP investigation, civil litigation or an internal audit, ERS Group provides realistic information about compensation systems, taking account of governmental guidelines, labor market considerations, business needs, experience requirements and special skills requirements for particular jobs.

Reductions-in-Force

ERS Group experts analyze proposed lists of employees to provide an assessment of possible inequities based on age, race and gender. ERS Group analyses have also been used in civil litigation and government investigations resulting from a RIF.

Wage and Hour

Our experts use company data (including payroll records, survey data and time clock entries) to analyze issues such as unpaid overtime, off-the-clock work, and exempt/non-exempt status.

SELECTED CLIENTS:

AT&T
AMTRAK
Cintas Corporation
Eastman Chemical
Federal Express

Florida Power Corporation
The State of Florida
General Electric
IBM
Johnson & Johnson

JP Morgan Chase
McDonald's
New York City Fire Department
PriceWaterhouseCoopers
Publix Super Markets

Target Corporation
The Southern Company
United States Navy
United States Postal Service
Willis North America