



Donald R. Deere, Ph.D.

WELCH CONSULTING

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EDUCATION

Ph.D., Economics
Massachusetts Institute of Technology
Cambridge, Massachusetts
1983

B.S., Economics
Texas A&M University
College Station, Texas
1978

PROFESSIONAL EXPERIENCE

Senior Economist
Welch Consulting
Bryan, Texas
2005 – Present

Senior Economist
Unicon Research Corporation
Bryan, Texas
2001 – 2016

Adjunct Associate Professor of Economics
Texas A&M University
College Station, Texas
2007 – 2009
2010 – Present

Visiting Faculty
George Bush School of Government
and Public Service
Texas A&M University
College Station, Texas
2008

Associate Professor of Economics
Texas A&M University
College Station, Texas
1990 – 2007

Senior Consultant
Welch Consulting
Bryan, Texas
1991 – 2005

Associate Director for Academic Programs
George Bush School of Government
and Public Service
Texas A&M University
College Station, Texas
1996 – 1999

Donald R. Deere is a Senior Economist in the Bryan, Texas office of Welch Consulting.

Dr. Deere's work has included statistical and economic analysis in cases involving claims of discrimination in employment, housing, transportation and insurance, in cases involving wage and hour violations, and in cases involving lost earnings or commercial damages. He also has conducted analyses of compensation practices for internal and OFCCP audit purposes. Dr. Deere has provided testimony in cases in both state and federal courts.

Dr. Deere has a Ph.D. in economics from the Massachusetts Institute of Technology. In 2007, Dr. Deere retired from the tenured faculty of the Department of Economics at Texas A&M University, where he taught courses in labor economics, economic principles and public finance. While at Texas A&M University, he also taught graduate statistics in, and was Associate Director of the George Bush School of Government and Public Service. Dr. Deere also is Senior Economist for Unicon Research Corporation, where he served as Vice President from 2001-2004. Dr. Deere's research has concentrated primarily on labor markets and public policy affecting wages and employment. His research has been published in numerous professional peer-reviewed journals, including the *American Economic Review*, the *Journal of Political Economy*, the *Quarterly Journal of Economics*, and the *Journal of Labor Economics*.

SELECTED CASEWORK

Expert Witness, Employment Discrimination: Multiple plaintiff lawsuit alleging racial discrimination in promotions at a regional manufacturer. Used electronic employee history files to conduct a statistical analysis of promotions. Provided critique of data handling and statistical analysis by opposing expert.

Expert Witness, Employment Discrimination: Class action alleging racial/ethnic and gender discrimination in hiring practices at a financial services firm. Combined electronic employee history files with voluminous paper records to conduct a statistical analysis of hiring outcomes. Provided critique of data handling and statistical analysis by opposing expert.

Expert Witness, Employment Discrimination: Multiple plaintiff lawsuit alleging racial discrimination in compensation, promotion and termination decisions at a national manufacturer. Reviewed electronic employee history files and opposing expert report. Provided critique of data handling, statistical analysis and interpretation by opposing expert.

Expert Witness, Employment discrimination: Multiple plaintiff lawsuit alleging age discrimination in a reduction in force at a regional media company. Used electronic personnel data to conduct a statistical analysis of the workforce reduction. Provided critique of statistical analysis by opposing expert.

Consultant, Employment Discrimination: Audit of performance evaluations and compensation decisions at a national communications company. Utilized multiple data sources to assess statistical disparities in performance ratings, merit increases and bonus awards. Provided real-time assessment and feedback to counsel conducting the reviews.



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PROFESSIONAL EXPERIENCE (continued)

Visiting Assistant Professor of Economics
University of California
Santa Barbara, California, 1988 – 1989

Assistant Professor of Economics
Texas A&M University
College Station, Texas
1983 – 1990

ABOUT WELCH CONSULTING

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.

Welch Consulting has offices in Los Angeles, Texas and Washington DC.

For more information about our professionals and services visit us online at www.welchcon.com

SELECTED CASEWORK (continued)

Consultant, Employment Discrimination: Pre-litigation assessment of alleged race discrimination in compensation at a national communications company. Combined multiple data sources, including legacy systems, to conduct a statistical analysis of compensation. Provided feedback to counsel.

Consultant, Employment Discrimination: Class action lawsuit alleging gender discrimination in promotions and compensation at a large industrial company. Used employee history files to conduct statistical analyses of promotions and compensation and to assess potential damages. Provided support during settlement negotiations, including real-time updating during mediation session.

Consultant, Employment Discrimination: Class action lawsuit alleging racial discrimination in hiring by a national service company. Used electronic application and hiring data to provide detailed critique of opposing expert's complex statistical modeling.

Expert Witness, Lost earnings/damages: Multiple single-plaintiff lawsuits alleging lost earnings and/or medical expenses from injuries. Used earnings information and/or life care plan assessments to estimate present values of future lost earnings and/or medical care-related expenses.

Expert Witness, Commercial damages: Class action alleging overcharging of customers by regional consumer services firm. Examined voluminous electronic and paper transactions data to assess existence and amount of overcharges.

Consultant, Insurance Services: Administrative action alleging discrimination against minorities in the underwriting/sale of property casualty insurance. Worked with electronic policy and claims data to conduct a statistical analysis of loss ratios.

Consultant, Insurance Services: Multiple plaintiffs alleging underpayment of claims by property casualty insurer. Used electronic policy and claim information to develop a statistical model of loss ratios. Provided information and support during settlement negotiations.

Consultant, Real Estate Services: Class action lawsuit alleging racial and ethnic discrimination in housing by a government agency. Integrated paper and electronic data to conduct a statistical analysis of alleged disparate impact.

Consultant, Transportation Services: Allegations of racial discrimination in the provision of transportation services by a government agency. Used electronic information on routes and ridership to conduct statistical analysis of alleged disparate impact.

Consultant, Wage & Hours: Class action lawsuit alleging missed meal breaks. Used electronic payroll records to develop measure of damages. Provided information and analytical support during the settlement process.

Consultant, Wage & Hours: Class action lawsuit claiming workers at a national manufacturer were non-exempt. Worked with counsel to develop sampling protocol for administration of a survey to the alleged class.