



Valentín Estévez, Ph.D.

WELCH CONSULTING
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Valentín Estévez is a Managing Director at the Bryan, Texas and Washington, D.C. offices of Welch Consulting. Dr. Estévez has a Ph.D. in Economics from the University of Chicago, where he specialized in Labor Economics and Public Finance. While at the University of Chicago, he taught courses in microeconomics, macroeconomics, and econometrics.

Dr. Estevez performs statistical analyses of claims of discrimination (pay, hiring, promotions, terminations, and other employment actions) and of alleged violations of the FLSA and state wage and hour statutes. He also assists clients in the organization and analysis of large and complex databases and on the application of Big Data and Artificial Intelligence techniques in labor and employment matters.

Dr. Estévez has worked as consultant and testifying expert in class action and single-plaintiff matters. He helps clients proactively assess their compliance with international, federal, and state fair pay/pay equity and wage and hour regulations. In addition, he assists clients in preparing and responding to audits and investigations from government agencies such as the OFCCP and EEOC.

EDUCATION

Ph.D., Economics
University of Chicago
Chicago, Illinois
2005

M.A., Economics
University of Chicago
Chicago, Illinois
2001

B.A., Economics
Universidad Autónoma de Chiriquí
Panamá
1999

PROFESSIONAL EXPERIENCE

Managing Director
Welch Consulting
Bryan, Texas
2018 – Present

Senior Economist
Welch Consulting
Bryan, Texas
2016 – 2018

Economist
Welch Consulting
Bryan, Texas
2005 – 2016

Lecturer
Department of Economics
University of Chicago
2004 – 2005

Teaching Assistant
Booth School of Business
University of Chicago
2000 – 2004

Teaching Assistant
Department of Economics
University of Chicago
2000 – 2005

SELECTED CASEWORK

Expert Witness, Wage & Hour: Case involving non-exempt employees at a California Hotel who alleged violations of California's labor regulations due to off-the-clock work, timecard rounding, and missed rest breaks and meal periods.

Consultant, Pay Equity: Assisted a public entity in California in assessing compliance with California's Fair Pay Act. Prepared analyses and discussed results with the entity's leadership.

Consultant, Pay Equity: Assisted a client in the technology industry in complying with the United Kingdom's gender pay gap reporting obligations. In addition, prepared in-depth pay equity analyses of the client's United Kingdom's operation.

Consultant, Wage & Hour: PAGA case involving managers for a retailer who alleged unpaid wages due to the retailer's scheduling system. Evaluated claims and assisted client during mediation.

Consultant, Pay Equity: Assisted a client in the financial services industry in complying with the United Kingdom's gender pay gap reporting obligations. Prepared a similar study for the client's US operations.

Expert Witness, Wage & Hour: Case involving California drivers who alleged unpaid wages due to off-the-clock work and unpaid meal periods and rest breaks. Opined on the statistical calculations and conclusions prepared by Plaintiff's expert.

Consultant, OFCCP Audit: Assisted a government contractor in responding to OFCCP's claims of gender pay discrimination in one of the contractor's sites. Showed that there was no gender pay difference once the analysis accounted for employees' task choices.

Consultant, Pay Equity: Prepared a pay equity study for a client in the legal services industry. The study showed the importance of accounting for prior experience and individual's choices when examining pay equity issues.



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PROFESSIONAL MEMBERSHIPS & ACTIVITIES

American Economic Association
American Statistical Association
Latin American & Caribbean
Economic Association

Consultant, OFCCP Audit: Assisted a government contractor in the health services industry in the review of their compensation practices prior to submitting their AAP. Collaborated with the client in developing best practices for recording and maintaining their compensation data.

Consultant, Wage & Hour: Case involving non-exempt employees working in an instant oil-change business who alleged several violations of California's labor regulations. Assisted the client with the evaluation of the claims and during mediation.

Consultant, OFCCP & Pay Equity Audit: Assisted a government contractor in the financial services industry in the review of their compensation practices under the OFCCP and Massachusetts' Pay Equity Act guidelines.

Consultant, Wage & Hour: Case involving non-exempt airport ground personnel in California who alleged violations of several of California's labor regulations. Assisted client in evaluating claims, with discovery, and during mediation.

Consultant, OFCCP Audit: Assisted a government contractor in the educational services industry with the analyses of their selections and compensation data. Prepared reports to be included in the AAPs.

Expert Witness, Age Discrimination: Case involving ground personnel in California airports who alleged they were terminated due to their age. Evaluated the claims and found that the Plaintiff's age group terminated at a lower rate than the comparison group.

Consultant, OFCCP Audit: Assisted a government contractor in the health services industry in responding of OFCCP's claims of race discrimination in hiring. Prepared analyses that showed no adverse impact once the analyses accounted for the timing of applications and openings.

Consultant, Wage & Hour: Case involving truck drivers who alleged violations of several of California's labor law regulations. Organized driver logs data and assisted client with discovery and during mediation.

Expert Witness, Wage & Hour: Case involving flight attendants who alleged a series of violations of California's labor code. Prepared an expert report and gave deposition testimony regarding issues with the class-wide damages methodology offered by plaintiffs' expert and the work experience of the plaintiffs.

Consultant, Pay Equity Audit: Conducted a base pay and equity compensation audit for an international software company. Assessed compliance under Title VII, California's Fair Pay Act, and OFCCP analysis guidelines.

Expert Witness, Wage & Hour: Case involving airport agents and ground personnel for a large nationwide airline who alleged violations of California's wage and hour laws. Submitted expert report and gave deposition testimony documenting systemic flaws in plaintiffs' expert data preparation and calculations.

Consultant, Annual Pay and Promotion Reviews: Assisted client with annual compensation reviews by providing fast-turnaround analyses of pay and promotion decisions.



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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

Consultant, Gender Discrimination Arbitration: Prepared pay and promotions analyses in a nationwide gender discrimination case involving salespersons and managers at a large retail firm.

Consultant, OFCCP Audits: Simultaneously audited pay practices in more than 30 sites of a large provider of health services. Prepared individualized reports for each site and assisted the client in the interpretations of the results of the audit.

Consultant, Reorganization: Performed interactive, fast-turn-around adverse impact analysis for a large retailer undergoing a reorganization of its operations.

Consultant, Wage & Hour: Assisted a nationwide drugstore chain in responding to claims that it violated labor laws because supervisors could not leave the premises during their breaks.

Consultant, OFCCP Audits: Assisted a health services provider undergoing OFCCP audits in several facilities regarding the pay of Registered Nurses. Helped the client show that the apparent pay disparity was due to differences in prior experience.

Consultant, Wage & Hour: Helped a large health services provider address claims that its timecard rounding practices were devised to advantage the company. Verified that the rounding rules were applied consistently and found that overall the rules neither advantaged nor disadvantaged our client.

Consultant, Breach of Contract: Organized internal sales and industry data and reviewed financial reports in a matter related to claims of breach of contract against a large firm in the pharmaceutical industry. Replicated and responded to the opposing expert's report.

Consultant, Discrimination: Assisted a large firm in the paper industry in responding to OFCCP's failure to hire charges. Discussed data and methodological issues with OFCCP's statistics expert.

Consultant, Wage & Hour: Class action suits involving the estimation of damages arising from unpaid hours worked and overtime claims against several hospitals in the US.

Consultant, Discrimination: Assisted a firm in the semiconductor industry in responding to claims of age discrimination in a reduction in force.

Consultant, ERISA Litigation: Organized personnel, payroll, and pension records and analyzed the evolution of retirement benefits in a case against a firm in the pharmaceutical industry involving claims of violations of the ADEA and ERISA due to the conversion of its defined benefit plan to a cash balance plan.

Expert Witness, Lost Earnings: Estimated lost wages and benefits suffered by plaintiff due to almost two decades of wrongful incarceration.

Consultant, Wage & Hour: Class action suit involving the estimation of damages arising from unpaid hours worked and overtime claims against a large firm in the networks and communication industry. Assisted client during mediation proceedings.

Consultant, Wage & Hour: Computed damage estimates in a wage and hours case involving piece-rate workers in a large firm in the food industry.