



Partner

**Nathan D. Woods, PhD**

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### Washington, DC

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### PRACTICE AREAS

Labor & Employment  
Class Certification  
Discrimination  
Wage & Hours  
No Poaching  
Data Analytics

### EDUCATION

Dr. Woods received his PhD and his MA in political science from Claremont Graduate University and his BA in political science from the University of California, Davis.

Dr. Nathan D. Woods is an expert with more than 20 years of experience analyzing topics relating to class certification, labor and employment, sampling, extrapolation, and damages. He applies his expertise in the construction and statistical analysis of large, complex data sets to assist clients in analyzing issues related to allegations of adverse impact against gender, race/ethnic, and age protected groups, and all manner of wage and hour topics under federal and state laws. He also provides guidance on sample design in a variety of contexts, including in health care and business disputes.

As an expert witness, Dr. Woods analyzes data and testifies on equal employment opportunity topics including pay equity and adverse impact; class action topics involving commonality and typicality; wage and hour allegations including misclassification, work "off-the-clock," non-payment of overtime, and meal break violations; damages; and other topics including manageability (PAGA), representative sampling, and extrapolation. Dr. Woods has testified in bench and jury trials, in state and federal courts, and in administrative proceedings.

Outside of litigation, Dr. Woods regularly consults with Fortune 500 clients on a variety of labor and employment and other analytical topics. Included among these are assistance with the implementation and evaluation of large-scale diversity initiatives; monitoring of pay equity, performance, hiring, and other employment decisions for possible adverse impact; auditing wage and hour compliance; and economic analyses of wages and benefits issues. Dr. Woods often communicates complicated analysis results to affected stakeholder groups, including union membership, management, and legal counsel.

His peer-reviewed academic research focuses on using statistical analysis to answer questions related to race and ethnicity, representation, public opinion, and participation. He has published in the American Political Science Review, the American Review of Politics, Bender's California Labor and Employment Bulletin, the Federal Employment Law Insider, the Journal of Health Care Compliance, the Journal of Politics, the Journal of Urban Affairs, Law360, the National Civic Review, PS, Political Research Quarterly, Social Sciences Quarterly, the Urban Affairs Review, and he has chapters in three edited book volumes. He frequently writes and speaks on economic and statistical approaches to analysis of pay

equity, class certification, discrimination, and wage and hour questions. Dr. Woods has taught several courses to undergraduate and graduate students, including an advanced quantitative analysis graduate seminar at the University of Southern California.

Dr. Woods received his PhD and MA degrees in Political Science from the School of Politics and Economics at the Claremont Graduate University and his BA in Political Science from the University of California, Davis.

## PROFESSIONAL AFFILIATIONS

- American Bar Association
  - Labor and Employment Section
- American Conference Institute, Speaker

## PREVIOUS EXPERIENCE

- Vice President, Welch Consulting
- Adjunct Assistant Professor, University of Southern California
- Research Scholar, Loyola Marymount University's Center for the Study of Los Angeles

## INDUSTRIES

- Energy
- Food-products
- Grocery
- Health Care
- Home Improvement
- Manufacturing
- Restaurant
- Retail
- Shipping
- Telecommunications

## PAY EQUITY

Edgeworth experts have deep experience working with companies committed to enhancing pay equity, using a data driven approach and tailored to each organization's unique employment context and needs.

We don't do dashboards or one-size-fits-all solutions. Instead, we work closely with organizations seeking to understand, based on well-developed data and well-crafted econometric models specific to each organization, the causes of any potential disparities. When we identify unexplainable pay disparities, we work closely with organizations to remediate those disparities in a thoughtful and sustainable manner.

## CASE HIGHLIGHTS

**Expert Report on Pay Equity at a NY Community College Finds No Statistically Significant Differences in Pay Between Men and Women**

In a recently resolved pay equity matter, Edgeworth Partner Dr. Nathan Woods provided expert analysis and reporting on alleged pay disparities due to gender among Associate Deans and Directors at a New York Community College.

**Dr. Nathan Woods Testifies, Rebuts Opposing Expert Reports in Wage-and-Hour Dispute that Resulted in a 90% Reduction in Damages for Client**

Edgeworth Economics Partner Dr. Nathan Woods was retained by Hunton Andrews Kurth LLP in a wage-and-hour dispute between client East Penn Manufacturing and the United States Department of Labor.

**Edgeworth Client Prevails in California Lawsuit Alleging Improper Payment of Overtime**

Edgeworth Economics Partner Dr. Nathan D. Woods was retained by Ecolab, Inc. in a California lawsuit alleging improper payment of overtime.

**Expert Report on Pay Equity Claims at a Government Agency**

In his expert report, Dr. Woods showed how adjusting individual pay rates under the state's legislation, based on remediating *any* pay difference between men and women in the same job at the agency, would, counterintuitively, disadvantage women through larger average increases to men.

**Pay and Compensation Studies**

Edgeworth Economics has consulted on behalf of a wide range of companies, providing ongoing data analysis on the topics of compensation and pay equity.

**Edgeworth Consults in Case Involving the Security of Georgia Voting Machines**

Edgeworth was brought on to consult in a case involving the security of Georgia Voting Machines.

**Ongoing Pay Equity Analysis**

Edgeworth Economics Partner Dr. Nathan D. Woods was retained in by a financial services company to provide ongoing data analysis of the firm's compensation models and to address any potential causes for concern.

**Edgeworth Pro Bono Analysis Relied on to Reach Favorable Settlement for Opera Singer**

Edgeworth calculated lost wages for a trained opera singer who was arrested while busking.

#### Independent Contractor Claims of Misclassification in the Shared Economy Transportation Industry

Dr. Nathan Woods was retained on behalf of a shared economy transportation company to analyze driver and route data in response to misclassification allegations made by independent contractors.

#### Dr. Nathan Woods Provides Expert Testimony in California PAGA Case

Dr. Nathan Woods analyzed time clock data and testified at trial regarding his conclusions that the alleged time keeping exceptions were idiosyncratic and rare, and that variation among the proposed class of employees was inconsistent with the allegations of a systematic policy or practice of denying meal break payments.

#### Misclassification and Overtime Class Action

Edgeworth Partner Dr. Nathan D. Woods analyzed available opt-in responses to questions regarding alleged overtime hours worked in a class action involving allegations of misclassification.

#### Long Term Multi-Matter Litigation and Consulting Engagements

Edgeworth Partner Dr. Nathan D. Woods has extensive experience working with companies on multi-year, multi-matter litigation and comprehensive consulting projects.

#### Sample Methodology & Design

Edgeworth Partner Dr. Nathan D. Woods has designed samples, submitted reports, and testified to the statistical reliability of sampling approaches relating to health care disputes and wage and hour class actions.

#### Gender Discrimination Class Action

Edgeworth Partner Dr. Nathan D. Woods worked on a confidential class action matter related to a wide array of allegations of gender discrimination.

#### Absence of Commonality in California Meal Breaks Class Action

Edgeworth Partner Dr. Nathan D. Woods submitted an expert report and was deposed in a California meal breaks class action.

#### Damages Estimates in Labor Consulting

Edgeworth Partner Dr. Nathan D. Woods was retained by an energy company to assess its payroll practices and determine extent to which the company was failing to meet certain FLSA thresholds.

#### Off-The-Clock Class Action Litigation

Edgeworth Partner Dr. Nathan D. Woods testified in deposition and submitted expert reports in a class action matter involving allegations of off-the-clock violations and time-shaving.

#### Consulting in a Gender and Race Discrimination Class Action

Edgeworth Partner Dr. Nathan D. Woods consulted in a class action matter on behalf of a national manufacturing and service-providing company that was accused of race and gender discrimination.

## **PUBLICATIONS**

Companies Considering Layoffs Face Tradeoff Between Diversity and Experience

*Law360*, 05.01.2020

How Estimates Can Miss The Mark On Age Discrimination

*Law360*, 10.09.2015

10 Questions To Ask Experts Working With Your Data

*Law360*, 09.25.2015

Flawed Logic Of DOL's Proposed White Collar Salary Test

*Law360*, 08.25.2015

Approaches To Hourly Rates Under DOL White Collar Rules

*Law360*, 08.14.2015

Statistical Analysis And Class Actions: Part 3

*Law360*, 05.29.2015

Statistical Analysis And Class Actions: Part 2

*Law360*, 05.28.2015

Statistical Analysis And Class Actions: Part 1

*Law360*, 05.27.2015

## **EDGEWORTH INSIGHTS**

What is the "Great Resignation," and what does it mean for employers?

03.01.2022

## **SPEAKING ENGAGEMENTS**

Preparing for Employment Challenges in the COVID-19 World: Key Considerations for Employers

07.21.2020

Ensuring Pay Equity | ABA 13th Annual Labor and Employment Law Conference

New Orleans, Louisiana, 11.07.2019

Webinar: Predictive and Flexible Scheduling

05.23.2018

Predictive and Flexible Scheduling | Kronos Retail & Hospitality Executive Summit  
05.16.2018

Pay Equity Assessments | Wage & Hour Defense Institute Spring Meeting  
05.04.2018

DOL Overtime Exemption Rule is Final: Key Compliance Deadlines and Immediate Action Items  
10.18.2016

Live Webinar: The Economic Impact of DOL's Overtime Exemption Rule  
07.19.2016

DOL Overtime Exemption Rule is Final | Understanding Immediate Action Items and Key Compliance Dates  
06.02.2016

Kronos Retail & Hospitality Executive Summit  
05.25.2016

Webinar - The DOL's White Collar Rule Changes: Implications & Today's Must Dos  
10.29.2015

Webinar - The DOL's White Collar Rule Changes: Implications & Today's Must Dos  
10.27.2015

Litigating Discrimination & Harassment Claims  
08.21.2015

ACI Employment Discrimination Conference  
07.27.2015

## **NEWS**

Edgeworth Partners Explain the Possible Consequences of Using External Benchmarks in Analyses of Age Discrimination  
10.12.2015

Dr. Nathan Woods Joins Edgeworth Economics  
03.03.2015