

Laura R. Steiner

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Current Position

President, Employment Research Corporation, 2023-present
Member, Forensic JobStats, 2010-present

Previous Positions

Vice President, Employment Research Corporation, 2002-2023
Director, Marketing Consulting, User Interfaces, 2000-2002
Senior Consultant, Employment Research Corporation, 1997-1999
Account Executive/Group Manager, PERT Survey Research (now MetrixLab), 1993-1997
Manager, Analysis Group, PERT Survey Research (now MetrixLab), 1992-1993
Coordinator, Ethnic Advertising and Customer Satisfaction Programs, United States Postal Service, Northeast Regional Headquarters, 1990-1992

Education

MBA, Yale School of Management, 1991
BA, Comparative Literature, Magna Cum Laude, with high distinction, University of Michigan, 1987

Legal and Economic Consulting

Managed full-scale employment audits for large corporations in various industries. Audits included analysis of issues such as workforce, promotions, terminations, compensation and hiring. Worked with clients to design surveys and prepare instructions to collect internal company feedback from various regional offices.

Managed review, coding and analysis of human resources documents including job applications and personnel files in OFCCP and EEOC audits and other legal matters. Participated in negotiations with corporate, legal, and government representatives.

Prepared analyses of economic loss in cases involving premature death, injury, termination from work, and age, race, and gender discrimination. Worked on analyses for plaintiffs and defendants.

Conducted studies of employment mitigation including labor market analyses and evaluations of job market opportunities for given time periods and geographic areas.

Performed occupational analyses to determine overtime exemptions under the FLSA. Studies were based on interviews, observations, surveys, and in-depth review of documents such as job descriptions, personnel files, job postings, and performance evaluations.

Calculated damages in wage and hour cases under the FLSA and other state and local labor regulations. Conducted surveys to estimate time worked, and relied on payroll data, timekeeping data, and other information to estimate unpaid wages and penalties owed to plaintiffs.

Conducted studies of route assignments and account assignments. Analyzed all routes nationwide across multiple years of data. Benchmarked results to census population data to measure employee assignments into neighborhoods of various demographic compositions. Co-directed study for the Corporation for Public Broadcasting to assess the training needs of Public Broadcasting employees through the year 2000. This study addressed a variety of issues relating to diversity including staffing, programming, and audience demographics. Study completed in 1995.

Other Professional Experience

Presenter of "Using Help Wanted Ads to Assess Failure to Mitigate" with Malcolm Cohen at the National Association of Forensic Economics Association Western Meetings, held in conjunction with the Western Economic Association International Virtual 96th Annual conference June 27, 2021.

Author of "Using Online Help - Wanted Advertising as a Tool in Vocational Assessments" by Malcolm S. Cohen, Ph.D., and Laura R. Steiner, MBA and Carrie Fried Thorpe, Journal of Forensic Vocational Analysis, Vol. 16, No 2, Winter 2016: 27-36, co-authored Malcolm S. Cohen, Ph.D. and Carrie Fried Thorpe.

Author of "WANTED Technologies: One Billion Help Wanted Advertisements Database: Uses & Limitations." presented by Malcolm Cohen, Ph.D. and Laura R. Steiner, MBA at: American Board of Vocational Experts (ABVE) 2015 Annual Conference, San Antonio, TX, March 21, 2015, co-authored with Malcolm S. Cohen.

Author of "Using Online Help-Wanted Advertising Data and Other Indicators to Access Whether a Plaintiff's Job Search was Sufficient to Mitigate Damages" by Malcolm Cohen, Ph.D. and Laura R. Steiner, MBA at: The Earnings Analyst, Official Journal of the American Rehabilitation Economics Association, vol. 13, 2013: 13-34, co-authored with Malcolm S. Cohen.

Author of "A Scientific Approach to Mitigation of Economic Damages in Discrimination and Wrongful Discharge" Presented by Malcolm Cohen, Ph.D. at: National Association of Forensic Economists (NAFE) Forensic Economics II Session at the 2012 ASSA Meeting, Chicago, IL, January 7, 2012, co-authored with Malcolm Cohen, Ph.D.

Author of "How Economic Research Can Provide a Scientific Basis for Measuring Compensation Loss and Failure to Mitigate Damages" 29th Annual Labor and Employment Law Institute, sponsored by the Institute for Continuing Legal Education, the Michigan Law Schools, the Michigan State Bar Association and the FMCS, April 1, 2004, co-authored with Malcolm Cohen, Ph.D. and Teresa Fulimeni, MA.

Member of the research team for a study of the impact of the 'New Economy' on the overtime provisions of the Fair Labor Standards Act for the U.S. Department of Labor, 2001.

Conducted usability testing and surveyed consumer perceptions of products including mobile internet, industry-specific search engines, web-based e-mail, and other high-tech consumer products among consumers in the United States, Israel, and Singapore.

Conducted small- and large-scale survey research products including customer satisfaction, internal employee surveys, new product introduction, advertising awareness, and customer tracking studies. Analyzed results and

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presented recommendations. Projects were completed for clients in a variety of industries including consumer products, healthcare, financial services, and technology companies.

While at the U.S. Postal Service, worked with advertising agencies on regional marketing campaigns for the Express Mail product line.

Coordinated efforts to increase customer satisfaction ratings with the Postal Service through employee training and employee interviewing. Tracked performance through survey research and large database analysis. Coordinated region-wide *Dale Carnegie* training of window clerks. Guided divisional training coordinators in implementation of training and customer satisfaction measurement issues.

Professional Affiliations

American Association for Public Opinion Research (AAPOR)

National Association of Forensic Economics (NAFE)

Society for Human Resource Management (SHRM)

CASES TESTIFIED

Cite	Deposition Date	Trial Date	Court	Case Number
Ginger Morales v Porto's Bakery Inc	12/17/2024		Superior Court of The State of California County of Los Angeles	20STCV34675
Earl Fenner, Jr. v United States Gypsum Company		11/05/2024	United States District Court for the District of Colorado	1:23-cv-00525-KLM
Tracy Sargent v SOC LLC	10/16/2024		United States District Court for the District of Columbia	1:19-CV-00620-CJN
Tanee Elston v WUSA 9 TV and Tegna, Inc.	10/07/2024		Superior Court for the District of Columbia Civil division	2022 CA 004762B
Vanessa Custode v Ross Stores, Inc., d/b/a Ross Dress for Less	09/30/2024		Superior Court of the State of California for the County of Alameda	RG20060807
Santana and Amescua et al v Lion Raisins, Inc	08/15/2024		Superior Court of the State of California for the County of Fresno	19CECG01344
Carroll v Northwest Pallet Services, LLC	08/07/2024		Superior Court of the State of California for the county or San Bernardino	CIV-DS-1932541
Grandberry v Northwest Pallet Services, LLC	08/07/2024		Superior Court ff the State of California for the County of Kern	BCV-19101284
Adriana Cruz v Nike Retail Services, Inc.	06/20/2024		USDC Southern District of California	23-cv-874-L-KSC
Manzaneth v Digital Currency Services	02/20/2024		Superior Court of the State of California County of Los Angeles	20STCV19393
Kenneth Raschke v Trapper Mining Inc	01/31/2024		USDC for The District of Colorado	1:23-cv-00671- RMR-SBP
Gilbert Soto v Domino's Pizza	12/05/2023	12/14/23	American Arbitration Association	01-22-0000-9431
Conrad Reloj v GEICO	12/06/2023		USDC Southern District of California	3:21-cv-01751-L-AGS
Allison v Dignity Health	10/27/2023		Superior Court of the State of California for the County of San Francisco	CGC-18-566922
Benitez v Marromac, Inc	08/14/2023		Superior Court of the State of California County of Los Angeles	20STCV19312
Hernandez v Wal-Mart Associates, Inc.	06/29/2023		USDC Central District of California	5:21-cv-00166-FLA-KK
Zamora v Overhill Farms Inc.	05/04/2023		Superior Court of the State of California for the County of Los Angeles	19STCV10854
Cook v Saks Fifth Avenue LLC et al	04/19/2023	05/11/2023	Court of Common Pleas, Franklin County, Ohio	21-cv-003401
Fogo de Chao Wage and Hour Cases	01/25/2023		Superior Court of the State of California County of Santa Clara	17CV318072

Cite	Deposition Date	Trial Date	Court	Case Number
Padilla v Walt Disney Parks and Resorts U.S. Inc.	01/18/2023		Superior Court of the State of California County of Orange	30-2019-01077209-CU-OECXC
Williams v Amazon	11/29/2022		USDC Northern District of California, San Francisco Division	3:22-cv-01892-VC
Frakes v McLane Foodservice Distribution	11/11/2022		Superior Court of the State of California for the County of San Bernadino	CIVDS2022117
Maldonado v World Class Distribution Inc	09/27/2022		Superior Court of the State of California for the County of Los Angeles	BC680208
Jimmy Lee Bynum Jr. v CSL Behring et al	07/27/2022		In the Circuit Court of Kankakee County, Illinois	2020L107
Fredeen v California Cemetery & Funeral Services	04/20/2022 03/17/2022		Superior Court of the State of California for the County of Los Angeles	BC706930
Morgan et al v Rohr Inc. et al	10/26/2021		USDC, Southern District of California	3:20-CV-00574-GPC-AHG
Torrez v Del Taco LLC	10/11/2021		Superior Court of The State of California for The County of Alameda	JCCP4904
Zibdea v Jones Ontario Acquisition		08/19/2021	In Re Arbitration ADR Services Inc.	19-6557
Escamilla v Ono Hawaiian BBQ, Inc.	08/02/2021		Superior Court of The State of California for The County of Los Angeles	BC651992
Guzman v Marriott	07/28/2021		Superior Court of The State of California for The County of Riverside	PSC1601106
Alvarado v Wal-mart	07/21/2021		USDC Central District of California	2:20-cv-01926-AB-KK
Bucio v ABM Industries	01/29/2021		Superior Court of The State of California for The County of San Francisco	CJC-07-004502
Christian Koszka v California State Assembly	03/20/2019		Superior Court of The State of California for The County of Sacramento	34-2016-00199407
Zuniga v Alexandria Care Center	11/19/2018		Superior Court of the State of California County of Los Angeles	BC529776
Walden v The State of Nevada, NDOC	12/01/2017		USDC District of Nevada	3:14-cv-00320-LRH-WGC
Lynda Howard v Michigan Bell	05/26/2016		David Kotzian, Arbitrator	
Hostetler v Johnson Controls	09/16/2015		USDC Northern District of Indiana, South Bend Division	3:15-cv-00226-JD