

Dubravka Tosic, Ph.D.

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EDUCATION

Ph.D., Economics	Florida State University, 1997 Area of Concentration: Labor Economics
M.A., Economics	Florida State University, 1991
B.A., Economics	University of Maryland, 1989

PRESENT EMPLOYMENT

Berkeley Research Group, LLC, Director, December 2015–Present

Labor economist with significant experience in all aspects of the application of labor economics, statistical analysis, damage calculations, and research to problems involving labor and employment issues.

As a consulting expert or testifying expert, provide assistance and prepare economic expert reports in a variety of complex disputes, litigation and arbitration matters, and proactive risk management and compliance reviews:

Economic and statistical analyses performed in connection with matters involving allegations of employment discrimination with respect to various employer actions (compensation, hiring, demotion, promotion, discipline, performance evaluations, job assignment, training, termination), executive compensation, breach of employment contract, personal injury and wrongful death, and wage and hour litigation. Analyses may involve the development and use of large and complex analytical databases and the design and estimation of sophisticated econometric models.

Extensive experience in the calculation of economic loss involving allegations of discrimination in pay, hiring, promotion, discipline, and termination, personal injury, and wrongful death. Estimation of economic loss related to all forms of compensation and fringe benefits including stock options and stock shares, defined benefit and defined contribution pension plans, analyses of job availability by occupation and/or industry, and calculation of present value of

lost household services and life care plans. Damage calculations prepared in single-plaintiff, multi-plaintiff, and class action matters. This includes assisting The Office of the Special Master and the team working on the September 11th Victim Compensation Fund by developing and updating complex economic loss models used to value claims of personal injury and/or wrongful death.

Research and analyses of compensation and fringe benefit costs for various occupations, industries, and geographic regions, in support of negotiations of collective bargaining agreements.

Analyses of reasonableness of employee compensation as compared to the relevant labor market. Analyses may involve a review of base, incentive, and total compensation, and the use of various compensation surveys and company disclosure documents.

Prepare pro-active economic studies and reviews involving analysis of compensation and pay equity, labor force reductions, economic impact of proposed projects, regulations or laws, and utilization of minority and women-owned businesses in procurement activities.

Supervise and coordinate the work of economists and other research staff. Lead and manage projects by designing, organizing, planning and directing the preparation of cases from initial client contact through the final report and/or expert testimony.

PREVIOUS POSITIONS

ERS Group, Principal, 2010 to December 2015

PricewaterhouseCoopers LLP, Director, 1997 to 2009

Director, Forensic Services, (2005 - 2009)

Manager, Dispute Analysis and Investigations (2001 – 2005)

Senior Associate, Dispute Analysis and Corporate Recovery (1997 – 2001)

ERS Group, Research Associate, 1991 to 1996

The World Bank, Intern/Consultant, 1994

The Florida State University, Research Assistant, 1989 to 1991.

PROFESSIONAL AWARDS, RECOGNITION, AND PRIZES

PricewaterhouseCoopers Chairman's Award for Market Leadership, 2009

United Nations Association of the United States, 2006 International Visionaries' Award, 2006

PricewaterhouseCoopers Chairman's Award for work done on the September 11th Victim Compensation Fund (VCF), 2004

PUBLICATIONS

"Implications of Remote Work on Company Pay Equity," BRG White Paper, Forthcoming.

"#ME TOO: Calculation of Economic Damages in Matters Involving Allegations of Sexual Harassment" BRG White Paper, Forthcoming.

"Advancing Pay Equity Through Compensation Analysis," Human Resources Director (HRD) Magazine, September 20, 2022, <https://www.hcamag.com/us/specialization/employment-law/advancing-pay-equity-through-compensation-analysis/421091>.

"The Impact of COVID-19 on Women in Law," ThinkSet Magazine, Berkeley Research Group, November 2021. <https://thinksetmag.com/insights/impact-of-covid-19-on-women-in-law>.

"The Use of Statistical Evidence in Class Action Litigation: Class and Group Action Laws and Regulations 2021," The International Comparative Legal Guide to Class & Group Actions 2021, Co-Author. Global Legal Group, November 11, 2020. <https://iclg.com/practice-areas/class-and-group-actions-laws-and-regulations/6-the-use-of-statistical-evidence-in-class-action-litigation>

"Reductions in Force and Furloughs During the COVID-19 Pandemic, Managing Employment Discrimination Risks by Conducting Disparate Impact Analyses" BRG Insights, September 1, 2020. <https://www.thinkbrg.com/insights/publications/tosic-rif-furloughs-covid/>

"The Current State of the U.S. Labor Market as a Result of the Pandemic, Return to Work, and Potential Employment Litigation Risks," BRG White Paper, May 2020. <https://brg-crisis-response.com/crisis-management-and-recovery/claims-and-disputes/labor-market-return-to-work/>

"The EEOC's Proposal to Start Collecting Data on Compensation and Hours Worked", BRG White Paper, March 1, 2016 <http://www.thinkbrg.com/newsroom-publications-tosic-eeoc-compensation.html>.

"SEC and New Executive Compensation Disclosure", May 13, 2015, ERS Group Blog, <http://www.ersgroup.com/blog/sec-new-executive-compensation-disclosure>

"A Basic Introduction to the Methodology Used to Determine a Discount Rate," in "Pocket MBA: Finance for Lawyers, October 2014," Practising Law Institute, 2014, New York, New York.

"Regression Analysis Applications in Litigation", with Robert Mills, in "Pocket MBA: Finance for Lawyers, June 2011", Practising Law Institute, 2011, New York, New York.

"Sampling Applied to Pension Calculations," with Dr. Jessica Pollner, Data Management Review, July 6, 2007.

"Report on the Civil Appeals Management Program (CAMP) Survey," Prepared for The Litigation Committee of the Association of the Bar of the City of New York, November 2006.

"The Changing Economic Status of Women in Several Countries of Central and Eastern Europe during the Transition," Ph.D. Dissertation, Department of Economics, Florida State University, 1997

"The Relationship between Investments in Human Capital and Economic Growth – A Critical Review of the Literature," Manuscript prepared for the International Youth Foundation, August 1996.

"The Americans with Disabilities Act – 101 Questions and Answers," with Michael J. Piette, Lawyers and Judges Publishing Company, January 1994.

"The Social Sectors and Social Expenditures Review of Croatia," The World Bank Working Paper, September 1994.

"The Returns to Higher Education in the Republics of Yugoslavia," Working Paper, The Florida State University, November 1992.

PRESENTATIONS

Upcoming: Panelist for Session Titled: "Diversity, Equity, and Inclusivity in Complex Litigation," Complex Litigation Ethics Conference, University of California Hastings College of Law, October 22, 2022.

Upcoming: Panelist for Session at Annual Conference of the Business Valuation Committee & Litigation Services Committee, NYSSCPA, May 15, 2023.

Panelist for Session Titled "Session 2: Expertise, Technical Points, and Stories – A Round Table Discussion," National Association of Forensic Economics (NAFE), Eastern Economic Association Annual Meetings, February 25, 2022.

Panelist for Presentation titled "The Impact of the Pandemic on Women in Law," National Association of Women Lawyers (NAWL), Women in Employment Law, September 28, 2021.

Moderator of Panel titled "Education During the COVID-19 Pandemic and Beyond – Impact on Schools, Students, Parents, Teachers, and Staff," Class Action Money & Ethics 2021 Conference, June 30th 2021.

Panelist for National Association of Forensic Economics (NAFE) Panel Discussion, Virtual 96th Annual Conference, Western Economic Association International, June 27 and June 28, 2021.

Panelist for Presentation titled "Class Action Litigation in an Era of Change: What to Expect in 2021 from the Biden Administration, Congress, and the US Supreme Court," BRG Virtual Conference, Co-Moderator of Labor & Employment Session, January 28, 2021.

Panelist for Presentation titled "Current Challenges and Hot Topics in Labor and Employment and Benefits," Provider Conference Webinar Series, with Haynes and Boone LLP, October 29, 2020.

Podcast Presentation titled "Episode 6: Insights into Reopening the Economy," COVID Conversations on Risk: Webinars and Podcasts, Society for Risk Analysis, with Robin Cantor, Ph.D., May 12, 2020. <https://sra.org/covid-19-resources>

Panelist for Presentation and Live Webinar titled "Calculating Economic Damages in Wage and Hour Litigation Matters," Practicing Law Institute (PLI) One-Hour Briefing, January 16, 2020.

Panelist for Presentation and Live Webinar titled "Calculating Economic Damages in Employment Litigation Matters," Practicing Law Institute (PLI) One-Hour Briefing, June 25, 2019.

Panelist for Presentation and Live Webinar titled "Conducting an Effective Equal Pay Audit," North Texas Industry Liaison Group (NTILG), March 21, 2019, Dallas, Texas.

Panelist for Presentation and Webinar titled "Testing Your Company's Compliance – Conducting Pay Equity Audits" with Greenberg Traurig, September 17, 2018, New Jersey.

Panelist for Webinar presentation titled "Effective Use of Statistical Evidence in Employment Class Action Litigation: Practical Guide in 2017," The Knowledge Group, January 31, 2017. <https://theknowledgegroup.org/effective-use-of-statistical-evidence-in-employment-class-action-litigation-practical-guide-in-2017-live-webcast>

Presenter at Session titled "Beyond Base Pay: Understanding and Addressing Pay Disparities in Variable Compensation," August 5, 2016, The 34th Annual ILG National Conference, Charlotte, NC.

Panelist for segment titled "Using Financial Information in Business Transactions" of two-day conference titled "Pocket MBA: Finance for Lawyers and Other Professionals", Practicing Law Institute (PLI), San Francisco, June 20-21, 2016.

Panelist for segment titled "Using Financial Information in Business Transactions" of two-day conference titled "Pocket MBA for Attorneys", Practicing Law Institute (PLI), San Francisco, May 7-8, 2015.

Panelist for segment titled “Using Financial Information in Business Transactions” of two-day conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), New York, October 9-10, 2014, with Dr. Jennifer L. Blouin, The Wharton School, University of Pennsylvania.

Panelist for segment titled “Using Financial Information in Business Transactions” of two-day conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), San Francisco, May 5-6, 2014.

Presenter at The Associated General Contractors of America (AGC) HR and Training Professionals Conference, “Leave No Stone Unturned: OFCCP’s New Outlook on Compensation”, Chicago, October 16, 2013.

Panelist for segment titled “Practical Elements of Finance” of conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), New York, October 10-11, 2013.

Panelist for segment titled “Practical Elements of Finance” of conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), San Francisco, June 3-4, 2013, with Dr. Jennifer L. Blouin, The Wharton School, University of Pennsylvania.

Panelist for segment titled “Practical Elements of Finance” of conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), New York, October 11-12, 2012.

Presenter of Webinar titled “Worker Misclassification and How It May Impact the Bottom Line”, Associated Builders and Contractors, Inc., October 3, 2012.

Panelist, Diversity in the Workplace, at the Argyle Chief Legal Officer Executive Forum, New York, NY, March 7, 2012.

Presenter of Webinar titled “Wage and Hour Litigation in the Construction Industry”, Associated Builders and Contractors, Inc., December 13, 2011.

Panelist for segment titled “Practical Elements of Finance” of conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), New York, June 13-14, 2011.

Panelist for segment titled “Economics and Finance” of conference titled “Pocket MBA for Attorneys”, Practicing Law Institute (PLI), New York, July 29-30, 2010.

“Calculating Economic Damages,” The Wharton School of Business, University of Pennsylvania, April 2009.

“Conducting Risk Assessments and Risk Management”, UNICEF New York, Brazil, and Bangladesh, June 2008.

OTHER ACTIVITIES

Member of Advisory Board, Seton Hall University, Stillman School of Business, Customer Experience Executive Certification Program.

Invited Peer Reviewer for Articles Submitted to Journal of Forensic Economics, for Publication.

Volunteer with Spark Business Academy (A Non-Profit Organization that Teaches Students Financial and Economic Skills); Review and Grade Final Projects of Participating Elementary School Students, and Present to Students on Economics.

AFFILIATIONS

American Economic Association, Member.

National Association of Forensic Economics (NAFE), Member.

Labor and Employment Relations Association (LERA), Member.

American Bar Association, Section of Litigation and Section of Labor and Employment Law.

Financial Women's Association (FWA), Member of New Jersey Committee.