



Benjamin Crockett, M.S.

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PROFESSIONAL EXPERIENCE

LEAD ANALYST AND DIRECTOR OF OPERATIONS; NICKERSON & ASSOCIATES LLC 2019 – Present

Providing consultation for businesses and law firms in need of economic and statistical analyses.

- Manage and oversee company employees and operations.
- Settlement administration and project management.
- Project cost estimation, sub-contractor bid requests, contract development.
- Present findings in written reports, charts, tables, and demonstratives for mediation, expert reports, and testimony.

ANALYST; NICKERSON & ASSOCIATES LLC 2016 – 2019

Providing consultation for businesses and law firms in need of economic and statistical analyses.

- Assess liability claims and damages in wage and hour class action cases.
- Estimate economic losses in wrongful termination, personal injury, wrongful death, and employment-related litigation.
- Evaluate misclassification charges for independent contractors or exempt employees.
- Manage and analyze payroll and time card data with over 10 million records and 100 variables for national corporations.
- Value businesses in breach of contract disputes.
- Present findings in written reports, charts, tables, and demonstratives for mediation, expert reports, and testimony.

HRIS ANALYST; ZENITH AMERICAN SOLUTIONS 2012 – 2016

Empowered the seamless execution of HR knowledge management functions by ensuring the integrity, availability, and confidentiality of employee data.

- Maintained accurate database records that drove bold decision-making up to the senior leadership level.
- Designed, built, and generated scheduled / ad hoc reports in support of evolving business demands.
- Analyzed compensation and timekeeping information, uncovered opportunities for improvement, and recommended data-driven enhancements that maintained the highest standards of regulatory compliance.
- Translated complex statistical information into effective presentations and key personnel insights.
- Helped team leaders optimize their performance management strategy by supplementing employee evaluations with statistical analyses of scorecards and metrics.
- Converted personnel files to new formatting after a corporate merger, and played a critical role on the cross-functional project team charged with transitioning employee tracking functions to a new system.

COMPLIANCE ASSISTANT; COMMUNITY HEALTH PLAN 2010 – 2011

Investigated and analyzed complex, time-sensitive compliance incidents with accuracy and precision.

- Identified, mitigated, and managed risk to avoid non-compliance, and align daily activities with all applicable rules and regulations.
- Minimized business downtime by streamlining operations and implementing process enhancements.
- Leveraged expertise in all company policies and procedures to ensure diligence and consistency in remediating operational deficiencies.
- As a technology subject matter expert, made key contributions to the testing, integration, release, and adoption of SharePoint.
- Used evidence-based strategies, creative innovation, and key data insights to facilitate continuous improvement and positively influence bottom-line results.

ENGLISH LANGUAGE ASSISTANT; AUSTRIAN MINISTRY OF EDUCATION

2007 – 2009

Provided engaging classroom instruction to English–language learners in Linz, Austria.

- ➔ Developed and implemented skill-building activities in the areas of reading, writing, speaking, and listening.
- ➔ Collaborated with cross-functional colleague to monitor progress and adjust strategies in response to real-time student outcomes.
- ➔ Incorporated lessons in cross-cultural understanding, in order to enriched students’ language studies and demonstrate real-world application.
- ➔ Analyzed phonetic and lexicographical properties of the local dialect.

MATH TEACHER; TOP ACADEMY

2007

Implemented instructional strategies that helped students with different skill levels improve their results on standardized math exams.

- ➔ Used hands-on activities, games, and contests to convey and reinforce mathematical concepts.
- ➔ Adapted teaching methods to align with each student’s needs, abilities, and interests.
- ➔ Leveraged formal assessments, informal skill-checks, and data analysis to monitor progress, ensure comprehension, and adjust practices as needed to drive superior outcomes.

EDUCATION

Master of Science in Applied Mathematics; University of Washington

Bachelor of Arts in Mathematics; University of Washington

- ➔ Minor in German Linguistics
- ➔ Bronze Pin Recipient

CASE WORK

In addition to the below, there are 15+ open cases I am actively engaged with, pertaining to meal and rest breaks, unpaid overtime, and breach of contract, among other areas.

Cases with Testimony

CASE	CASE NUMBER	COURT	YEAR	PLAINTIFF OR DEFENSE	WORK PERFORMED
Fennell v. PMA	3-16-cv-05933-RSL	US District Court Western District of Washington at Seattle	2017	Defense	Testified via declaration. Prepared charts and tables examining relationships among worked hours, seniority, and union status
Lane v. Kroger	2:18-cv-00483	US District Court Western District of Washington at Seattle	2018- 2019	Defense	Retained as expert. Produced report calculating back and front pay

Cases with Significant Work Performed

CASE	CASE NUMBER	COURT	YEAR	PLAINTIFF OR DEFENSE	WORK PERFORMED
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Kayshel v. O'Brien Auto Group	14-2-27455-6 SEA	King County (WA) Superior Court	2016-2018	Defense	Estimated exposure for car dealers, performed critique of opposing experts' analyses
Santamour v. UPS Ground Freight	17201766-8	Spokane County (WA) Superior Court	2017	Defense	Estimated exposure and calculated damages for unpaid rest break time for drivers
Steeb v. Overlake Hospital	15-2-16399-0 SEA	King County (WA) Superior Court	2017-2018	Defense	Produced report examining rounding effects on employees
LePine v. Petsmart	17-cv-05488-BHS	US District Court Western District of Washington at Tacoma	2018	Defense	Estimated rest and meal break exceptions for employees
Hashi v. Airport Management Services	18-2-05947-0 KNT	King County (WA) Superior Court	2018	Defense	Estimated exposure for meal and rest breaks and accommodation
USI v. VanderZanden	01-17-0006-6562	American Arbitration Association	2018-2019	Plaintiff (Claimant)	Estimated economic losses due to alleged breach of contract
Inteum v. NUS	C17-1252-JCC	US District Court Western District of Washington at Seattle	2019	Defense	Estimated economic losses due to alleged breach of contract