



**LEADER ASSESSMENT  
& DEVELOPMENT**



**HIRING & PROMOTION**



**LITIGATION SUPPORT  
& RISK REDUCTION**



**TALENT MANAGEMENT**



**ABOUT APTMetrics**



## Expert Witness Testimony

Our I-O psychologists often provide employment litigation support and frequently serve as expert witnesses assisting both defendants' and plaintiffs' counsels in class-action employment discrimination, harassment and wage and hour law suits. We assist counsel by: examining whether statistical evidence supports the filing of class-action employment-discrimination lawsuits; identifying relevant materials and information that need to be evaluated to determine whether employment discrimination has taken place;

reviewing relevant documentation to determine whether a test or other employment procedure (e.g., performance appraisal system) is valid and job-related according to legal and professional guidelines and standards; drafting questions to be used by lawyers during depositions; conducting job analysis to determine if jobs meet exemption criteria in wage-hour cases; memorializing findings and conclusions regarding validity evidence in expert reports; and testifying in court about expert opinions and conclusions.