

Valentín Estévez

Vice President

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Dr. Valentín Estévez is a vice president in the Labor & Employment Practice of CRA.

Dr. Estévez has worked as consultant and testifying expert in class action and single-plaintiff matters. He helps clients proactively assess their compliance with international, federal, and state regulations regarding fair/equal pay, pay equity, and wage and hour matters. In addition, he assists clients in preparing and responding to audits and investigations from government agencies such as the OFCCP, EEOC, and California's DFEH.

Dr. Estévez performs statistical analyses of claims of discrimination (pay, hiring, promotions, terminations, and other employment actions) and of alleged violations of the FLSA and state wage and hour statutes, such as those in California, New York, and Massachusetts. He also assists clients in the organization and analysis of large and complex databases and on the application of Big Data and Artificial Intelligence techniques in labor and employment matters. Prior to joining CRA, Dr. Estévez was Senior Managing Director with Welch Consulting where he worked for more than 17 years.



Related Capabilities

- Anti-Competitive Employment Class Action Litigation
- Class Certification
- Compliance
- Diversity & Inclusion
- EEO/Discrimination Litigation
- Labor & Employment
- Pay Equity Audits
- Policy Consulting
- Proactive Employment Consulting
- Wage & Hour Litigation

Holly Brackin

Associate Principal

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Holly Brackin is an associate principal in the Labor & Employment Practice, based in CRA's College Station, Texas office.

Prior to joining CRA, Ms. Brackin was Director in the Bryan, TX, office of Welch Consulting. Ms. Brackin assists in organizing and preparing statistical analyses of large databases in class action labor and employment matters and consulting engagements. Her experience includes statistical analyses of hiring, promotion, workforce reductions, pay disparity, and wage and hour claims. Ms. Brackin compiles structured and unstructured data into databases suitable for analysis.

Ms. Brackin has over 20 years of experience in data analysis and assists in a wide variety of class action and individual plaintiff matters involving wage and hours issues. She has assisted companies in evaluating claims alleging wage and hour violations under the FLSA and state laws, including unpaid overtime, illegal clock rounding, meal and rest break violations, record-keeping and time reporting violations, and other claims of improper employer actions, including those charged under California's Private Attorney General Act (PAGA). Ms. Brackin has extensive experience in cases alleging the incorrect calculation of the regular rate of pay. She is also experienced in reviewing data and calculations from opposite parties involving exposure estimates.

Ms. Brackin worked in the accounting department of a non-profit organization while pursuing her degree in applied mathematics with an emphasis in finance and economics.



Related Capabilities

Labor & Employment