

BENJAMIN S. SHIPPEN

Office Address

Secretariat Economists LLC
215 South Monroe Street, Suite 701
Tallahassee, Florida 32301
(850) 558-6038
shippen.b@ei.com

Professional Experience

Secretariat Economists LLC

Managing Director (2021 – Present)

Dr. Shippen's economic consulting practice is focused on economic modeling and statistical analysis in the areas of labor and employment. He has worked on engagements involving allegations of discrimination in compensation, hiring, termination, performance, promotion and other employment decisions under Title VII, Equal Pay Act, and Americans with Disabilities Act claims. In wage and hour matters, Dr. Shippen has provided analysis and expertise addressing both FLSA and state law issues of unpaid overtime pay claims, off-the-clock work, improper tip pooling, and employee misclassification. He has been retained as a testifying expert on matters ranging from large class actions to single-plaintiff cases in both Federal and state courts.

In addition, Dr. Shippen has experience in building and managing large and complex employment data bases to analyze the effects of employment practices and policies. He has worked as a consultant to state agencies to analyze state employment data and trends and to statistically analyze agency budgets.

Dr. Shippen also provides economic loss valuations and damage estimates in employment matters involving claims of discrimination, wage and hour violations, and wrongful death or injury.

Dr. Shippen has published in academic journals such as the Journal of Labor Research, the Atlantic Economic Journal, and Legal Applications of Data for Institutional Research. Since 2011 he has taught a class in economic data analysis in the Master's Program in Applied Economics at Florida State University. He often makes presentations to legal

Professional Experience (continued)

and human resources professionals on labor and employment issues, including presentations before the National Industry Liaison Group, the Florida Bar Association Labor and Employment section, and HR Florida.

Economists Incorporated

Senior Vice President (2020 – 2021)

Vice President (2014 – 2019)

Economic Research Services (ERS) Group

Principal (2009 – 2014)

Economist (2000 – 2009)

Developed and conducted statistical and labor-economic studies. Supervised economists and other research staff in applying statistical techniques and labor economics to the analysis of employment and other practices in government and private sectors. Managed projects from initial design to final report.

Florida State University

Adjunct Professor (2011 – Present)

Taught “Analysis of Economic Data” and “SAS for Economists” to graduate students in Economics.

Mercer University

Assistant Professor (1995 – 2000)

Taught courses in Quantitative Methods, Labor Economics, Environmental Economics, Money, Banking, and Credit, Decision Theory, and Principles of Micro/Macro Economics at both the graduate and undergraduate level. Conducted research in labor economics and participated in university committees.

Florida A&M University

Adjunct Instructor (1994 – 1995)

Taught courses in Managerial Economics, Intermediate Microeconomics, and Principles of Micro/Macro Economics.

Education

Ph.D., Economics, Florida State University

M.S., Economics, Florida State University

B.A., Mercer University

Publications and Research Papers

“Two Options to Consider When Calculating Overtime” (with Christopher B. Lunny) Law 360 Employment Section, Expert Analysis, April 2015.

“Estimating Lost Earnings for a Single Plaintiff,” Economists Ink, Spring 2015 (with Laura A. Malowane)

“Leveraging Employment Data To Fight Class Certification” (with Charles Mullin) Law 360 Employment Section, Expert Analysis, June 2014.

“Economic Impact of Reduced Judiciary Funding and Resulting Delays in State Civil Litigation” (with Nels Pearsall and Roy Weinstein); *The Economic Consequences of Budget Cutbacks to the Judiciary*, (Los Angeles: Micronomics Inc., 2012), pp. 43-79.

“Managing Scarce Public Resources in Troubled Times” (with Kirk Koenig and Roy Weinstein); *The Economic Consequences of Budget Cutbacks to the Judiciary*, (Los Angeles: Micronomics Inc., 2012), pp. 25-42.

“Regression Analysis: Legal Applications in Institutional Research” (with Julie A. Frizell and Andrew L. Luna); *Legal Applications of Data for Institutional Research*, No. 138, Summer 2008.

“Is Environmental Quality a Public Good?” (with Andrew Light); *Organization and Environment*, Vol. 16, No.2, 2003.

“How International Trade Affects Union Wages: New Evidence,” (with Allen K. Lynch); *Journal of Labor Research*, Vol. 23, No. 1, Winter 2002.

“The Labor Market Effects of Import Competition: Theory and Evidence from the Textile and Apparel Industries,” *Atlantic Economic Journal*, Vol. 27, No. 2, June 1999.

“Unmeasured Skills in Inter-Industry Wage Differentials: Evidence from the Apparel Industry,” *Journal of Labor Research*, Vol. 20, No. 1, Winter 1999.

Presentations and Professional Meetings

“Potential Pitfalls in Compensation Practices at Your Company,” presented at the 2014 HR Florida Conference and Expo, October 2014.

“Self-Assessment Strategies for the Recruitment of Veterans and Individuals with Disabilities,” presented at the Central Florida / Space Coast Industry Liaison Group conference, June 2014.

“Self-Assessment Strategies for the Recruitment of Veterans and Disabled Workers,” presented at the National Industry Liaison Group conference, July 2013.

“Using the Adverse Impact Ratio as a Measure of Practical Significance in Employment Selection Analysis,” presented at the Southern Economic Association Annual Meeting, November 2012.

“The Odds are in Your Favor,” presented at a Conference hosted by: Alabama Business Leadership Employment (ABLE) Network, Alabama Department of Rehabilitation Services – Resources for Employment and Disability Information Network (READI-NET), in partnership with OFCCP, EEOC, and Alabama Industry Liaison Group, August 2012.

“Compensation Analysis for Federal Contractors/Sub-Contractors,” presented at the Jacksonville, Florida, Industry Liaison Group Conference, July 2012.

“Self-Assessment Strategies for the Recruitment of Veterans, and Disabled and Specialty Skilled Workers: Focus on the South East Region,” presented at the Southeast Industry Liaison Group Regional Conference, June 2012.

“How Do You Value Your Case,” presented at the Labor & Employment Section’s Advanced Labor Topics Program of the Florida Bar Association Meeting, May 2006.

“New Evidence of the Effect of International Trade on Union Wages,” presented at the Southern Economic Association’s Annual Meeting, November 1999.

“Wages and Exit Decisions for Workers in Declining Industries: the Case of Textile and Apparel,” presented at the Southern Economic Association’s Annual Meeting, November 1999.

“Wages and the Exit Decision for Workers in the Textile and Apparel Industries,” presented at the Southern Economic Association’s Annual Meeting, November 1998.

“A Model of the Labor Market and the Effects of Import Competition: Theory and Evidence from the Textile and Apparel Industries in the 1980’s,” presented at the Georgia Southern University Economics Seminar Series, November 1997.

“Are Import Competition Effects on Wages a Proxy for Unmeasured Ability?” presented at the Southern Economic Association’s Annual Meeting, November 1996.

Presentations and Professional Meetings (continued)

“Is Environmental Quality a Public Good?” presented at the American Philosophical Association’s Annual Meeting, December 1995.

“Labor Mobility and the Relative Wages of Textile and Apparel Workers,” presented at the Southern Economic Association’s Annual Meeting, November 1994.

“Import Competition Effects on Wages and Employment in the Textile and Apparel Industries,” presented at the Southern Economic Association’s Annual Meeting, November 1993.

Expert Testimony

Sullivan v. Winter, Case No. 04CV0003-H (POR), U.S. District Court, Southern District of California. [Declaration]

Doan et al. v. Astrue, Case No. 04cv2039 DMS (RBB), U.S. District Court, Southern District of California. [Declaration]

Anderson v. Triad International Maintenance Corporation, Case No. 3:11-cv-3-TJC-TEM, U.S. District Court, Middle District of Florida. [Declaration]

Ewald v. Royal Norwegian Embassy, Civil No. 11-CV-2116 (SRN/SER), U.S. District Court, District of Minnesota. [Declaration, Affidavit, and Trial]

Amanda Maguire v. McDonald’s USA, LLC and TMD Management, LLC
Civil Action File No. CV-2013-0360, State Court of Glynn County, State of Georgia.
[Declaration and Deposition]

Harold Macajoux vs. Sunshine Car Care, LLC d/b/a Super-Lube
Case No.: 4:16-cv-66-MW-CAS, U.S. District Court, Northern District of Florida.
[Declaration]

Cynthia Miller vs. Florida Medical Association, Inc., Case No.: 13-CA-001852, The Second Judicial Circuit of Florida, Leon County Florida. [Declaration, Affidavit, and Deposition]

Debra Ison vs. G4S Secure Solutions (USA) Inc., Case No.: 1:17-cv-00001-MW-GRJ, U.S. District Court, Northern District of Florida Pensacola Division. [Declaration]

Steven F. Johnson vs. G4S Secure Solutions (USA) Inc. and STP Nuclear Operating Company, Case No.: 16-H-0601, The District Court of Matagorda County Texas, 23rd Judicial District Court. [Declaration]

Expert Testimony (continued)

James Hightower vs. State of Florida Department of Highway Safety and Motor Vehicles., Case No.: 2014-CA-2844, The Second Judicial Circuit of Florida, Leon County Florida. [Declaration and Deposition]

Denise Crawford vs. The City of Tallahassee, et al., Case No.: 4:18-CV-00118-RH-CAS, U.S. District Court, Northern District of Florida Tallahassee Division. [Declaration]

Mohammed Z. Hussaini vs. G4S Secure Solutions (USA) Inc, Case No.: 17-CV-08887, US District Court, Northern District of Illinois Eastern Division. [Declaration and Deposition]

Robert Sharman, Jr. vs. The City of Tallahassee, et al., Case No.: 4:18-CV-231-MW-CAS, U.S. District Court, Northern District of Florida Tallahassee Division. [Declaration]

James Kirkland vs. The City of Tallahassee, et al., Case No.: 4:18-CV-231-MW-CAS, U.S. District Court, Northern District of Florida Tallahassee Division. [Declaration]

Kevin Fiedor vs. Florida Department of Financial Services et al., Case No.: 4:18-CV-191-RH-CAS, U.S. District Court, Northern District of Florida Tallahassee Division. [Declaration]

Patrick Weckesser vs. Knight Enterprises, S.E., LLC., Case No. 2:16-cv-02053-RMG, U.S. District Court, District of South Carolina, Charleston Division. [Declaration]

Dr. Sahil Amin-Patel vs. Emory University et al., Case No. 1:19-cv-01213-MHC, U.S. District Court, Northern District of Georgia, Atlanta Division. [Declaration]

LeDawn Gibson vs. Florida A&M University Board of Trustees, Case No. 4:19-cv-512-MW-MAF, U.S. District Court, Northern District of Florida, Tallahassee Division. [Declaration]

Jermaine Johnson vs. G4S Secure Solutions (USA) Inc., A Florida Profit Corporation, Civil Action No. 9-CV-24091-MGC, U.S. District Court, Southern District of Florida, Miami Division. [Declaration and Deposition]

Kelly Marsey vs. State Board of Administration of Florida, Case No. 4:20-CV-262-AW-MJF, United States District Court, Northern District of Florida, Tallahassee Division. [Declaration and Deposition]

Tonya M. Sconiers vs. Duluth Public Schools, I.S.D. No. 709 et al., Case No. 19-cv-2468(MJD/LIB), United States District Court, District of Minnesota. [Declaration]