

Practice Profile

Craig Pratt, SPHR

About Craig Pratt

Craig E. Pratt, principal, is a nationally recognized human resources management specialist and consultant. He has served as a testifying expert in more than 70 trials on behalf of plaintiffs and defendants. He brings his experience as a corporate manager, trainer, author and employment investigator, his proven strengths are in assessing, analyzing, and interpreting sensitive personnel management issues.

Expert Witness & Case Consultation

Mr. Pratt continues to earn the confidence of some of the largest and most well-respected law firms, nationwide as well as numerous public and private organizations. Craig frequently serves as an expert witness for federal and state courts in all areas of human resources management practice. In fact, he has provided analysis/testimony in more than 800 federal and state lawsuits, acting as an expert for both plaintiffs and defendants. He has been a consultant to the US Attorney, EEOC and the California Department of Fair Employment and Housing (DFEH) regarding human resources management issues in litigated cases.

Independent Evaluation of discovery materials

Craig Pratt & Associates' commitment to you is that we will conduct an independent evaluation of the facts and circumstances of the lawsuit from a human resources perspective. This includes an analysis of the human resource policies, procedures and practices implemented through a review of documents and testimony obtained through discovery. Craig Pratt & Associates will request such documentation as employer policies and procedures, employee communications, personnel files, and performance evaluations in order to provide effective services.

Preparation prior to appearances

We understand the critical value of taking sufficient preparation time prior to a court-imposed deadline, deposition or trial testimony. We meticulously study relevant materials, including deposition transcripts, exhibits, and such pleadings (summary judgment motions, oppositions thereto, arbitration/mediation briefs, etc.) to understand important facts and the arguments advanced in the case. Associates and trained summarizers who work under close supervision by Craig Pratt are used to reduce the cost of preparation studies where applicable.

FEES AND COSTS

Rates

Preparation:	\$335/ hour
Testimony (Deposition):	\$375/hour
Trial	\$3,000.00/day

As needs evolve, Craig Pratt & Associates will monitor, manage, and adapt our work plan to the needs of your case. We will communicate any changes or additional time estimates based on what we are given and the time deadlines you set.

Winter 2010

Craig E. Pratt, SPHR | Craig Pratt & Associates | Human Resources Consultants
510-625-1520 | cell: 510-459-3919 | FAX 510- 250-0784 | pratt.craig@gmail.com
641 Mountain Blvd. | Oakland, CA 94611

Retainers

Our firm's retainer is calculated for each case using the date that you engage us by returning a signed agreement that triggers us to list your case in our "conflicts prevention" database and our calendaring and work planning system. The engagement date is compared to the "Analysis Completion Date" – a date determined by the deadline(s) we will be working with in your case such as the trial or arbitration date, the close of discovery date and the date set by Federal District Courts for written opinion submission under "Rule 26". The sooner of one of these dates is compared to the date you engage our firm to set a non-refundable retainer from \$500.00 (when we have 6 months or more to work with before the Analysis Completion Date) to \$5000.00 (when you engage us with 3 weeks or less of lead time).

Time and Materials

In addition to the hourly rate, other expenses may include associate and clerical assistance, copies/fax/ phone/ travel expenses.

Third-Party Neutral Investigation Practice

Craig is a Licensed Managing Agent, pursuant to the California Private Investigator's Act (License #PI-21713)

Craig is the co-author of the authoritative book, Conducting Workplace Harassment Investigations: How to Be Fair, Thorough and Legal. His has been published in numerous professional journals and trade publications through the Society of Human Resources Management (SHRM).

Education and Work Background

Mr. Pratt earned an MSW (Administration) University of California, Berkeley and AB (Honors) in Social Welfare. He taught "Legal Aspects of Human Resources Management," and "Fair Employment Practices Training for Managers and Supervisors," at the University of California, Davis. He holds an adjunct faculty appointment to teach Human Resources Management to graduate students in the MBA program at John F. Kennedy University, California. Mr. Pratt is a licensed Managing Agent by the California Department of Consumer Affairs, Bureau of Security and Investigative Services.

Craig worked as a human resources executive at Standard Oil Company prior to joining a worldwide HR consulting firm in 1986. He began his corporate career at Hallmark Cards and the Carnation Food Company, Grocery Products Marketing Division. He has more than 30-years of experience handling complicated cases involving recruiting, hiring, supervising, and administering employee policies. Services may include, but are not limited to, employment status changes, FLSA classification, medical leaves, reorganizations, layoffs, reduction-in-force plans, and voluntary/involuntary separation programs.

Winter 2010