

Jason Kandel

Fair Value Metrics LLC

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PROFESSIONAL PROFILE

Jason Kandel is the founder of Fair Value Metrics LLC with more than a decade of experience in wage and hour litigation support and reporting. His specialty is partnering with litigation teams to turn large case datasets into clear, defensible data models that match his client case theories. These models are built to resolve cases quickly while remaining fully ready for trial, and they can update in real time to reflect summary judgment rulings, risk discounts, and other case developments. Clients and the court can review results at the case level, the person level, the weekly level, or the daily level when needed. This lets teams make quick, defensible decisions with confidence, understand how discounts affect specific class members, and finalize allocations across the case immediately.

Jason spent ten years as an embedded data scientist at a wage and hour law firm, applying his data and analysis expertise across the entire arc of each case, from intake through trial. This is a perspective most experts in this space do not have. He has worked with billions of rows of data and served as lead analyst on several of the largest and most complex wage and hour settlements of the past decade. He now brings that experience to clients through Fair Value Metrics, serving as a bridge between attorneys and data science.

CORE SKILLS

- Real time dynamic damages modeling for trial or settlement
- Wage and hour damages analysis under FLSA
- Nationwide state law damages analysis, including PAGA, daily overtime, and wage statement claims
- Large scale data cleaning, auditing, and validation
- Expert reports, audits, and rebuttals
- Fact and expert witness testimony in depositions and trials
- Legal team preparation for Rule 30(b)(6) depositions
- Rule 1006 summaries and trial visual aids
- Data production and format negotiation

EDUCATION

- M.S. Computer Science, SUNY New Paltz, 2015
- M.S. Chemistry, University of Delaware, 2005

PROFESSIONAL EXPERIENCE

Founder, Fair Value Metrics LLC

2025 – Present

Provides expert witness services, damages analysis, risk discounting, and discovery support tailored to wage and hour litigation for law firms nationwide.

Lead Data Scientist, Getman, Sweeney & Dunn PLLC

2015 – 2025

Led damages modeling on large wage and hour matters and provided litigation support across the full arc of the case, including fact witness testimony and audits and reports of both plaintiff and defense expert witnesses.

NOTABLE WORK HISTORY

Van Dusen v. Swift Transportation Co., Inc.

Approximately \$100 million settlement for about 20,000 owner operators alleging misclassification and below minimum wage net pay. Lead analyst, built per employee and per week mediation models, delivered real time damages models and allocation calculators used throughout the case.

Michael v. Bloomberg, L.P., Analytics Department Representatives

\$54.5 million overtime settlement after a mid trial resolution in the Southern District of New York. Built per employee and per week overtime exposure from badge access and scheduling data, modeled off the clock scenarios, delivered live allocation calculators used in negotiations, and participated at trial.

Thomas v. Kellogg Company et al.

Approximately \$16.75 million settlement for about 750 Territory Managers and Retail Store Representatives alleging unpaid overtime in Washington federal court. Built trial ready damages models and delivered per employee and per week allocation calculators used in settlement negotiations and was deposed.

Kinkead v. Humana, Inc., Humana at Home, and SeniorBridge Family Companies

Approximately \$17 million settlement for home health aids in Connecticut and New York, including 24 hour live in shift claims. Built per employee and per week overtime exposure and allocation models from EVV and payroll data, applied state specific live in rules, and supported mediation planning.

Barkley v. NYU Langone MSO, Inc.

\$5.75 million settlement in 2026 for IT workers alleging overtime misclassification in the Southern District of New York. Performed damages analysis and trial preparation.

Herrington v. Waterstone Mortgage Corporation

Loan officer overtime and minimum wage matter. Built per employee and per week overtime and commission models from payroll data, delivered mediation calculators and allocation tools, was deposed and provided damages testimony.

REPRESENTATIVE MATTERS

Court Docketed Matters

- Barkley v. NYU Langone MSO, Inc. (S.D.N.Y., No. 1:2024-cv-09747)
- Brant v. Schneider National Inc. et al (E.D. Wisconsin, No. 1:2020-cv-01049)
- Elmy v. Western Express Inc. et al (M.D. Tennessee, No. 3:2017-cv-01199)
- Thomas v. Kellogg Company et al (W.D. Washington, No. 3:2013-cv-05136)
- Canava v. Rail Delivery Services Inc. et al (C.D. California, No. 5:2019-cv-00401)
- Jackson v. Bloomberg L.P. (S.D.N.Y., No. 1:2013-cv-02001)
- Martinez et al. v. Bloomberg L.P. (S.D.N.Y., No. 1:2017-cv-04555)
- Roseman v. Bloomberg L.P. (S.D.N.Y., No. 1:2014-cv-02657)
- Siegel et al. v. Bloomberg L.P. (S.D.N.Y., No. 1:2013-cv-01351)
- Enea et al. v. Bloomberg L.P. (S.D.N.Y., No. 1:2012-cv-04656)
- Van Dusen v. Swift Transportation Co. Inc. (Ninth Circuit, No. 15-15257)

Experience by Industry

Transportation

- CRST Independent Contractor Driver Litigation
- Western Express
- Swift Transportation Co. Inc.
- Swift Transportation Customer Service Representatives I
- Central Refrigerated Service Inc. and Central Leasing Inc.
- Rail Delivery Services
- FedEx Ground Package System Inc and Federal Express Corporation

Bloomberg

- Bloomberg L.P. Global Data
- Bloomberg L.P. Analytics Department Representatives
- Bloomberg L.P. Installations Department

Healthcare and Home Care

- NYU Langone MSO, Inc.
- Avondale Care Group
- SeniorBridge Home Care
- Future Care and Americare
- Ultimate Care Inc.
- Mississippi Behavioral Health Services

Insurance and Claims Adjusting

- Alamo Claim Service
- Burton Claim Service
- N&C Claims
- Waterstone Mortgage Corporation

Retail and Consumer Products

- Kellogg Company and Keebler Foods Company
- Buffets Inc.
- Williams-Sonoma

Technology and Industrial Services

- Sitemetric
- Ecolab Inc.