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Elizabeth Arnold is a Director in the Labor and Employment Practice at Berkeley Research Group and has been advising clients on issues related to employment practices and wage and hour compliance for more than eighteen years. She provides expert services to clients at leading law firms, companies, and employees nationwide on state and federal litigation and advisory projects across industries ranging from retail and transportation to food processing and healthcare.

Ms. Arnold develops and implements customized research methodologies that address complex legal compliance issues, such as misclassification (i.e., exempt vs. non-exempt employees, independent contractor), donning and doffing, “suitable seating,” off-the-clock work (compensable time), missed meal and rest break claims and On-Duty Meal Period Agreement evaluation.

Ms. Arnold provides expert testimony and has conducted more than 150 job analyses to address employment law compliance issues. Her engagements often include national research projects to determine the tasks and responsibilities of employees. Clients have used results from her studies to evaluate company policies and practices and at multiple stages of active litigation, including mediation, class certification, and merit evaluation.