

People Insights

Behavioral Science + Analytics + Compliance Insight

Berkshire Associates' People Insights services empower organizations to make smarter, fairer, and more defensible people decisions by integrating workforce analytics, behavioral science, and compliance expertise. In partnership with our parent company, Resolution Economics, our interdisciplinary team of industrial/organizational psychologists, labor economists, and compliance experts transforms workforce data into actionable insight. We design and evaluate the people systems that influence hiring, development, performance, and retention—helping organizations align their talent practices with business goals while managing risk.

Client Deliverables

- Executive-ready reports
- Clear, actionable recommendations
- Documentation supporting compliance and legal defensibility
- Advisory support through implementation and ongoing monitoring

Key Contacts



Lynn Clements, Esq.

Senior Director, People Insights
800.882.8904 ext. 1246
lynn.clements@berkshireassociates.com



Brian Marentette, Ph.D.

Director, People Insights
800.882.8904 ext. 1206
brian.marentette@berkshireassociates.com



Thomas Carnahan, Ph.D.

Senior Manager, People Insights
410.801.9540
thomas.carnahan@berkshireassociates.com

Core Service Deliverables

Workforce & Lifecycle Analytics

Our Workforce Analytics services provide foundational insights into workforce composition, hiring, turnover, and key HR metrics, enabling organizations to monitor trends and support data-driven decision-making. For deeper, behavior-based insight, our Employee Lifecycle Analytics examine how employees move through the organization and how HR systems influence outcomes—identifying root causes, risks, and opportunities across recruitment, promotion, performance, pay, and retention.

Selection Process Review & Design

Effective selection systems bring the right talent into your organization—ineffective ones create bottlenecks, increase turnover risk, or introduce legal exposure. Berkshire can help evaluate and optimize selection systems, including screening, interviews, assessments, and hiring procedures, to improve quality of hire while supporting fairness and defensibility.

Employment Tests & Assessments

Our team of I/O psychologists can help develop, validate, and review employment tests, structured interviews, and performance measures, including documentation and expert support for compliance and litigation readiness. We offer custom test and assessment development, full validation studies, assessment vendor vetting, evaluation of structured interviews and rating systems, and expert testimony and litigation support.

AI & Algorithmic Bias Governance

As AI rapidly reshapes HR, employers must understand when and how these tools add value—and when they introduce risk. The Berkshire team provides independent review and validation of AI-enabled HR tools, including bias audits, vendor assessments, and governance support for responsible and compliant use of technology.

Job Analysis

Job analysis is foundational to most HR programs and critical for skills-based hiring. We conduct rigorous, legally defensible job analyses to define job responsibilities and identify required knowledge/skills/abilities to support hiring, exempt/non-exempt classification, pay equity, workplace safety and accommodations, and talent systems.

Job Architecture & Career Frameworks

We partner with employers to design a scalable job architecture that allows organizations to define job families, levels, and career pathways. This data-driven foundation supports equitable pay practices, transparent career progression, and stronger workforce planning.

Performance, Talent & Succession Solutions

Our I/O psychologists can support employers with the design of performance management systems, talent assessment frameworks, succession planning models, and individual development plans aligned to business strategy. Our goal is to design systems that accurately assess performance today, evaluate potential for future roles, and prepare organizations for leadership transitions.

Compensation & Pay Equity Support

Berkshire Associates' Pay Equity services help organizations ensure their compensation systems work as intended - fairly, consistently, and in alignment with business strategy. Our full suite of compensation consulting solutions - from Wage Gap Analyses and Market Analyses to comprehensive Pay Equity Analyses - allows organizations to stay ahead of evolving pay transparency requirements at the state, federal and global levels, prepare mandated pay data reports, and design frameworks for long-term pay equity oversight.

