

## Tracy Wei Costantino

Director, Client Data Solutions & Analysis

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### Focus Areas

Wage and Hour  
Class Action  
Discrimination and Harassment

### Overview

Tracy Wei Costantino leads a team of data analysts who perform analyses for Littler clients to support their varied litigation and compliance needs. The department prepares detailed and complex analyses for wage and hour individual, class and collective actions, regression analyses for reductions in force, adverse impact analyses and pay equity assessments, handles all aspects of OFCCP compliance, and manages gig economy data for clients.

Prior to joining Littler, Tracy was a full-time employment defense litigator and focused on wage and hour matters. She handled primarily California wage and hour individual, PAGA and class action matters as well as nationwide class actions brought under the FLSA.

### Education

J.D., Pepperdine University School of Law, 1997, *cum laude*  
B.A., University of California, Los Angeles, 1992

### Bar Admissions

California

## **Courts**

U.S. District Court, Northern District of California

U.S. District Court, Southern District of California