



## Aaron D. Crews

Chief Data Analytics Officer

500 Capitol Mall  
Suite 2000  
Sacramento, CA 95814  
main: (916) 830-7200  
direct: (916) 830-7260  
fax: (916) 561-0828  
acrews@littler.com



---

## Focus Areas

Littler Big Data Initiative  
Pay Equity Compliance

## Overview

As Littler's first Chief Data Analytics Officer, Aaron D. Crews leads the firm's data analytics practice and Big Data strategy. Leveraging an extensive background focused on the intersection of technology, business, and the law, Aaron's team of lawyers, analysts, statisticians, and data scientists work with clients and case teams to harness the power of data to build superior legal strategies and improve legal outcomes. This team also advises the firm and its clients on the development, implementation, and use of analytic models, machine learning and algorithm driven technologies (often called AI), and using data visualization/data storytelling to enable insight, drive understanding, and extract value. Littler's long-held dedication to innovation is exemplified in this team, and the firm is one of the first in the United States to hire a leader dedicated exclusively to data analytics and Big Data into a position in its C-Suite.

Because of his professional experience - which includes time spent as an associate and shareholder at Littler, a stint as Senior Associate General Counsel responsible for eDiscovery at the number one company on the Fortune 500 list, and time as General Counsel and Vice President of Strategy at an Artificial Intelligence start-up - Aaron uniquely understands the pressures clients face, and their need to leverage technology to extract maximum value from partnerships with outside counsel. The solutions offered by Littler's Data Analytics Group are specifically designed to help alleviate these pressures and provide a demonstrable increase in the value clients derive from our services.

Aaron has lectured and published extensively on the topics of eDiscovery, Information Governance, Big Data, Analytics, and Artificial Intelligence. He is particularly well known for bringing cutting-edge solutions to the most difficult problems faced by clients, holding a patent for some of his work.

In addition, Aaron is a member of the firm's Innovation Advisory Council, which is tasked with reengineering the traditional practice of law to bring to clients cost-effective and forward-thinking solutions that employ leading-edge technology, project management skills, and alternative pricing strategies. He is also a part of the team responsible for the development and rollout of the Littler Pay Equity Assessment™, and is deeply involved in the leadership of the firm's AI and Robotics practice, its Pay Equity and OFCCP practices, and its public policy arm, the Workplace Policy Institute.

## Professional and Community Affiliations

- Member, Sedona Conference Working Group 1
- Member, eDiscovery and Digital Evidence Committee - American Bar Association
- Member, Legislative and Legal Board - Sacramento Area Human Resources Association
- Member, Board of Directors - Sacramento County Barristers
- Member, American Bar Association
- Member, Sacramento County Bar Association
- Member, State Bar of California
- Vice-chair, e-Discovery and Digital Evidence Committee - American Bar Association

## Recognition

- Member, Moot Court, *National Appellate Advocacy Competition, 2004*
- Finalist, Advocate of the Year Competition - University of San Francisco School of Law, 2003
- Member, Golden Key International Honor Society

## Education

J.D., University of San Francisco School of Law, 2004, *cum laude*

B.A., University of California, Davis, 2001, *Phi Beta Kappa*

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

## **Publications & Press**

### **Littler Pay Equity Assessment™ Ahora Disponible En Puerto Rico**

*Littler Press Release*

September 24, 2019

### **Littler Pay Equity Assessment™ Now Available in Puerto Rico**

*Littler Press Release*

September 24, 2019

### **Employee Training on Deepfakes Should Become Standard Practice**

*SHRM Online*

August 8, 2019

### **What's Next: Following the FBI & ICE Fallout Over Facial Recognition**

*Law.com*

July 17, 2019

### **Forget Public Figures, Deepfakes Pose High Risks for Corporate World**

*Legaltech News*

July 17, 2019

### **Fair Pay Audits Can Help in the Event of Litigation**

*Today's General Counsel*

July 4, 2019

### **Q&A: AI Is Only as Ethical as the Humans Who Implement It**

*HR Daily Advisor*

June 25, 2019

### **Digitization of the Workplace: The Impact of AI and Automation on the American Workforce**

*Littler Podcast*

June 18, 2019

### **Synthetic Reality & Deep Fakes: Considerations for Employers and Implications of the Rise of Deep Fakes in the Workplace**

*Littler Report*

June 17, 2019

**AI for the Masses: Artificial Intelligence Now an Option for Smaller Practices**

*Legaltech News*

June 3, 2019

**7 Ways AI Can Improve Overall Employee Experience**

*HR Technologist*

May 10, 2019

**Littler Survey Finds Employers Responding to Robust Federal Enforcement, Active State Legislatures and Ongoing #MeToo Movement**

*Littler Press Release*

May 8, 2019

**The World of Pre-Employment Assessments is Changing**

*Human Resource Executive*

April 16, 2019

**Enhancing the “Human” in “Human Resources” – How AI Can Unlock Talent and Eliminate Bias**

*Littler Podcast*

March 18, 2019

**What's Next: Your Guide to Legalweek: The Future of Ediscovery & GDPR's Beachhead in the USA**

*Law.com*

January 23, 2019

**Enough Hype Already: Inside Legal's (Over?) Excitement with AI**

*Legaltech News*

December 4, 2018

**ILTACON 2018: Emerging Roles in Legal Technology (Part 2)**

*Legal Executive Institute*

September 11, 2018

**ILTACON 2018: Emerging Roles in Legal Technology (Part 1)**

*Legal Executive Institute*

September 6, 2018

**D&I Hits Its Stride**

*Human Resource Executive*

September 4, 2018

**In the Rush to Big Data, Don't Ignore the Legal Risks**

*TLNT*

July 3, 2018

**Dear Littler: How Do Employers Use Big Data, And What Are The Risks?**

*Dear Littler*

June 21, 2018

**Good Data Is The Foundation For Data-Driven People Management**

*HR Technologist*

June 21, 2018

**Littler and Prime Policy Group Release Joint Report on the Impact of AI and Automation on the American Workforce**

*Littler Press Release*

June 18, 2018

**The Future Is Now: Workforce Opportunities And The Coming TIDE**

*Littler WPI Report*

June 18, 2018

**Candidate Experience Tops Recruiters' Priority List**

*HR Dive*

May 30, 2018

**How Can Artificial Intelligence Work for HR?**

*SHRM Online*

May 29, 2018

**Is your recruitment team ready for AI?**

*HR Dive*

May 24, 2018

**New Tools Aid HR During Workplace Investigations**

*SHRM Online*

May 22, 2018

**Littler Survey: Employers Reeling from Regulatory Shifts, New Forces Impacting Workplace**

*General Counsel News*

May 18, 2018

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**Littler Survey Finds Employers Reeling from Regulatory Shifts and New Forces Impacting the Workplace**

*Littler Press Release*

May 2, 2018

**Solving HR's Midlife Crisis: Using Human Skills to Lead Change**

*HR Dive*

April 18, 2018

**Littler Mendelson Takes Aim at Pay Inequity with New Software**

*Employee Benefit News*

April 18, 2018

**You're Gonna Need A Bigger Boat: Pay Equity Initiatives Flood the State Legislatures**

*Littler Insight*

February 14, 2018

**What's Next: Decrypting Iran | Phone Frisking | Legal Meltdown**

*Law.com*

February 9, 2018

**The Cybersecurity Law Report**

*The Cybersecurity Law Report*

January 31, 2018

**Bringing the Bot into Today's Law Firm: How AI-Powered Chatbots Are Changing the Landscape**

*Law.com*

January 30, 2018

**The 'Complete Change, Soup to Nuts' That AI Portends for Legal**

*Legaltech News*

January 29, 2018

**Aaron Crews Rejoins Littler as Chief Data Analytics Officer**

*Littler Press Release*

January 9, 2018

**LegalTech Quest Into Heart of Darkness**

*Law Technology News*

July 1, 2014

**California's E-Discovery Rules Blaze National Trail**

*Law360.com*

June 18, 2014

**Investigation of Employee Smart Device Apps**

*Law Technology News*

April 17, 2013

**E-Discovery Expands to Social Media**

*Channel Pro Network*

March 4, 2013

**A Litigator's Guide to Social Media Discovery in Civil Actions**

*The Legal Intelligencer*

January 29, 2013

**Littler Elevates 13 Associates To Shareholder Status**

*Littler Press Release*

January 9, 2013

**True Grit: Four Models to Rein in eDiscovery Costs**

*Law Technology News*

January 30, 2012

**Data Privacy Day: Social media 'private' data is fair game for e-discovery in court**

*Network World*

January 26, 2012

**In civil litigation, 'private' social media data isn't private**

*Computerworld*

January 20, 2012

**Q&A with Littler eDiscovery Counsel Aaron Crews**

*Special Counsel*

January 1, 2012

**Bring Your Own Device Could Be a Legal Land Mine for Businesses**

October 3, 2011

**eDiscovery Best Practices: California Rule of Court Requires Advance Meeting and Planning**

*Digital Discovery & e-Evidence*

June 10, 2010

**eDiscovery: New California Rule of Court Requires Advance Meeting and Planning**

*Littler Insight*

January 11, 2010

**Overly Broad Restrictive Covenants and Questionable Litigation Choices Make for Difficult Outcomes**

*Littler Insight*

December 23, 2009

**The Retirement Group, Inc. v. Galante: A Lesson in Avoidable Consequences**

*Littler Insight*

September 8, 2009

**Control Technology Used to Access Corporate Information**

*SHRM Magazine*

July 2009

## **Speaking Engagements**

**Pay Equity as a Legal and Business Imperative | Compensation Auditing**

November 8, 2018

**ACC Exclusive Webinar – Pay Equity as a Legal and Business Imperative**

August 15, 2018

**2018 General Session**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**The Pay Equity Wave Rolls On: What You Need to Know to Stay Afloat**

Littler Executive Employer, Phoenix, AZ

May 3, 2018



**Help (Really) Wanted: How to Use New Technology and Big Data Lawfully to Find and Hire the Right Employees**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**2018 Littler Puerto Rico Conference**

Hato Rey, PR

April 19, 2018

**Pay Equity as a Legal and Business Imperative**

April 4, 2018

**Employment Law: Recent Developments, Evolving Trends, Best Practices**

Sacramento, CA

October 2, 2012

**Employment Law: Recent Developments, Evolving Trends, Best Practices**

Sacramento, CA

September 25, 2012

**Early Case Assessment before 26(f)**

Fios Webinar

August 2012

**Ethics and eDiscovery: Where the Rubber Meets the Rules, Global Outsourcing of Lawyers ("GOAL")**

Webinar

July 2012

**Defining Work Product in an eDiscovery World**

Carmel Valley eDiscovery Conference

July 2012

**Ethics, Electronic Discovery, and Information Governance**

American Bar Association Webinar

June 2012

**Information Governance and Data Security Roundtable**

eLit Internal Client Roundtable

June 2012

**ESI Retention vs. Preservation, Privacy and the Cloud**

American Bar Association Webinar  
May 2012

**2012 eDiscovery Case Law Update**

Fios Webinar  
May 2012

**eDiscovery Challenges in IP Litigation**

The Masters Conference, San Francisco  
March 2012

**eDiscovery for Financial Services Conference**

New York, NY  
February 6, 2012

**Examining Progressive eDiscovery Opportunities and Challenges When Transitioning to the Cloud**

eDiscovery for Financial Services Conference  
February 2012

**2012 Labor Law Update**

Greater Stockton Employer Advisory Council (GSEAC), Stockton, CA  
January 20, 2012

**Creating Harmony Between Legal, IT, Outside Counsel and Consultants**

Roundtable, Q1 Productions  
January 13, 2012

**eDiscovery Leaders Roundtable**

Deloitte Roundtable Series, San Francisco, CA  
December 12, 2011

**The Impact of Sophisticated and Unsophisticated Clients on Law Firm eDiscovery Investment Patterns**

Leadership Breakfast Briefing Roundtable - The Cowen Group  
October 2011

**Information Security-A Systematic Approach to Protecting Your Organization's Data During the eDiscovery Process**

Virtual Legal Tech Webinar  
September 2011

**Depositions Without Pain-Deposition 101 for Forensic Experts in Civil Litigation**

International Conference and Training Expo - High Tech Crime Investigation Association  
September 2011

**Information Security-A Systematic Approach to Protecting Your Organization's Data During the eDiscovery Process**

Virtual Corporate Counsel Webinar  
September 2011

**And a Pony, Too! A Mock 26(f) Meet-and-Confer and 16(b) Hearing**

Third Electronic Discovery and Digital Evidence Practitioners' Workshop - American Law Institute and American Bar Association  
August 2011

**Contemplating The Cloud—Issue Spotting Before Making the Move**

ALI-ABA Webinar  
July 2011

**Handling Emerging ESI Sources**

Carmel Valley eDiscovery Retreat  
July 2011

**Plaintiff's Role in eDiscovery**

ALI-ABA Webinar  
July 2011

**Protecting Sensitive Corporate ESI in Discovery**

Carmel Valley eDiscovery Retreat  
July 2011

**Best Practices for Planning Legal Holds**

kCura/Thompson West Webinar  
June 2011

**Recent eDiscovery Case Law Update**

Littler Mendelson Training  
May 2011

**Litigation Holds—The Increasing Scope of Preservation Burdens**

ALI-ABA Webinar  
April 2011

**Privacy Issues in the Digital Age**

California Society of Association Executives  
March 2011

**Electronic Evidence Panel**

eDiscovery and Digital Evidence Conference - American Bar Association  
February 2011

**2011 Labor Law Update—eDiscovery**

Littler Mendelson  
January 2011

**Avoiding the Perils of Bad Electronic Productions: A Practical eDiscovery Primer**

Littler Mendelson Training  
December 2010

**The Digital Revolution-eDiscovery and Record Retention in California**

HR In-Depth Series - Sacramento Area Human Resources Association  
October 2010

**Will your company's HR, IT, and legal protections withstand a rigorous challenge?**

Palo Alto, CA  
September 29, 2010

**Successful Strategies for using Computer Forensics in Litigation**

MCLE - Littler Mendelson and Encore Discovery Solutions  
September 2010

**Report Writing - A Lawyer's Tips for Your Work Product**

International Conference and Training Expo - High Tech Crime Investigation Association  
September 2010

**Books & Book Chapters**

- *The Protection of Trade Secrets and Restrictions on Unfair Competition in the U.S., International Employment Law*, chapter author, 2007-2010