



**Mary Converse** is an Analyst with F&H Solutions Group LLC. Her responsibilities include developing benchmark comparisons of pay, work rules and benefit plans for employers in various industries. She performs customized analysis to assist clients in labor negotiations, arbitrations, bankruptcy reorganizations, compensation plan reviews and union avoidance situations. She also administers FMLA claims in support of the Group's Absence Management Practice.

Ms. Converse has worked in the labor relations field for the past thirty years. Before joining J. Glass and Associates, the predecessor of F&H Solutions Group, she served as Research Director at the Association of Flight Attendants from 1981 – 2000. Prior positions include Labor Economist for the Council of Wage and Price Stability and Research Assistant at the Service Employees International Union. Mary holds a B.A. degree in Sociology from the University of Michigan.

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