

Bates White Economic Consulting

2015 TOP 50 CONSULTING FIRM



#34 VAULT CONSULTING 50

QUALITY OF LIFE

- #2 Philanthropy
- #12 Informal Training
- #14 Business Outlook
- #15 Travel Requirements
- #21 Innovation
- #22 Firm Leadership
- #25 Benefits

DIVERSITY

- #13 Diversity for Minorities
- #21 Overall Diversity
- #23 Diversity for Women

PRACTICE AREA

- #20 Economic Consulting

FIRM INFO

CONTACT INFO

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LOCATIONS

Washington, DC (HQ)
San Diego, CA

PRACTICE AREAS

Antitrust and Competition • Communications and Media • Energy • Environmental and Product Liability • Finance • Healthcare and Life Sciences • Intellectual Property • International Arbitration • Labor and Employment • Transfer Pricing and Tax

THE STATS

Employer Type: Private Company

Founder & Chairman:

Charles E. Bates, PhD

2014 Employees: 170

2013 Employees: 155

2012 Employees: 150

EMPLOYMENT CONTACT

<http://www.bateswhite.com/careers.html>

THE SCOOP

The Sum of Diverse Parts

Bates White is a small consultancy specializing in advanced economic, financial and econometric analysis. The company's professional staff—among them economists, econometricians, financial analysts and IT specialists—help law firms, corporations and government entities address complex matters that require sophisticated problem solving and deep empirical analysis.

The firm is uniquely focused on the cultivation of diversity within its ranks. In the first decade since its founding in 1999, it established a diversity/inclusion council that tests, implements and evaluates initiatives aimed at the heterogeneous widening of the staff and corporate culture, and ensures that all employees, regardless of their differences, have opportunities to learn, develop and contribute to the firm's success. Employees come from an array of ethnicities and backgrounds, having been recruited from many different institutions and an alphabet soup of academic fields, including biology, business administration, chemistry, economics, engineering, finance, mathematics, physics, political science, and statistics.

Primo Pedigree

Co-founders Charles Bates and Halbert White set the bar as high for excellence as they do for diversity. Bates, now chairman, was formerly a vice president at A.T. Kearney, and prior to that he served as a partner at KPMG, overseeing the economic analysis group. He led the firm's 1999 team working on behalf of class plaintiffs in the largest price fixing case in U.S. history at the time, *In re Vitamins Antitrust Litigation*. Bates and his team proved that vitamin manufacturers conspired throughout the 1990s to inflate product prices. He has testified in a variety of forums, including the U.S. Senate Judiciary Committee, Federal Bankruptcy Court, United States Tax Court, California Supreme Court and arbitration hearings.

White, who passed away in June 2012, carried an equally distinguished, though more rigorously academic, background. He was a Chancellor's Associates Distinguished Professor of Economics at the University of California at San Diego. His works of scholarship include more than 100 articles and books. Known for his expertise in econometrics, predictive modeling and artificial neural networks, White merited inclusion in *Who's Who in the World*. He was a fellow of the American Academy of Arts and Sciences, a Guggenheim Fellow and a fellow of the Econometric Society. As an economic theorist, White achieved a level of notoriety that bordered on ubiquity; a 1980 paper of White's is the most-cited paper in peer-reviewed economic literature since 1970.

Experts at Antitrust

The vitamin antitrust case was not just a feather in the firm's cap—it was an early foray into what has become Bates White's strongest practice area. The company's squad of antitrust professionals, on which there are more than 50 PhDs, advises clients on case development and strategy, evaluating economic arguments with regard to evidence and analyzing the likelihood of litigation or settlement. The firm has been involved in some of the highest profile antitrust cases in history, tackling and, in some cases, helping to define issues of monopolization, cartel activity, pricing, damages and liability, class certification, mergers and acquisitions, and competition suppression.



OUR SURVEY SAYS

Vault's Verdict: A growing firm in a growing field, Bates White seems to be well positioned for the immediate future, with insiders reporting plenty of demand for their economic and litigation consulting expertise. Part of the reason for that seems to be cyclical—the economy has been growing of late—while another key driver at present is that many litigation-worthy issues that arose during the downturn are finally making their way into the courts.

There are several things that someone who is interested in working for Bates White could do to increase their chances of being hired. First: prove that you have the potential to operate at the top end of the economics field (ideally by acquiring a PhD, but other advanced degrees—or the demonstrated desire to pursue one in a few years—won't hurt). Next: check out the firm's Summer Consultant Program—an internship that can actually lead to a full-time job upon graduation. Finally, when in the office, don't be afraid to ask questions or to admit to not knowing something—this is a firm with a serious commitment to employee development, hardly surprising given the high odds of bumping into a PhD holder every time you head to the water cooler.

Firm Culture

- “Bates White is incredibly good at what it does; simple as that. Our clients keep coming back and the firm is full of extremely smart people. I graduated from a top-15 university and the average intellect at Bates White exceeds the average intellect of my undergraduate colleagues.”
- “Bates White is a place where I get to answer interesting questions while working alongside colleagues who have become friends.”
- “Very academic atmosphere that encourages input from everyone. Lots of fun, competitive firm-building activities used to raise money for charity. Interesting problems to work on. A feeling of significance/purpose in one's work.”

Quality of Life

- “The best aspect of the culture at Bates White is the collegiality and collaboration within the firm. Great emphasis is put on not just the ability to do work, but how you do it in terms of working with others. This promotes a very supportive and productive work environment.”
- “Work-life balance is more than just boilerplate here; employees join together on a number of different activities and initiatives in and out of the office that greatly enhance the camaraderie and spirit in the workplace. From charity drives and projects, to sports teams and social outings, colleagues share their passions and interests with one another, building relationships that span outside of the office.”

Career Development

- “From day one, Bates White has given me responsibility over substantive tasks that are instrumental for our final work product. I have gained immense knowledge both about practice- and case-specific material and, more importantly, widely applicable problem solving and processing skills. The firm emphasizes maintaining a big picture outlook even while we are in the depths of complex analysis.”
- “Bates White's sponsor program ensures that all employees have access to a senior member of the firm who will collect feedback, advocate on their behalf with regards to project assignment, and provide honest answers to questions relating to staffing and promotion requirements.”
- “The firm has a horizontal work structure that naturally leads to engagement with employees from all levels of the firm. For a young consultant, this means you are able to learn from PhD economists who are at the top of their field, but also give them your input and contribute meaningfully to work product. The firm offers academic seminars, and has access to premier research services that enable constant professional development.”

Outlook

- “The firm is currently running at a high capacity, is the largest it has ever been, and is forecast to grow.”
- “We are well positioned to grow in healthcare, antitrust, and IP litigation due to new exclusive partnerships with several prominent academics. Additionally, judicial trends are pushing for more analytic and rigorous analysis sooner in the litigation process, which works well with our business model of providing client input and feedback early in litigation, rather than waiting to do an analysis at the end.”

Diversity and Social Responsibility

- “We celebrate diversity, and our work force is rather diverse. We do draw heavily from top PhD and undergraduate institutions, and tend to bring in people with analytic backgrounds, particularly in economics. But the diversity of perspectives and life experiences here is amazing!”