

Bates White Economic Consulting

2014 TOP 50 CONSULTING FIRM



#29 VAULT CONSULTING 50

QUALITY OF LIFE

#2 Philanthropy	#16 Informal Training
#5 Travel Requirements	#17 Benefits
#13 Innovation	#19 Firm Culture
#15 Overall Business Outlook	#20 Firm Leadership
#16 Compensation	#24 Internal Mobility

PRACTICE AREA RANKINGS

#19 Economic Consulting

DIVERSITY RANKINGS

#20 Diversity for GLBT Individuals

THE SCOOP

The Sum of Diverse Parts

Bates White is a small consultancy specializing in economics, finance and business strategy. The company's professional staff—among them economists, econometricians, financial analysts and IT specialists—provide law firms, corporations and government entities with economic analysis to help address complex litigation and business challenges.

The firm is uniquely focused on the cultivation of diversity within its ranks. In the first decade since its founding in 1999, the firm 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.

FIRM INFO

CONTACT INFO

1300 Eye Street NW, Suite 600
Washington, DC 20005
Phone: (202) 408-6110
Fax: (202) 408-7838
www.bateswhite.com

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
2013 Employees: 155
2012 Employees: 150
2012 Revenue: \$75 million
2011 Revenue: \$62 million

EMPLOYMENT CONTACT

www.bateswhite.com/careers.php



OUR SURVEY SAYS

Vault Verdict: Bates White is steadily building a reputation as a boutique economic consultancy that can get things done—a process that has been under way for many years. While the firm's name may not be as well-known as some of the competitors in its field, that doesn't stop it from snaring high-profile academics or clients, or from providing an enjoyable working experience for its employees.

Insiders report that the overall culture at the firm tends towards the academic, with the abilities of fellow colleagues (and the learning opportunities those represent) and the intellectual rigor of the work regularly cited as key reasons for enjoying life at the firm. For those seeking a foothold in a real-world career in economics, it should prove to be an attractive option.

Firm Culture

- “The people here are genuinely nice, and the culture is one of collaboration, not internal competition.”
- “We're small, privately owned, and very young. Creates a ‘we're all in it together’ feel, especially when you can develop friendships with the founding partners. Incredibly flat firm where everyone feels their ideas will always be listened to. Not bureaucratic.”
- “People from all sorts of educational backgrounds start their careers here. Some stay forever. Some go on to traditional next steps like PhD and MBA programs. This job will prepare you and qualify you for almost anything. You will grow and learn a lot.”

Quality of Life

- “Bates White engagements require very little travel. Most of our clients are in major cities on the East Coast and can be visited with day trips. Most staff average less than 50 hours per week of work. The firm has greatly improved work-life balance in the last three years through better project management and hiring ‘ahead of the curve.’”
- “There is a great effort to maintain work-life balance, including the ability to work remotely when needed. Bates White also improves quality of life by offering interest groups such as yoga and basketball to foster outside-of-work interests as well as relationships with co-workers.”

Career Development

- “One of my favorite things about Bates White is that upper management includes both a great number of people with doctorates and some people with only undergraduate degrees. There are many paths to advancement and no set requirement to, for instance, go get an MBA and then come back for a promotion.”
- “Bates White truly focuses on the advancement of its employees through internal training and learning opportunities. There is always a feeling of continued learning throughout the firm.”

Compensation

- “Bates White is very competitive in its compensation packages, which include a high starting salary with bonus opportunities, insurance packages at low premiums, a 401(k) match, and lifestyle reimbursements. Bates White offers many additional perks that are often difficult to monetize. The firm's dedication to maintaining a good work-life balance, providing community service and interest group opportunities, ensuring a comfortable work environment, hiring very knowledgeable colleagues, and fostering a family-like culture are prized attributes that cannot be quantified.”

Outlook

- “Our business outlook is strong. We have a mix of small, medium, and large cases. Our work-life balance is better than it has been in years.”

Diversity and Social Responsibility

- “Bates White's philanthropy is so pervasive it's almost overwhelming at times. There are events constantly to raise money or provide volunteers for numerous causes. Managers are happy to let consultants leave the office for volunteer commitments even when work is very busy. Partners engage in public email contests over who will pledge more money to a charity. The firm makes it very easy to organize your own event and will match funds raised in most instances.”