

Bates White Economic Consulting

2017 TOP 50 CONSULTING FIRM



#38 VAULT CONSULTING 50

QUALITY OF LIFE

- #12 Exit Opportunities
- #12 Informal Training
- #17 Travel Requirements
- #21 Formal Training
- #21 Overall Business Outlook
- #23 Firm Culture
- #25 Firm Leadership

OVERALL

- #22 Boutique Consulting Firm

PRACTICE AREA

- #13 Economic Consulting

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)

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

2016 Employees: 200+

EMPLOYMENT CONTACT

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

THE SCOOP

The Sum of Diverse Parts

Bates White is a mid-sized 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.

Data Gurus

Bates White specializes in complex data-intensive cases in the areas of healthcare, mergers, monopolization, collusion, product liability, and financial securities litigation. The firm pays meticulous attention to uncovering relevant data, and its experts are skilled at delving into issues using sophisticated analytical techniques. In particular, the firm has developed a number of robust, proprietary databases containing information on such items as employment, epidemiology, insurance claims, product pricing, and financial records from public sources such as Centers for Medicare & Medicaid Services, the US Census, and the Bureau of Labor Statistics. In addition, the firm has extensive experience analyzing substantial amounts of company-specific information from transactional and financial data as well as business records spanning multiple industries, especially airlines, chemicals, electronics, pharmaceuticals, payment cards, and retail products. Bates White is widely recognized for its ability to collect and analyze vast amounts of data and has an IT infrastructure that enables it to quickly and efficiently respond to client requests for analyses.

Experts at Antitrust and Beyond

Bates White is at the forefront of applying economic theory and empirical methodologies to address issues that arise in the antitrust analysis of class certification, damages, mergers and acquisitions, monopolization, and collusion. The firm's hallmark approach to conducting business is to develop a deep understanding of relevant industry, factual, and legal contexts to support opinions with sound economic theory and rigorous empirical analyses that withstand intense scrutiny. Today, the firm has a team of more than 50 PhD antitrust professionals who advise clients on case development and strategy, assess and analyze the relative strengths of economic arguments, and determine optimal strategies for discovery, motions, trial preparations, and settlement. In addition, Bates White has been a dominant market leader for more than a decade in asbestos litigation and valuation as well as in False Claims Act litigation. More recently, the firm has earned an outstanding reputation for its expertise in mortgage-backed securities. Antitrust remains the largest practice area, but the firm also has recognized experts in environmental product liability, healthcare and life sciences, energy, and finance.

OUR SURVEY SAYS

Vault's Verdict: Bates White might not be a household name, but to those in the know—i.e., those who know the economic and litigation consulting work the firm does—it is extremely highly regarded. As a result, demand for the firm's services has been high in recent years, which in turn has led to a growth in headcount and some interesting opportunities for consultants.



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As an employer, one of Bates White's greatest strengths also happens to be the very thing that its clients are looking for: the depth of talent and knowledge of senior members of the firm. Given the firm's size, tapping that knowledge and learning from it often is done by the individual staff member, rather than arranged as part of a formal training program, but the plus side of that equation is that insiders report an environment where most colleagues are quite happy to share their accumulated wisdom.

Firm Culture

- “I think the emphasis on ensuring that junior staff feel valued and are enjoying their projects differentiates the work culture here from other consulting firms. Management seeks to recognize outstanding talent. Junior staff have the opportunity to move onto projects that pique their particular interest based on skills or subject matter. The collaborative and team-based firm culture helps solidify working team relationships, making coming to work an enjoyable experience.”
- “One of the truly phenomenal aspects of working at Bates White is the academic atmosphere of the work place. It's not unusual to hear conversations debating theory or abstract approaches to a problem, with participation from all levels of the firm. Bates White values the contributions and ideas of even the most inexperienced employee.”
- “From a professional perspective, I can't imagine a better group of colleagues from which to learn and to be mentored by. From a personal perspective, I have developed many important friendships among my co-workers. Regardless of what challenges I face at work, I know that I'm working with a group of people who will help me figure out how to solve those problems and who will be a pleasure to work with while doing so.”

Quality of Life

- “Overall, the firm does a very good job of encouraging a healthy work-life balance.”
- “The nature of the work and the office environment allows great flexibility with coming in early/late and leaving early/late, making time for doctor appointments or other obligations, etc.”
- “The firm has an amazingly collegial culture and works hard to maintain this. There are multitudes of firm events throughout the year to ensure that the work place is welcoming, friendly, and fun.”

Career Development

- “Bates White offers extensive training to its employees, as well as an extensive mentorship program. There is no shortage of learning opportunities at this company.”
- “Bates White offers a couple weeks of formal training at the beginning, but the vast majority of the training is on the job through mentorship and experience. This structure is excellent for learning about the consulting industry, as the wide spread of skills needed for casework is difficult, if not impossible, to adequately teach through only formal training. The management staff at Bates White is excellent at providing the mentorship needed to advance at the firm.”
- “Bates White is a great place to begin a career. There are ample opportunities for entry-level employees to take primary responsibility for important analyses that lead to rapid career development. Generally, the firm appears to reward employees with opportunities for internal promotions.”

- “Bates White is very proactive in promoting a diverse and inclusive work environment. For example, as a young woman from a minority group, I have been very pleased with the opportunities to network and receive mentorship from other female employees through the firm's Women's Network. Promotions are based on a 12 month-long performance review process, which reinforces the company's commitment in assessing each individual fairly and in detail.”

Compensation

- “Our current compensation system is strong. Our medical coverage is extensive with a very low co-pay. We are also offered a wellness subsidy for gym memberships, etc., as well as comped dinners and Ubers on longer days, and many employee events throughout the year ranging from an amazing holiday gala and raffle to team happy hours. The firm is very focused on giving back to the community, and this drives a large part of our culture and programming. Numerous events are held throughout the year to raise money for charitable causes. The firm provides a lot of resources and support for these events, which are employee-driven and led, providing leadership and firm-building opportunities for employees at every level.”
- “The firm is committed to diversity and pay equality. There are multiple groups within the firm that are intended to increase diversity and provide opportunities for employees to raise concerns.”
- “Bates White provides a solid compensation package when it comes to the traditional compensation factors—e.g., base pay, healthcare, etc. But it also excels in providing some less-heralded perks, flexible hours in particular. As long as you get your work done and are not impeding anyone on the team, the firm more or less allows you to set your ideal work schedule.”

Outlook

- “There is a high degree of transparency between management and all other employees regarding business decisions and the business outlook of the firm. All signs indicate that the firm is going to be successful for the foreseeable future.”
- “The firm is growing at a healthy yet sustainable rate. It is a competitive industry but Bates White has established itself as a top-notch firm, in no small part because of the culture. Employees take great pride in the quality and rigor of the work they do, and our work product is easily distinguishable from our competitors. This is confirmed frequently by our clients.”
- “In my view Bates White is positioned incredibly well in our industry, and our outlook for the future is even better. We are growing quickly and adding staff each year, and most of the people that work here are absolutely brilliant. Management is very communicative about where the firm and each practice area is heading, which makes me feel like I am invested in the firm's success. Our reputation is very good and as it spreads, we bring in more and more business, and we have built strong relationships with various law firms so that we are their go-to expert/consulting shop in a variety of matters.”