

# Analysis Group

## 2025 TOP 50 CONSULTING FIRM



### DIVERSITY

- #15 Diversity for Women
- #16 Diversity for LGBTQ+ Individuals

## #8 VAULT CONSULTING 50

### QUALITY OF LIFE

- #6 Benefits
- #9 Firm Leadership
- #9 Level of Challenge
- #10 Compensation
- #11 Formal Training
- #11 Internal Mobility
- #13 Informal Training & Mentoring
- #14 Overall Business Outlook
- #14 Selectivity

- #15 Innovation (*tie*)

- #22 Relationship with Supervisors
- #24 Firm Culture
- #25 Satisfaction

### PRACTICE AREA

- #1 Economic Consulting
- #12 Data Analytics Consulting
- #17 Financial Services Consulting

### PRESTIGE

- #20 Overall Prestige

## ABOUT THE FIRM

As a hub for economic, litigation, and health care consulting specialists, Analysis Group is a rare creature in the consulting world: a firm that is all but immune to the vagaries of the business cycle. As long as there is a need to estimate economic losses and damages and conduct statistical analyses (among other things), there will be a demand for Analysis Group's services. As a result, it maintains a very stable employee base and recruits at all levels of educational attainment, from those fresh out of undergrad to Ph.D. holders—provided, of course, that you have the analytical chops to cut it!

Analysis Group provides expertise in economics, finance, health care analytics, and strategy to top law firms, Fortune Global 500 companies, global health care corporations, and government agencies. Much of the firm's work is grounded in economic analysis—whether that involves a quantitative assessment related to litigation, quantifying the impact of disease on the economy, or developing a model for a client's corporate strategic plan.

Analysis Group has provided litigation support for lawyers at more than 500 global law firms and has consulted to general counsel and senior executives at a number of Fortune 100 companies. The firm also has a robust health care practice.

For law firms, Analysis Group's consultants help with a range of tasks, including pretrial discovery, development of economic and financial models, preparation of testimony, critique of opposing experts' analyses, and provision of expert testimony.

Corporate and government clients call on the firm for help with a variety of business issues, including company and asset valuations, cost-effectiveness analyses, market and competition analyses, intellectual property matters, and tax issues. The firm's large and growing health care practice integrates outcomes research, epidemiology, drug safety studies, and pricing and product strategy, as well as litigation support.

### Unique Structure, Unique Results

Former Arthur D. Little consultants Bruce Stangle and Michael Koehn founded Analysis Group in 1981 in Belmont, MA. The two Ph.D. economists sought to fuse academic practice with business litigation consulting by applying economic research to distill complex situations into narratives with powerful effect when introduced at trials. Their goal was to create a uniquely collaborative environment. For each client engagement, Analysis Group's professionals are grouped into teams, which are tailored to the needs of the project and the client. Often, these teams are supplemented by academic or industry experts from the firm's external network.

## FIRM INFO

### LOCATIONS

National | Beijing • Brussels  
• London • Montreal • Paris  
• Toronto

### PRACTICE AREAS

Accounting • Antitrust & Competition • Bankruptcy & Insolvency • Commercial Disputes • Class Certification • Damages • Data Science & Statistical Modeling • Energy & Environment • ERISA • Government & Corporate Investigations • Health Care • HEOR, Epidemiology, & Market Access • Insurance • Intellectual Property • International Arbitration • Labor & Employment • Media, Entertainment, & Communications • Privacy & Data Security • Securities, Financial Products, & Institutions • Strategy, Policy, & Analytics • Surveys & Experimental Studies • Tax • Technology • Transaction & Governance Litigation • Valuation

### THE STATS

#### Chairman:

Martha S. Samuelson

**CEO:** Pierre Y. Cremieux

**Employees:** 1,001–5,000

### EMPLOYMENT CONTACT

**Amanda Giunta**, Head of Recruiting

**Meryl Barrett**, Administrative Recruiting Manager

**Alison Buttrick**, Analyst Recruiting Manager

**Tommaso Canetta**, Associate Recruiting Manager

**Erin Kennedy**, Health Care Recruiting Manager

**Megumi Milla Achahue**, Senior Manager, Inclusive Recruiting & Retention Practices



At its beginning, the firm primarily consulted on mergers and acquisitions. Today, its consultants—working from 15 offices across North America, Europe and Asia—have experience in all areas of economics as it applies to the legal and business world. This includes securities, health care, energy, intellectual property, antitrust, and commercial litigation and damages.

## Principled Professionals

The firm adheres to three guiding principles, which give shape to its business philosophy.

The first is access: Analysis Group maintains close ties to specialists—top minds in academia, leaders in their respective industries, and government insiders—to ensure that clients have access to the best people and ideas. Consultants work closely with a network of such experts to offer clients quantitative analysis and hands-on experience to help overcome business and legal hurdles.

The second is collaboration: The firm encourages strong relationships within consulting teams and between teams and clients—which ultimately improve communication, effectiveness, and satisfaction.

The third tenet is responsiveness: Analysis Group can rapidly identify specialized experts for a case and employ a flexible structure that allows teams to quickly scale up or down as needed.

## VAULT'S VERDICT

Operating at the cross-section between economic analysis and the legal system, Analysis Group insiders love the rigor and high stakes of their work. Working in a highly supportive, collaborative environment where mentoring junior staff is the norm, they feel like their jobs challenge them academically and give them a platform to grow as individuals.

Consultants at Analysis Group say that turnover at the firm is extremely low because it's such a great place to build a career. While promotions may come slower than some insiders may like, they generally agree that the process is fair and sets them up for long-term success. They also love their high-variance compensation package. As they grow at the firm, their base salaries might inch up, but their bonuses tend to jump. The firm also commits major resources to formal and informal training.

Insiders also say the firm is doing well on diversity. From creative spaces to working parents to recruitment efforts targeted toward traditionally underrepresented groups and active employee resource groups, it's a place that makes anyone feel like they're at home—as long as they're up to the firm's high standards.

## OUR SURVEY SAYS

### Firm Culture

- “Our culture is based on treating people with fairness and respect, encouraging collaboration, and focusing on what is good for the people who work here.”
- “The firm is very flexible about when you do your work. This has been particularly valuable for me as a mom, since I am able to start working late to take my kids to school, stop working early to eat dinner, play, and do bedtime with my kids, and then fit in extra hours in the evening if necessary.”
- “Very few people who join the firm or rejoin it after graduate school leave, other than those for whom we're not the right fit. I think it is because our business outlook is positive, we are comfortable weathering storms, and we help people make progress in their careers and lives.”
- “Everyone is super friendly and happy to help you to grow and develop at the firm and beyond.”

More generally, work-life balance requires constant tweaking as work ebbs and flows with deadlines.”

- “It's hard to strike an effective work-life balance given the often unexpected and urgent requests from clients. However, this difficulty is offset by a very flexible schedule, which is helpful when having to deal with family commitments.”
- “Overall, the balance is good for consulting. Most people don't travel week to week, and it is often predictable. There are periods when you get really busy, but those tend to be predictable, and you can plan around them.”
- “It is easy to take time away from the office. It is very flexible, and you do not need to worry about getting approval from HR for vacations.”

### Quality of Life

- “The firm has become more flexible with its work-from-home policy. As one gains experience, travel requirements become a bit more common but still only involve one trip every few months.

### Career Development

- “One of the best aspects of career development at AG is the extensive informal mentoring. I have formed close professional relationships with incredibly smart people who provide actionable feedback kindly, with a clear interest in my professional development.”
- “The firm commits tremendous amounts of time to each individual consultant's career development. The support is extensive and

personalized. At times, the firm is cautious about promoting individuals if they are not ready for the next level, which can feel discouraging, but in the end, it is usually for the best and better positions the consultants for long-term success.”

- “The firm’s training opportunities are top-notch, both as a new hire to acclimate to the firm and on a rolling basis (for instance, if there is a programming language someone would like to learn in their spare time).”
- “Promotion decisions are very robust and there are many factors involved in the decision. Senior leadership is very involved in the development of staff, and there are a lot of opportunities to explore different industries and economic consulting practice areas.”

### Compensation

- “The salary and bonus progression are clear and understandable. While base salary may be slow in growth, there are more opportunities for increased bonuses as you progress. However, the overall calculation of bonuses is a bit convoluted and subjective.”
- “The partners are generous in transferring client relationships to the next generation, which has a large positive effect on compensation.”
- “The firm offers a fitness reimbursement benefit (for a membership at gyms, yoga, and cycling studios, among others), counseling through an employee assistance program, and other benefits through our health care provider and external partners.”

### Community Engagement

- “The firm’s DEI efforts have dramatically expanded in the last five to 10 years. As part of its recruiting, the firm has branched out to new schools and partnered with organizations to increase diversity, particularly with respect to ethnicity and LGBTQ+ individuals. I also applaud the firm for its continued recruitment of veterans, particularly out of MBA programs.”
- “Analysis Group has many more female consultants, including at very senior levels, than many consulting firms, which fosters a positive environment for women. AG is also very introspective and actively seeks ways to continuously improve, including by developing affinity groups that host events at different offices and providing effective trainings related to various types of bias.”

### Business Outlook

- “The firm continues to perform strongly, shifting its industry and client focus with the different patterns in the economy and legal realm. As management consulting firms downsize and slow their hiring, Analysis Group keeps growing while offering similar financial packages.”

- “Analysis Group tends to thrive in many different types of business climates, and it is well positioned to adapt to shifts in litigation trends due to its expertise in a wide range of cases.”
- “Business for any given individual or within an office can be quite volatile, but it is smoothed out overall when considered in aggregate. There is continued room for growth within the industry and into new markets, and employees are encouraged to participate in this growth.”
- “Our firm seems to be growing quickly and there are several areas that it is well-positioned to grow in. From my experience, the work product quality that we produce far exceeds that of competitors.”

### Hiring Process

- “We have a seamless interview and callback process; candidates hear back relatively quickly. The ideal candidate we are looking for is technically sound, experienced in data or relevant qualitative research, inherently curious, able to hold independent views and defend them, and a team player able to communicate both in writing and verbally with high effectiveness.”
- “AG does two rounds of interviews, including a short initial interview (usually virtual) and then an extended interview day in the office.”
- “The ideal candidates are smart and comfortable with data, work well in teams, have been high achievers in school, and value collaboration and mentoring.”
- “The firm is seeking individuals with a demonstrated interest in economics, finance, statistics, health policy and outcomes, and similar disciplines. It seeks candidates with quantitative experience or interest who are eager to learn new skills and collaborate in team settings.”

### Interview Questions

- “First-round interviews typically start with questions about candidates’ interest in the niche field of economic consulting generally, and in Analysis Group specifically. Behavioral questions then follow, with a focus on teamwork, leadership, and analytical skills. Second-round interviews dive even further into these topics, with more direct questions about prior research projects.”
- “Tell me about a time when you performed a research project. What did you learn from that experience?”
- “Tell me about some of the steps you have taken to establish long-term, collaborative relationships with groups or individuals.”