

## **Michel J. Vanderhart**

Economist

### **Education and Background Summary**

Ph.D., Economics, Texas A&M University

Drs., Economics, Erasmus Universiteit Rotterdam

Michel is a Director at Analytics Research Group with over 20 years of experience in analyzing large complex databases. He specializes in the areas of financial and labor markets, statistical methods, and economic damages. Michel's academic research has concentrated on the determinants of labor force participation and retirement as well as the role of immigrants in the U.S. labor market.

Michel has conducted studies for corporations, government agencies, and law firms on a variety of economic and statistical issues. He has special expertise in conducting economic and statistical analyses in cases involving questions of employment discrimination. He has assisted numerous clients under investigation by the EEOC and the OFCCP and has designed statistical models to analyze compensation and promotion decisions to determine whether individuals or groups of individuals were adversely treated. Dr. Vanderhart has also assisted clients in wage and hour and fair lending disputes addressing both liability and damages issues.

Michel has extensive experience in business consulting. He has developed statistical models to forecast product demand and to analyze pricing strategies. He has also conducted economic impact studies for various industries. These projects typically involved the collection, management, and analysis of large amounts of data.

Representative examples of Michel's engagement experience include:

#### ***Labor Economics – Alleged Discrimination***

- In a class action Title VII case in the natural resources industry Dr. Vanderhart analyzed compensation and promotion practices refuting statistical evidence of race discrimination. His analysis found no significant differences in compensation within similar jobs, while demonstrating
- Dr. Vanderhart has assisted a large metropolitan transportation authority responding to allegations of unequal access for minority residents. Using detailed ridership data augmented with demographic survey data he found no evidence that minority residents were underserved.
- For a defense contractor under investigation by the OFCCP for alleged race discrimination in its hiring practices Dr. Vanderhart provided expert analysis that stressed the importance of availability and refuted analysis based on aggregate statistics that helped the client settle this matter in a satisfactory manner.
- In a multi-plaintiff matter alleging gender discrimination in the compensation of attorneys their promotion to partner, Dr. Vanderhart examined the career profile of attorneys at a national law firm. The analysis focused on the determinants of compensation, promotion, and voluntary turnover. His analysis established that multiple career paths existed at the law firm and that associates working similar workloads in similar specialties were compensated and promoted similarly independent of gender.

### ***Labor Economics – Wage & Hour Disputes***

- In a class action case against a national restaurant chain Dr. Vanderhart led a team of economists in the analysis of data on hours worked and cash shortages incurred by retail store managers. His findings were summarized in several court filed declarations.
- Dr. Vanderhart analyzed potential overtime hours and payments in a lawsuit against a large insurance company where workers claimed they were misclassified as exempt. He developed a statistical model to determine past hours of overtime based on production level data where accurate time-keeping data was not available.
- For a hauling company alleged to be violating complex prevailing wage laws with minimum wages that varied by municipality and employee status, Dr. Vanderhart calculated wages due under alternative interpretations of the law. His findings were presented to the State Office of Attorney General in mediation. He then calculated the exact restitution due each current and former employee that was agreed to by the OAG.

### ***Fair Lending***

- For a bank alleged to have charged certain groups of customers higher interest rates than other customers Dr. Vanderhart performed statistical and economic studies of interest rates and fees. The statistical analysis of the data showed that an applicant's race or ethnicity had no impact on the lender's underwriting decision. The economic analysis of interest rates showed that once all the characteristics of the loan were taken into account, including the discounted value of points and fees, minority groups were not necessarily paying higher rates than non-minority groups.
- He assisted a large banking client in the analysis of their new and used loan portfolio to determine whether discriminatory lending practices on the basis of the marital status of co-applicants could be inferred. He found that although loans to applicants with non-spousal co-applicants were charged higher rates they also had higher rates of delinquency, repossessions and charge-offs. His analyses stressed the importance of business justification in the pricing of financial products.

### ***Finance***

- Dr. Vanderhart investigated the incidence of late trading and market timing in mutual funds for several large financial institutions. He designed algorithms to detect this behavior and performed analyses to assess the potential impact of such behavior and advised clients in settlement negotiations with the SEC.
- He conducted a detailed analysis of payments received on credit card accounts that filed for bankruptcy for a major U.S. Bank to determine whether interest charges occurred after the filing date.
- He conducted an event study analysis of the effect of an announcement by an insurer on the stock price of a firm with substantial potential environmental hazard liability.

### ***Sampling***

- Dr. Vanderhart designed a sampling methodology for a large client in the telecommunications industry to assess the portability of phone numbers. He then statistically analyzed the final survey data.
- For a large client in the insurance industry he designed a sampling methodology to determine whether selected policies belonged in a class action suit regarding worker's compensation payments.

Prior to joining Analytics Research Group, Michel held various economic consulting and academic research positions

### **Papers and Peer-Reviewed Publications**

- Michel Vanderhart, “Personal Injury and Wrongful Death,” in Damages, edited by Kristopher A. Boushie, Christopher H. Spadea and Martin Cunniff, Chapter 14, 2011.
- Eugene Canjels, Jeffrey S. Gray and Michel J. Vanderhart. “Does Everyone Overstate the Number of Hours They Work? An Examination of Survey Response Bias among Salaried and Hourly Workers,” Working Paper, September 2006.
- Chyhe K. Becker, Eugene Canjels, Daniel Levy and Michel J. Vanderhart, “Market Timing Activities: Monitoring and Measurement,” Working Paper, May 2005
- Michel J. Vanderhart, “Labor Supply of Older Men: Does Social Security Matter?” Economic Inquiry, pp. 250-263, April 2003.
- Jeffrey S. Gray and Michel J. Vanderhart. “On The Determination of Wages.” Pp. 356-367 in The Ties That Bind, edited by Linda J. Waite. New York Aldine de Gruyter Press. 2000.
- Michel J. Vanderhart and Finis Welch, “Immigration in the U.S. Labor Market and Those Who Depend on Their Services,” Texas A&M University Working Paper, 1997.