1	FEDERAL TRADE COMMISSION
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3	In the Matter of:
4	WORKSHOP ON SECOND REQUEST AND )
5	MERGER INVESTIGATION BEST PRACTICES )
6	)
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8	JULY 10, 2002
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10	Room 332
11	Federal Trade Commission
12	600 Pennsylvania Avenue, N.W.
13	Washington, D.C. 20580
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15	The above-entitled workshop came on for comments
16	pursuant to notice, at 2:03 p.m.
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4	ON BEHALF OF THE FEDERAL TRADE COMMISSION:
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16	MEG GEURIN-CALVERT, Economists, Inc.
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1		FEDERAL TRADE	COMMISSION
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4	WORKSHOP:		PAGE:
5			
6	Mike Denger		5
7	Meg Geurin-Calv	vert	11
8	Richard Higgins	3	20
9	John Woodbury		27
10	Tim Daniel		42
11	David Painter		49
12			
13			
14			
15			
16			
17			
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19			
20			
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22			
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1 informal, so we just ask that as people speak, that you

- 2 identify yourself and who you work with and speak up so that
- 3 the court reporter can hear what you're saying.
- 4 Okay, I'm just going to start by introducing
- 5 folks. I'll start out with Mike Denger. He is at Gibson,
- 6 Dunn and Crutcher and he's worked in the antitrust field for
- 7 many years, has done work on merger investigations over that
- 8 time frame and he has prepared a proposed short PowerPoint
- 9 presentation which, I think, is out in the -- as you walk in
- 10 in the hallway.
- MR. DENGER: Do you want me to come up there or --
- 12 MS. COLEMAN: No; you can just speak from your
- 13 seat.
- MR. DENGER: I always find it hard to speak with
- 15 my back to the audience.
- 16 MS. COLEMAN: You are welcome to -- whatever makes
- 17 you comfortable.
- 18 MR. DENGER: I haven't tried that.
- 19 I always feel nervous when they ask a lawyer to
- 20 come and talk about financial data and syndicated data and
- 21 cost data. I guess I probably don't do too well as a lawyer,
- 22 if they have me here on the data issues.
- 23 And what I want to talk about a little bit is what
- 24 I think is the advantages in cooperation and data-sharing
- 25 with the antitrust enforcement agencies during the merger

- 1 review process.
- 2 And I think from the standpoint of a party to a
- 3 prospective merger, there are some advantages to working
- 4 closely with the agency in this area.
- First of all, I think you can get a common frame
- of reference if you understand the data that they want and
- 7 need and the format that they're looking at.
- I think it helps both the respondent understand
- 9 the focus and concerns of financial analysts and economists
- 10 and the staff at the agency and it helps for a more
- 11 constructive dialogue where you do not have two trains
- 12 passing in the night, so to speak, on data issues.
- 13 It also allows the FTC, if they have the same data
- 14 that you're working from, to replicate the type of work that
- 15 your economists or financial analysts may do, and I think
- 16 that is always helpful in establishing the credibility of
- 17 counsel.
- I think if you work with the agency, you will also
- 19 reduce the cost of compliance oftentimes limiting the
- 20 production of duplicative or unnecessary information.
- 21 For example, in a retail merger, if one party has
- 22 IRI data and one has Nielsen data, if you can work together
- 23 and sort of agree, get everybody that's concerned with we'll
- either use Nielsen or IRI, you're establishing a common
- 25 framework from which you can have the dialogue.

I also think it reduces the merger review time.

- 2 It takes away a lot of time when it is focused on compliance
- 3 issues and things that are not really the substantive issues
- 4 and focuses of the staff.
- And I think ultimately what a party's counsel and
- 6 probably his economist and financial analyst have to offer
- 7 imparts their credibility and if you cut out the Mickey Mouse
- 8 work and try to get to a common set of data that you can both
- 9 work from, I think that helps.
- 10 For example, let me focus first on producing
- 11 syndicated data. I would advocate providing early samples of
- data in the form used internally by the company, explaining
- 13 what you can provide and what you can't provide, provide them
- 14 some samples explaining the limitations.
- 15 It oftentimes results in the narrowing by the FTC
- 16 staff of the information that they seek.
- 17 You know, I can probably say I've never met an
- 18 economist or a financial analyst who didn't have data that he
- 19 wouldn't like or she wouldn't like if they had their choice,
- 20 but I think that the staff will be realistic if you can
- 21 explain what they're going to waste their time on, as well as
- 22 you wasting your time on in trying to find a meaningful data
- 23 set.
- We had a case in a recent merger where we were
- 25 allowed to directly communicate with the FTC analyst and

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2 And don't always view the FTC staff as the enemy

- 3 who is out to get you, which lawyers sometimes have a
- 4 tendency to do.
- 5 The FTC employees just have a job and we expect
- 6 them to do it thoroughly. You also, I think if you cooperate
- 7 with them, can avoid a lot of waste, unnecessary duplication,
- 8 looking at data that is really not going to advance the
- 9 analysis on either side.
- 10 So I guess that's what I would say. And I guess
- 11 our philosophy in all of this has sort of been like the
- 12 philosophy we have in litigation.
- 13 And I will say I've tried a fair number of
- 14 preliminary injunction merger cases over the years, but when
- 15 you try to be hard-nosed and fight over every point, all you
- do is waste your client's money and annoy the agency.

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- 18 As every firefighter knows, blaring the siren can
- 19 be fun, but the point of the job is to douse the flames. In
- 20 this case, the point of the job is to try to get the merger
- 21 through in an economically viable form. And we can
- 22 fight over the substance all we want, but I think it really
- 23 pays to try to work with the agency to get the data and the
- 24 basic facts set out so then you can have a substantive
- 25 dialogue. Thank you.

1 time understanding the kinds of data that were available in

- 2 firms somewhat better than I had when I had been in the
- 3 division the first time.
- 4 So I had more of a sense of what was out there,
- 5 but at the same time came to a little bit more of a
- 6 perspective of that don't ask for what you can't use.
- 7 And so I guess I have six words to present to think on
- 8 the topic of transactional data: testable hypotheses,
- 9 critical loss and don't assume.
- 10 And what I would like to put the perspective in is
- 11 I think that there's a common goal between the private
- 12 parties and the government agencies that are reviewing a
- 13 given merger.
- 14 The common goal is essentially to have a review
- 15 process that hopefully ends in a significant review of the
- 16 appropriate issues and from the party's perspective, a
- 17 resolution of those issues and the mergers proceeding or from
- 18 the government's perspective, to the extent there is a
- 19 significant anti-competitive concern, having a strong
- 20 litigation base built up such that you can go to court and
- 21 demonstrate persuasively to a court that the merger actually
- does present a problem.
- To get there, I think it's the same process. You
- 24 need full integration from the beginning and up to the
- decision-making point of the data with the analysis, you need

1 consistency of the data analysis and the data work with the

- documentary review, the depositions, and so on, and you
- 3 obviously need time limits.
- 4 And I think in any industry, essentially what that
- 5 means is you need clear theories to be spelled out on both
- 6 sides as early on very specifically as to what are the
- 7 concerns, the product, geographic entry and competitive
- 8 effects.
- 9 I think everyone knows the merger guidelines and
- 10 what needs to be laid out in-house very clearly in the
- 11 government and the agency, particularly by the economists and
- 12 lawyers working together as what is our theory of the case,
- 13 what are the two or three things on which this particular
- 14 case turns.
- That leads them to the next thing, again in-house,
- 16 which is what are the testable hypotheses.
- 17 And that is why I agree with Mike completely that
- 18 that's where the dialogue starts between the FTC staff and
- 19 the outside parties as to, "Here are our hypotheses. Here
- are how we would like to test them. Here's the information
- 21 we're looking for," and then I think you can focus lastly on
- 22 what are the results of the analyses.
- 23 You may differ on theories and have a dialogue;
- 24 you may differ on the tests and have a dialogue; you may
- 25 differ on the reliability or the meaning of the results and

- 1 you can have a dialogue.
- 2 And let me briefly talk about three types of areas
- 3 in which it plays out in different ways. There are three
- 4 kinds of transactional data that I think occur -- a context
- 5 in which they occur.
- The first is what I would call industry-wide,
- 7 where both parties, private parties and the FTC or the
- 8 government agency have access to industry-wide databases.
- 9 This occurs largely in healthcare, in airlines, in banking,
- 10 in electricity. Essentially anything that was or is
- 11 regulated has some pretty good data.
- 12 Everybody has transactional-level data down to the
- 13 zip code and the DRG, or whatever, with which to work.
- And as a result, you can focus. The outside
- 15 economists can start much earlier, can do a full-scale
- 16 analysis. They'll know what the issues are, and the dialogue
- 17 can proceed much more quickly to very specific kinds of
- 18 analyses and discussions.
- 19 And so I think that is a case where everyone, more
- or less, has a level playing field, but where it's very, very
- 21 critical that when the agency staff have particular concerns
- 22 about a narrow product market or are particularly concerned
- 23 about the standard by which one defines the geographic
- 24 market, inclusion or exclusion of certain kinds of zip codes,
- 25 that they articulate it so it can be discussed and tested.

1 The second area Mike dealt with in terms of

- 2 standard data, so I won't go into more other than to say that
- 3 there I think the issue is much more so, not the availability
- 4 of the data, but the methodologies that are applied or what
- 5 the testable hypotheses are and the debate over the nature of
- 6 the results. But I agree with Mike completely that having
- 7 productive dialogues helps that.
- I think the hard world is the third one which is,
- 9 unfortunately, most of the transactions. It is the one of a
- 10 kind deals; it's almost every manufacturing industry merger.
- 11 When you think about it, the private parties have
- 12 extraordinary access to their own data. They have a good and
- detailed set of every transaction, most likely, that they
- 14 ever did, although it's surprising to some extent in the
- 15 computerized world how little data certain companies have
- 16 electronically and how much they have in hard copy, but where
- 17 the agencies have the advantage of having third party
- 18 discovery and third party data sets.
- 19 And I think I'd give just some basic pointers to
- 20 talk about. I think that this is an area particularly where
- 21 the advanced work that the consulting economists or the
- 22 consulting legal team can do is to sit down and work with
- 23 their clients and identify what are the likely dispositive
- 24 issues, what are the testable hypotheses, what are the key
- 25 issues, is it private or is it geographic market, to set up

1 evaluation of critical loss as to how many consumers would

- 2 have to leave to discipline pricing and then to work very
- 3 well with the people inside of the company to identify what
- 4 kind of data is available, who is knowledgeable about it and
- 5 to get as far up the learning curve as possible about the
- 6 data.
- 7 I think that will help them ultimately when the
- 8 staff at an agency wants data, that there is better
- 9 communication in terms of what is available.
- I do think what is useful, though, having been an
- 11 assistant chief and worked on a very large number of mergers,
- 12 the approach I found I took after a couple circumstances of
- 13 unfortunately having asked for data and received it and then
- 14 found that we did not even have time to process it before the
- 15 decision had to be reached, before a recommendation had to go
- 16 out is I found what worked -- and this works on the outside,
- 17 too -- is to sit everyone down before the second request goes
- 18 out and ask two questions.
- 19 One is what are our testable hypotheses; what is
- 20 the key issue in this case. And if we had unlimited data,
- 21 unlimited computer resources, unlimited time, what would you
- 22 want to get to test those hypotheses;
- 23 And then to pose the second question, which is
- 24 then, we have a budget and a time constraint. What is the
- 25 minimum sufficient data that you need to address that.

1 What I found consistently is that when everyone

- 2 focused together, oftentimes it was the case that people
- 3 could look at just the top 50 customers, what they had done,
- 4 who they had bought from, whether they had switched it or
- 5 not.
- In a very large number of cases, one did not need
- 7 huge transactional databases of every single transaction that
- 8 anybody had ever done in the industry.
- 9 The other thing I found is that it served also to
- 10 meld the staff economists and the staff managers better with
- 11 the legal team.
- Oftentimes there is a tendency in very complicated
- 13 industries where there is huge transactional data for the
- 14 economists to be doing a lot of empirical analysis that is
- 15 running on a separate track from the data and the documentary
- 16 -- the documentary and the evidentiary kinds of evidence.
- 17 And I think if you focused earlier on testable
- 18 hypotheses and minimum sufficient data, answers would be
- 19 available.
- The last thing I say is one advantage that private
- 21 consulting firms have that the government typically does not
- 22 have is a lot of research assistants who are very skilled at
- 23 manipulating huge amounts of data.
- And so to the extent, early on the FTC had to
- 25 identify testable hypotheses data and asked that it be done,

- 1 to the extent it is doable, because more likely a lot of
- 2 processing could get done with results being given.
- In conclusion, I would just agree completely with
- 4 Mike. I think the process works best if there is a clear
- 5 dialogue, and that's my last set of words of don't assume.
- I think there is a sense, because there is a very
- 7 good respect on both sides of the table for people, that
- 8 outside economists will understand or divine what the theory
- 9 of concern is.
- 10 I think the more that the staff early on can say
- 11 here specifically is -- you know, we are worried about -- if
- 12 I could fill in the blank -- price discrimination of this
- 13 sort, geographic market of this scope, customer concerns of
- 14 this type, the more it is that the outside economists can do

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- 1 in more detail the issues that arise not only in the
- 2 collection of standard data, but how it is used throughout
- 3 the merger review process.
- 4 MR. HIGGINS: Well, actually, I was watching you
- 5 very closely, because that's the first I heard of what I was to do. I thought I was just going to wait and commen -3i Ife732

1 are a lot of good economists, so I'm sure they could work

- 2 something out.
- MR. DENGER: Mary, could I ask one thing?
- 4 MS. COLEMAN: Sure.
- 5 MR. DENGER: On panel data, I know it's been
- 6 requested because I believe we've provided it.
- 7 MR. HIGGINS: Oh, you did. Oh, okay.
- 8 MR. DENGER: In fact, we've even provided it in
- 9 the case Richard was involved in.
- But panel data can be useful because they'll
- 11 measure what consumer purchases are in a particular point of
- 12 time, say a six-month period, and what happens, say, a year
- 13 later and you can track brand-switching and elasticities and
- look at the changes in price and look at not only couponing,
- 15 but other things, and see how particular consumers react to
- 16 changes in price or other developments with regard to the
- 17 brand.
- 18 It can tell you how they move from one type of
- 19 outlets to other types of outlets. It can tell you, for
- 20 example, the degree in which brands are particularly close competitors of other type -- of other sp from one j 39 -24.n0.75

1 MR. WOODBURY: It's not -- I agree that there are

- 2 some utilities with that kind of panel data, you know, the
- 3 switching analysis that Nielsen and IRI can provide -- and
- 4 I'm guessing. I don't want to put words in Richard's mouth -
- 5 but I mean, it would be great if you could have access to
- 6 the underlying individual data that's contained, because then
- 7 you could do -- there are some problems, but you could do,
- 8 you know, consumer level demand analysis directly using
- 9 individuals, rather than cities, as observations.
- 10 And as Richard says, the problem with getting
- 11 access to the data, as far as I can tell, is -- the hurdles
- 12 are unsurmountable because they will never give it out.
- We thought occasionally about talking to IRI and
- 14 Nielsen about providing a demand analysis, of course, at our
- 15 specifications, but we never see the data. But we get them
- 16 to do it for us. So I mean, we've never gotten that far, but
- 17 --
- 18 MR. HIGGINS: Yes. I think they've become quite
- 19 competitive providing their own analyses and that's one
- 20 treasure they have that they're holding close and then
- 21 request a particular study to be done.
- MR. WOODBURY: One thing to be leery of, which I
- 23 discovered recently, is that if you look at the switching
- 24 data, you can actually derive market shares based upon the
- 25 data that Nielsen and IRI give you.

1 And if you compare those data to the national IRI

- 2 and Nielsen data, you will find that there's usually a
- 3 substantial difference. It turns out those panels are not
- 4 representative, so you have to be really careful about how
- 5 you use those data, even in switching studies.
- 6 MR. DENGER: And there's also issues as to sample size and
- 7 all of that sort of thing in switching data. But I think
- 8 that the data can give you some insights.
- 9 And I agree with, Richard. If you're talking
- 10 about the underlying IRI/Nielsen data, it wasn't provided.
- 11 But there are lots of switching studies, and so forth, based
- 12 on that data that can be very useful, I think, at least in
- 13 giving certain insights that you might not otherwise draw.
- MS. COLEMAN: In those cases, have you had
- 15 documents of Nielsen and IRI to understand what it is that
- 16 they did to do the switching studies and information or did
- 17 you get the data -- even if it was aggregated, the data in
- 18 enough detail yourself to understand what was done?
- 19 MR. HIGGINS: I have had conversations with
- 20 business people, marketing people, but I don't think I ever
- 21 understood what was done.
- MR. WOODBURY: I mean, we've had direct
- 23 conversations. I mean, I've had direct conversations with
- 24 IRI and Nielsen about some of the switching studies so I can
- 25 understand, particularly when I discovered that I was getting

1 market shares that looked a lot different from national

- 2 shares, what I thought was going on and how the sample was
- 3 collected, and all of that.
- 4 Yeah, but I think -- you know, they're certainly
- 5 happy to talk to you about it, about how those samples are
- 6 constructed.
- 7 MS. COLEMAN: I think that those -- I do think
- 8 those types of data, it's interesting, can be useful to get
- 9 at issues, but it encourages helping us to -- you know, as we
- 10 get that data, helping us to understand what the collected
- 11 data is and how it's collected and how these studies were
- 12 done.
- 13 MR. DENGER: But all data has, you know,
- 14 limitations --
- MS. COLEMAN: Right.
- 16 MR. DENGER: -- and we all have to be aware of
- 17 them and have to understand to effectively use the data.

1 standard data is are you ever going to ask for it anymore?

- 2 MS. COLEMAN: Yes.
- MR. COWIE: I have one question. Why do you
- 4 disagree with Denger that you have to see if the parties will
- 5 use the same --
- 6 MR. HIGGINS: Oh, I just think if I were working
- 7 for a party that was opposing the merger, however incredible
- 8 that may be, that you wouldn't -- they should be able to use
- 9 what their client has.
- 10 MR. COWIE: But you agree that the parties to the
- 11 merger and the FTC --
- MR. HIGGINS: Yeah, but that means you have to do
- 13 it both ways because God knows what the third party will
- 14 show.
- And the data are different. John will probably
- 16 talk about the geographic areas are different, Nielsen and
- 17 IRI, and how they do it. I don't really know, but we do get
- 18 different results from time to time using the two.
- 19 prefer to try to comment on whatever he says.
- MS. COLEMAN: Okay. Well, with that, I quess
- 21 we'll move to John who is with CRA. He is going talk about
- 22 customer data.
- 23 MR. WOODBURY: Well, actually, I thought I was
- 24 talking about the vulnerable consumers.
- MS. COLEMAN: Right, right.

1 elasticity consumers are potentially exploitable if a

- 2 hypothetical monopolists can discriminate between those two.
- 3 He can discriminate between those two with two
- 4 conditions. One is the monopolists can easily identify which
- 5 consumers are which and, second, the monopolists can prevent
- 6 -- hypothetical monopolist can prevent an arbitrage between
- 7 the two.
- 8 So you find yourself in a relatively
- 9 undifferentiated industry where there are some groups that
- 10 have a relatively low elasticity with product. The first
- 11 thing to do is just basically apply the SSNIP test, the
- 12 standard, you know, market definition test to the lower
- 13 elasticity group and ask whether they constitute the same --
- 14 if they constitute their own antitrust market, so you conduct
- 15 a merger analysis on that basis. The other two
- 16 possibilities are -- well, I call them over-aggregation
- vulnerabilities, but they actually just may be market
- 18 definition mistakes.
- 19 In the undifferentiated product context, you might
- 20 find that, gee, you know, in looking at a particular input
- 21 some materials, you know, some chemical compound, you know,
- 22 we might conclude that the demand -- the antitrust markets
- 23 all supply us with that compound and all of the customers of
- 24 that compound are in the same antitrust market, but it may
- 25 turn out that for reasons that may have to do with differing

1 technologies, there is some subset of customers that, in

- 2 fact, can't use all of the material available, that their
- 3 range of choice is much more limited in that case, we've
- 4 identified another potentially vulnerable consumer group.
- 5 Similarly, if you're talking about geographic
- 6 markets, you might think that for some products that most
- 7 consumers are able to, say, input purchases or able to
- 8 purchase from anywhere in the United States because transfer
- 9 costs are relatively low, but in fact, there may be some
- 10 subset of purchasers for whom transport costs are pretty
- 11 severe and, again, their of alternatives are pretty limited.
- 12 And again, I call those over-aggregation mistakes,
- 13 but you know, they expose another set of vulnerability.
- 14 And the differentiated product contents of the
- 15 over-aggregation could arise because of our effort to try to
- 16 make the analysis trackable. And if you think about some
- 17 retail products, such as, you know, candy or cereals or
- 18 shampoo, the number of SKUs, you know, at the market level
- 19 can literally be in the hundreds, if not thousands, because
- 20 they come in different flavors, they look different, they
- 21 smell different, there are different package sizes.
- 22 So in an effort to make the analysis trackable,
- 23 you start aggregating up as some sort of mega-brand that
- 24 encompasses the whole slew of different package sizes and
- 25 different types of products.

- 1 come back to this in a second.
- Now, the anti-climatic part of this topic, since I
- 3 ignored those last vulnerability concerns, the
- 4 unmentionables, it seems to me that the second request as it
- 5 is now structured is actually a pretty good vehicle for
- 6 identifying vulnerable consumers because it solicits the kind
- 7 of information that at least lets you initially get a hold of
- 8 an estimate of who those consumers might be.
- 9 You know, in the three pieces of information, I
- 10 think that's solicited by the second request for documents,
- 11 they're data that could be used for econometric analyses and
- 12 they're surveys. Let me deal with this briefly one by one.
- In the case of documents, this is, you know, the
- 14 usual suspects, there are planning documents, there's

- 1 price cost margin differs across those consumer groups.
- 2 For undifferentiated goods, we would be looking
- 3 for things in the documents that either talk about the
- 4 ability to arbitrage between, you know, low elasticity groups
- 5 and high elasticity groups or frustration at the inability of
- 6 resale from the guys that get it at a low price to the guys
- 7 that are going to be victimized by higher prices.
- 8 In terms of data -- and the data, again, can come
- 9 in a variety of flavors. One is the standard data that we
- 10 talked about which allows for direct estimation of own price
- 11 elasticity, but it also enables us to look if we're

- 1 In virtually every industry there are
- 2 unanticipated events that will affect pricing. These can be,
- 3 you know, the sudden exit of a player, a firm. It could be
- 4 the disruption of a distribution pattern or a temporary plant
- 5 shutdown, all of which can generate price increases.
- And those allow you to determine, you know, are
- 7 there any difference in price effects felt by different
- 8 consumer groups; again, a signal that there may be more,
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1 For example, there could be buyer strategies that

2 could counter any attempts to engage in price discrimination.

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- 4 But there is still something important, I think,
- 5 finance and policy questions, and I don't have any answers,
- 6 about how we weight some of these differences.
- 7 Let me give you the clearest example. I mean,
- 8 suppose that there is a merger between an upstream firm that
- 9 decides to acquire one of its customers and it's that
- 10 customer that has been in an undifferentiated market, has
- 11 been playing the role of arbitrager between the high
- 12 elasticity groups and the low elasticity groups.
- So to eliminate that arbitrager, the upstream firm
- 14 acquires the downstream firm. The post-merger effect is that
- 15 we'll have higher prices for the low elasticity guys, but
- 16 we're going to have lower prices for high elasticity guys.
- 17 The question is, well, how do we balance those --
- 18 the gains versus the losses and should that play a role in
- 19 policy formulation, as opposed to sort of when we go forward
- 20 legally in court.
- 21 And to give another example, suppose that there
- 22 are two firms that produce, you know, products A and B and
- 23 they merge. And as a result of the merger, there are
- 24 variable cost synergies with production of product A.
- 25 And as a result, the price falls and the cost

- 1 of things.
- MR. WOODBURY: I think it would start to do things
- 3 like ask a party to identify -- take a list of potentially
- 4 disrupted events, say, plant shutdowns, recent plant
- 5 shutdowns, firm exits, sudden shortages of input and supply
- 6 and ask questions about have any of these occurred in the
- 7 past X-years and that will give you a basis to start.
- 8 MS. COLEMAN: And what kind of data would you
- 9 think --
- MR. WOODBURY: Well, if you're doing econometrics,
- 11 I mean, you think about doing before and after studies where
- 12 we look at the price before and after the event.
- But it doesn't have to be econometrics. You can
- 14 simply look at averages because you can learn a lot of other
- 15 things. But it would be insightful effort to look at some of
- 16 the outcomes of these natural experiments even in somewhat
- 17 statistically more crude terms.
- 18 MR. DENGER: The only thing I would say, Mary, is
- 19 you may not ask for it specifically, but I think you pretty
- 20 adequately if you understand the second request bring within
- 21 the scope these natural experiments and other events in the
- 22 marketplace.
- 23 You may not know what they are unless you review
- 24 the documents, but I think that to the extent that there are
- 25 these events in the industry, you will pick them up.

1 MR. WOODBURY: Oh, yeah, that may well be true.

- 2 You do it for the second -- if I'm sitting with this guys, I
- 3 do a second request.
- 4 And you know that we on the other side would be
- 5 looking for those things.
- 6 MS. COLEMAN: Does anybody have any --
- 7 MS. GEURIN-CALVERT: I think one of the things,
- 8 too, is that this is an area where we're assuming that what
- 9 is going on consecutive with the second request is a lot of
- 10 meetings between -- or phone calls between the economists and
- lawyers within the agency and the economists and lawyers on
- 12 behalf of the merging parties. It would seem,
- 13 again, what is useful is to identify events that people think
- 14 really are representative natural marketing experiments.
- 15 And I think where the -- what I would say as well,
- 16 is it is oftentimes very difficult at that point for anybody
- 17 to have sufficient data to be doing really good econometrics
- 18 in the sense that the merging parties in most industries do
- 19 not have a complete data set.
- They've got their own data which can give some
- 21 insights, but oftentimes is not sufficient.
- The agencies probably are not at a point to have
- 23 had the full data set either, and so the more people can come
- 24 up with what it is they expect the natural market experiment
- 25 to be showing, what it is they're looking for and, as a

- 1 result, where information can be brought to bear that is
- 2 empirical in terms of actual data analysis, but also
- documentary, and so on, would be, I think, be very helpful to
- 4 try and potentially reach some closure as to whether or not
- 5 the next stage needs to be occurring.
- 6 MR. WOODBURY: Actually, let me step back. I
- 7 think that's absolutely right.
- I focus on experimental -- you know, natural
- 9 experimental context for identifying vulnerable consumers.
- But obviously, a natural experiments, you need
- 11 some referrals including data entry, looking at substitution,

1 least one complaining customer; you know, show us for each

- 2 customer grouping in the context of a natural experiment for
- 3 others why it is they have a plausible alternative other than
- 4 the merging parties.
- I think again the more you can move from what
- 6 inherently is a customer database to the key issues, it helps
- 7 both sides.
- 8 MR. DANIEL: I would -- in a similar framework or
- 9 frame of mind, I would hope there would be open dialogue and
- 10 frequent dialogue between the agencies and the parties if the
- 11 vulnerable consumer issue is at work because it's a little
- 12 bit at odds with the Meg's point, which is maybe you can
- 13 learn all you need to learn from maybe the top 50 customers.
- You can learn a lot from the top 50 customers, but
- if there are 200 or 500 customers, you might be able to find
- 16 some down there that would not have as many alternatives.
- 17 But allowing for those discussions as early and as
- 18 frankly and as openly as possible animated with whatever
- 19 support you can share with the parties, given the
- 20 confidentiality of information, would really be helpful
- 21 because oftentimes those vulnerable customers pop up
- 22 relatively late in the process and then you try to figure out
- 23 how can we analytically track where they are and what their
- 24 options are.
- MR. DENGER: That's why the interviews with the

1 customers is so important to understand if they feel

- 2 potentially victimized or why they feel vulnerable and the
- 3 source of that vulnerability.
- 4 MS. COLEMAN: Okay, thank you.
- 5 MR. WOODBURY: Richard.
- 6 MR. HIGGINS: I just want to know what an example
- 7 is of a vulnerable customer. You must have worked those
- 8 numbers.
- 9 MR. WOODBURY: I've never found a vulnerable
- 10 customer -- no.
- 11 You know, it's the usual. It's the residential
- 12 versus business consumer, and for example, a long distance
- 13 company.
- I mean, at least there's the conventional wisdom
- 15 that a residential consumer is more at the mercy of long
- 16 distance companies than the business consumer.
- 17 It's the leisure versus business travel with the
- 18 airlines, you know, those kinds of distinctions.
- 19 You know, it's the generic versus brand-named
- 20 drugs, those preferring the generic when the generics come
- 21 out, then the prices rise.
- 22 MR. HIGGINS: I thought it was something new.
- MR. WOODBURY: No.
- MR. HIGGINS: All right, thank you.
- 25 MS. COLEMAN: Next up is Tim Daniel from NERA He's

- 1 going to talk about a different type of data.
- MR. DANIEL: Thanks, Mary. Thanks for the
- 3 opportunity to be here.
- 4 Switching gears a little bit, I guess, and what
- 5 Mary has asked me to talk about involves mergers where the
- 6 competition arises in bidding- or auction-kind of
- 7 environments.
- In looking at some of the second requests that
- 9 we've worked on where auction or bidding issues have arisen,
- 10 the bid specs, if there are such things, they can be pretty
- 11 sparse and limited and I don't think that's necessarily a
- 12 failure of the second request so much as a recognition, if
- 13 you will, that when bidding is involved -- what I'm thinking
- of here is not so much bidding in a formal process, as the
- 15 government tenders, where you're going to know exactly what
- 16 the bid is for, but rather, competition that occurs for a
- 17 durable product in the medical business for a CAT scan or a
- 18 purchase of electric generation equipment by a utility where
- 19 it puts out a request for bid in a less formal sense, but the
- 20 competition is very much in that kind of framework where the
- 21 sellers are negotiating with the customer, and vice-versa,
- and that's how the competition is described.
- The data on that kind of competition are often
- 24 pretty idiosyncratic to the firm at issue and sometimes even
- 25 within the firm are very different qualities of data

1 collected across different product lines and divisions and

- 2 geographic areas.
- And I think that what I would take from that at
- 4 least in the process of doing a merger investigation is that
- 5 there's even a bigger benefit early on after the parties and
- 6 the government sit down and try and understand what data the
- 7 companies do, in fact, have when the competition occurs in
- 8 that kind of a bidding environment because it can be very
- 9 spotty in certain areas, it can be quite incomplete and it
- 10 can be quite frustrating down the road.
- If the expectations are higher, I mean, I think
- 12 that the parties would keep good records on their bidding
- 13 competitions, good records on what their rivals are bidding,
- 14 good records on why they won or why they lost certain bids,
- 15 when, in fact, that's not the case.
- One option I think that I would entertain early
- on, therefore, is if you do have those dialogues and discuss
- 18 what is available in the companies is if you do hone in on a
- 19 particularly rich set of data, be it on a limited product
- 20 line or a limited time period or a limited geographic area, I
- 21 think the discussion could ensue at that point as to whether
- 22 or not a careful analyses of the good data might provide
- 23 enough of a basis to generalize to the markets what are at
- 24 issue.
- That's a potentially difficult discussion to have,

1 but I think one worth thinking about. It's essentially the

- 2 same, I guess, as to whether you can take a sample of the
- 3 data.
- If you happen to have data records that might be
- 5 complete, but they're on all paper and they're, again,
- 6 difficult to deal with, they're not Nielsen data, they're not
- 7 IRI data, they are just messy bid records, and you want to go
- 8 back five or ten years, or whatever time period you're
- 9 interested in, I mean, it might be possible early on to agree
- 10 to take a sample of those records.
- 11 When I was here at the FTC and doing consumer
- 12 protection matters and we talked about discrimination and
- 13 lending practices, that was a common occurrence when you had
- 14 a large number -- thousands and thousands of applications for
- 15 credit to just take a sample of those, work with the parties
- 16 to draw up a representative sample and then agree that those
- 17 are the data that are going to form the basis of the analysis
- 18 or for the decision at least up through the investigative
- 19 period.
- One issue that I think is particular to an auction
- 21 or bidding environment that has to be taken into account is
- 22 if you look back at the economic models and ask what is the
- 23 likely price effects from a merger when two firms get
- 24 together in a bidding situation; is the expected price
- 25 increase from a unilateral context. It depends critically on

1 the costs and the offerings of the non-merging parties.

- 2 So to get the two low cost firms in a bidding
- 3 competition merged, your typical concern is they're going to
- 4 raise the price up to the cost of another third-level lowest
- 5 cost provider.
- What that means is that very often there's an even
- 7 bigger asymmetry, I think, between the information available
- 8 to the government who can obviously subpoena and gather
- 9 information from all of the major players in the market and
- 10 the information immediately available to the parties.
- 11 That's not a gap that's going to be necessarily
- 12 closable, but I think it needs to be recognized and, again,
- 13 to me, at least counsels for as much open dialogue and as
- 14 much disclosure on the part of the agencies as to what's
- animating their concerns, what's driving their analytical
- 16 framework and why they came and those competitions in those
- 17 situations of merger might be likely to raise prices.
- 18 Virtually, everything else I have on my short set
- of bullets has been raised already, and so I think I'm going
- 20 to leave it there just with an endorsement of what Mike had
- 21 said about having open dialogue and discussions with the
- 22 agency as early as possible, agreement, if possible, between

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- 1 in any way changed their cost position from the last time the
- 2 bidding occurred or could not do so somehow post-merger,
- 3 there really is a circumstance where there is a reason for
- 4 concern.
- I think the more it is articulated that the
- 6 concern is a cost difference as opposed to, let's say, a
- 7 likelihood of somebody even submitting a bid.
- 8 One of the things I think that I found both in the
- 9 antitrust division and outside is people spend a lot of time

1 merger result than if you -- or merger prediction than if

- 2 what happened in the last year is almost identical to what
- 3 happened in previous years.
- 4 So I would respond to Tim's statement a little bit
- 5 that in terms of viewing any sampling, it would be worthwhile
- 6 to give the parties an opportunity to address whether or not
- 7 the past is truly a prologue or not.
- 8 MR. DANIEL: In the natural experiment, again, I
- 9 would raise the same point.
- 10 A lot of the markets with large durable medical
- 11 equipment, electrical equipment have seen a lot of mergers in
- 12 the last half dozen years and someone might be able to use
- 13 that information and a change in market structure to see
- 14 whether or not past mergers, of which this current merger in
- 15 front of you may be somewhat similar in appearance, one might
- 16 be able to do some kind of prediction with these models.
- MS. COLEMAN: Thank you, Tim. I'm going to switch
- 18 gears a little bit here and move more to the accounting
- 19 financial side.
- 20 David Painter with LECG, also formerly with the

I guess let me reiterate at the outset something

- 2 Mike said and I think everybody else has certainly agrees
- 3 with and that is that having been here for 30 years, the FTC
- 4 is not the enemy. The facts are the facts.
- 5 And I think that while I'm going to speak to
- 6 financial and accounting data, it can probably apply to
- 7 anything. And that is the best strategy, if I can call it
- 8 that, for merging parties to take is to provide the factual
- 9 information they think the Commission is seeking.
- I think it behooves the Commission and certainly I
- 11 think the merging parties, the lawyers representing merging
- 12 parties should make every effort to have a sharing of

1 I'm going to limit my focus because so much else has been

- 2 said, as well, the use of accounting and financial
- 3 information for purposes of preparing an expert analysis,
- 4 such as a failing company and efficiencies or for that
- 5 matter, econometrics, or anything else.
- And I guess I've been on the outside for five
- 7 years, but I was with the Commission for 30 and perhaps that
- 8 30 years is what's going to drive me to sort of suggest the
- 9 conclusion. It was a long time in trying to get there.
- 10 My experience at the Federal Trade Commission, and
- 11 it's confirmed I think in large part on the basis of my
- 12 experience on the outside, is that the underlying support
- 13 that is provided by the merging parties with respect to any
- 14 expert analysis is too frequently -- not always, but
- 15 frequently incomplete or inadequate for the Commission staff
- 16 to try, if they might, to be able to get a complete
- 17 understanding of the analysis in a way that says -- allows
- 18 them to say it's reliable. I mean, this is the key thing: is
- 19 it reliable.
- 20 And that isn't because there is some inadequacy in
- 21 the second request. The second request is as thorough as is
- 22 imaginable and, in fact, I just recently right before I came
- 23 here looked at the second request, the one that was received
- 24 by the merging parties in a case that I worked on, and
- 25 essentially it asked for the identification of all experts

1 and consultants retained by merging firms and all documents

- 2 and data that were provided to such experts and consultants
- 3 and also asked for all instructions, programs and other
- 4 documents that are necessary to use and interpret the
- 5 finished analyses prepared by these consultants and the data
- 6 that was used to prepare the finished analyses. And that
- 7 covers it all.
- 8 And yet, despite that -- and I'm assuming this
- 9 dates back certain years. It wasn't that exact language. It
- 10 was similar when I was here -- expert analyses often are
- 11 fruitless.
- 12 Efforts are made to submit them in a way that's
- 13 understandable. Efforts are made by the staff to understand
- 14 them in a way that allows them to factor it into the
- 15 decision. But somewhere along the way, something is lacking,
- 16 and my feeling is that what's lacking is the road map.
- 17 And I think we all might be able to better
- 18 appreciate this if you look at the Efficiencies Amendment,
- 19 the Efficiencies Amendment before it came out, before
- 20 submitting anything and everything that we could to try to
- 21 demonstrate efficiencies.
- 22 And we all had a sense that they had
- 23 practitioners on the outside, most of us that worked on the
- 24 inside what was needed with the Efficiencies Amendment and
- 25 sort of laid out a road map as to what is going to count with

1 respect to at least the efficiency claim and this could have

- 2 been applied.
- You could have an econometrics amendment or you
- 4 could have failing company amendment in some respects, and so
- 5 forth, but the bottom line to it was that -- what it said was
- 6 that, look, we know we're requesting everything in the second
- 7 request, it gets in everything, but despite that, independent
- 8 of the second request, we are going to tell you now that you
- 9 have to substantiate the efficiencies in a way that allows
- 10 the staff to verify it.
- 11 You know, I think it could apply it to anything, I
- 12 think, and that's the key.
- And so I think that from my standpoint, I think
- 14 that there are lots of shortcuts with respect to accounting
- 15 information data.
- 16 We're all aware of -- that doesn't mean that
- 17 they're not -- that they can't be meaningful when put into an
- 18 expert analysis. It's a matter of explaining what the
- 19 shortcomings are and what the strengths are and coming to
- 20 some sort of a reasoned conclusion that allows the staff to
- 21 say yea or nay on it.
- I will tell you that if all of you are going to
- 23 count on the outside with the submission of boxes and boxes
- of documents that underlies the efficiencies claim, it's not
- 25 going to do the trick.

1 And the staff is not going to be able to uncover

- 2 it. I mean, I was here for 30 years and we tried desperately
- 3 to do that through depositions and investigational hearing.
- 4 You know, as cooperative as the merging parties
- 5 attempt to be and the lawyers representing the merging
- 6 parties attempt to be, it's just extremely difficult to sort
- 7 of get at the subtleties, get at the sort of fine-tuning of
- 8 what these analyses are all about in a way that allows you to
- 9 say, hey, it's reliable.
- 10 So here is what I am suggesting. I am suggesting
- 11 that the Efficiencies Amendment, whether formally or whether
- on the outside, effectively use it as a tool, as a backdrop
- 13 for what we submit to the staff on other kinds of analyses
- 14 involving accounting and financial data be the -- be an
- 15 additional standard, if I can call it that, that standard
- 16 being a substantiation that allows the Commission to verify.
- 17 And I can tell you having worked on the Staples
- 18 case and having worked on the Heinz baby food case that it
- 19 isn't a matter of whether you are submitting five boxes of
- 20 documents or five hundred boxes of documents to support your
- 21 position; it's the road map.
- 22 On Staples, I worked, I'm sure, a thousand hours
- 23 trying to go through hundreds of boxes of depositions,
- 24 hearings, everything else to get to the truth.
- 25 And even there, half of the efficiencies were

1 effectively dismissed because there was no way of verifying

- 2 whether they were valid or not.
- On the other hand, I worked on the Heinz baby food
- 4 case and there were a fraction, a small fraction of the same
- 5 number of documents and -- but there was a road map, I
- 6 believe.
- 7 Now, that doesn't mean that the Commission
- 8 accepted it. They didn't. We all know that. But at least I
- 9 don't think there was a dispute as to the numbers themselves
- 10 and what the numbers were saying.
- 11 There were theories that effectively refuted what
- 12 was being presented. And if we can get down to that, I mean,
- 13 then I think we can make some reasonable arguments for and
- 14 against.
- 15 So I think that if we recognize that what's needed
- is a road map, what's needed is really some really crystal
- 17 clear explanation, we realize that most of these analyses
- 18 that we sent to the Commission were started long before the
- 19 initial filing even took place.
- We recognized that we have the benefit on the
- 21 outside of talking to business people at length, ad nauseam,
- 22 you know, time and time again.
- 23 We were able to pick and choose based on those
- 24 discussions all of the documents we wanted. And we see what
- 25 these constraints are, time constraints are with respect to

1 Yeah, it may not be an absolute perfect two-way

- 2 street, but I don't think that -- since we want this merger
- 3 to get through, you know, it's just something we, perhaps,
- 4 have to face.
- 5 MR. COWIE: Richard, there are confidentiality
- 6 concerns that at times prevent us from telling you what kind
- 7 of rum Bicardi is planning to make.
- 8 The fact of the matter is it's very difficult to
- 9 share third-party information.
- 10 MR. HIGGINS: I've been bluffed by Mr. Newborn
- 11 enough times to know there's more to it than that. But I am
- 12 suggesting that it is an adversarial situation. It is a
- 13 contest and I don't see where we should --
- MR. PAINTER: You know, again, I will tell you
- 15 from experience, I mean, obviously, this is a short --
- 16 everybody has their own view, but if it becomes a contest and
- 17 you have an economic analysis that can't be -- you know, that
- 18 the staff is unable to sort of discern whether it's reliable
- 19 or not, then your best is case is going to court.
- That's your best case because I don't think
- 21 they're going to accept it and go through, you know, without
- 22 an understanding of whether it's really, you know, an expert
- analysis that's presumably supporting the arguments that
- 24 we're making to the staff and they're not sure if it's
- 25 reliable or not.

- So, you know, maybe we can win in court and maybe
- 2 -- you know, I may be saying tomorrow the direct opposite,
- 3 but if we want to take our chances in court, then obviously
- 4 that's something that's factored into the overall strategy

1 in large transactions where there is not a Nielsen and an IRI

- 2 or an industry database where what you are working with is a
- 3 huge number of consumers, very large and messy transactional
- 4 or customer databases in the merging parties so that even as
- 5 the economists start six months ahead of time working with
- 6 the most accommodating client to say let's understand what is
- 7 going on here, to the extent -- and this just is picking up
- 8 on what John said -- to the extent for whatever reason,
- 9 whether it's third-party information, or otherwise, the staff
- 10 has a concern about a particular customer group that they
- 11 believe has inelastic demands and a particular other group
- 12 they view may have more elastic demands.
- I think the sooner that that can get articulated
- 14 by the staff to say we are particularly concerned about this
- 15 kind of set of customer, then I think it is more feasible for
- 16 the economists on the outside to try to marshal the data and
- 17 put it together in as testable form as possible.
- 18 But I think it's frustrating for everyone if the
- 19 way a meeting or a set of meetings proceeds as we have an
- 20 overall concern about lack of availability of substitutes.
- I think the more progressed in the direction is
- 22 something you indicate on the efficiency side where everybody
- 23 agrees on what are we looking for, the better in some
- 24 industries. It's very straightforward to do that early on
- 25 and it's more straightforward for the staff to ask for the

- 1 information in the second request.
- 2 And I would just say where you're having to ask
- 3 for huge transactional databases and it's a wide range of
- 4 industries it helps everybody to give more guidance from both
- 5 sides.
- 6 MR. PAINTER: Absolutely.
- 7 MR. DENGER: If I could add just one thing here
- 8 and it transcends data issues, but I think it's really
- 9 important.
- I think the key thing is everyone wants to get a
- 11 sound merger policy and to do that, you have to have dialogue
- 12 on the issues that are of concern.
- And I agree totally with Dave to the extent that
- 14 we can learn from the parties to the mergers with respect to
- 15 what the concerns of the agency are early on. And I realize
- 16 that there are confidentiality concerns that you have to
- 17 protect.
- 18 On the other hand, you have to be careful that you

- 1 to have a completely two-way street.
- 2 And you're right, you can't win the contest.
- 3 We're bound to lose it. But it's just frustrating that we
- 4 can't understand sometimes what's going on on the other side
- 5 in terms of why they find our results, you know, not
- 6 credible.
- 7 MS. COLEMAN: It's very clear from the discussions
- 8 that have been happening that the dialogue process is the key
- 9 to all of this and this is something that (inaudible) data
- 10 myself, trying to encourage as much as possible and as early
- 11 as possible, you know early discussion among the economists
- 12 and certainly the lawyers, as well, about the issues in
- 13 trying to come to agreement or at least an understanding of
- 14 what the theories are and what data tasks and other types of
- 15 analyses would be useful.
- And also, we'll encourage to the extent we can,
- 17 given the confidentiality concerns, potentially where we are
- 18 in the process if it's got a very late date, this dialogue,
- 19 you know, the results that we're finding in as much detail as
- 20 we can so that those types of issues don't arise.
- It's clearly something that both Dave and I have -
- 22 are encouraging as much as we can. And we're going to
- 23 continue to encourage that.
- Allen, did you have a comment?
- 25 ATTENDEE: One comment from the perspective from

- 1 someone on the inside.
- 2 So many times parties have come up with, let's

1 raised, nature of the data request and how long it takes to

- 2 gather the data particularly when we ask for it in ways that
- 3 the company's keep it and we end up getting the data
- 4 sometimes when the compliance happens and the data ends up
- 5 being a waste of everyone's time because by the time we get
- 6 the data, when it's that late, we can't do anything with it.
- 7 It's just too late in the process. So I wanted to
- 8 throw out a question about what can be done to encourage
- 9 people to submit data earlier as they get it and to enable
- 10 the process to be able to actually gather it early enough.
- MS. GEURIN-CALVERT: One thing that may not work
- in every case, but let's assume we're at the second request
- 13 stage or a point where there's been, you know, a voluntary
- 14 agreement for data, I think that is exactly the time to sit
- down first internally and ask what exactly do we want, what
- 16 are we trying to test, what are our highest priority types of
- 17 information.
- 18 Obviously, in industries you've worked in before,
- 19 you know what you're looking for. In industries you haven't
- 20 worked in before, you're less likely to know. And then to sit
- 21 down and have that dialogue with not just the attorneys, but
- 22 also the economists on the other side, and to identify as
- 23 clearly as possible what kinds of levels of data you're
- 24 needing in the highest level of priority and have the
- 25 shortest turnaround that you can to get back -- either to

1 have a discussion just with that group again or to identify

- 2 the relevant business people. I have found it's
- 3 effective, both on the outside and in the government, to go
- 4 into the equivalent of a plant tour, to go do a data tour and
- 5 have people go down and see what are the forms in which the
- 6 data exist and that I have found expedites, even if it's on a
- 7 rolling production, data as quickly as possible in as
- 8 formatted a form as possible to get to you.
- 9 And I think that covers also the issue of the
- 10 white paper. Sometimes it is that the outside parties have
- 11 not gotten the data either in a form that's really usable
- much in advance of the time frame in which the staff gets it;
- and so, again, to the extent issues can be identified and the
- 14 data identified sooner.
- 15 But I think having conference calls and visits
- 16 with the data people is one way to expedite it and try as
- 17 quickly as possible, Tim's point, if sampling is going to
- 18 work, have somebody come up with an agreed-upon method as
- 19 quickly as possible if it has to be the universe.
- I was in one negotiation a long time back when I
- 21 was an assistant chief and it turns out that the parties had
- 22 a very small data set that was exactly what we wanted, that
- 23 they were able to turn over on a diskette the next day.
- But that we never would have found it if we hadn't
- 25 been kind of sitting and having that kind of dialogue. So

1 the dialogue going and here's what we got and here's what we

- 2 can do for you and then if we can't do this, what about this
- 3 as an alternative.
- 4 And I think sometimes the lawyers get in the way
- 5 and slow things down by not having the business people there,
- 6 and you can bring your accountants -- to tell you we looked
- 7 at the data and this won't work.
- 8 Give me this type of economic analysis and this
- 9 will work and I think that speeds things along and allows a
- 10 more meaningful focus earlier in the process.
- MS. COLEMAN: Does anyone else have any questions?
- MR. DAGEN: Just there aren't as many attorneys
- 13 here as maybe there might be, but is there a reason why a law
- firm wouldn't want to engage in the process you're
- 15 describing, Mike?
- 16 MR. DENGER: Yeah, there are a lot of reasons.
- 17 One they can think they'll be in litigation with you and they
- 18 will think that information flow is a one-way street as you
- 19 sit there and you talk and you talk and you
- 20 don't get any dialogue coming back from the concerns.
- There are a whole host of reasons why you wouldn't
- 22 do it. You would be worried if you bring some businessman,
- 23 there is always a risk that he or she could say something
- 24 that you may not wish that they would say and you might
- 25 rather have that occur in a context where you can control it

- 1 a little more.
- But I think in balance, when you have to weigh
- 3 these, I sort of go back to the day that let's not start out
- 4 looking at each other as the enemy.
- You've got a job to do and we have a transaction
- 6 we want to clear and let's try to see if we can have an
- 7 informed merging decision.
- 8 And the way to do that with the least burden and
- 9 the least cost on everybody I think is to step up to the
- 10 plate as early on the process. And it's got to be a two-way
- 11 step-up.
- 12 The agency has to be -- the personnel have to be
- 13 reasonably candid about what their concerns are as soon as
- 14 they have them keeping in mind the confidentiality respect.
- MS. COLEMAN: Anyone else? Does anyone have any
- 16 questions or comments?
- 17 (No response.)
- MS. COLEMAN: Okay. Well, thank you all for
- 19 coming. This wraps up the workshop sessions. We appreciate
- 20 your input.
- (Whereupon, the proceedings concluded.)

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1 CERTIFICATION OF REPORTER

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- 3 WORKSHOP ON SECOND REQUEST/MERGER
- 4 <u>INVESTIGATION BEST PRACTICES</u>
- 5 <u>DATE: JULY 10, 2002</u>

6

- 7 I HEREBY CERTIFY that the transcript contained herein
- 8 is a full and accurate transcript of the recording/stenomask
- 9 taken by me at the hearing on the above cause before the