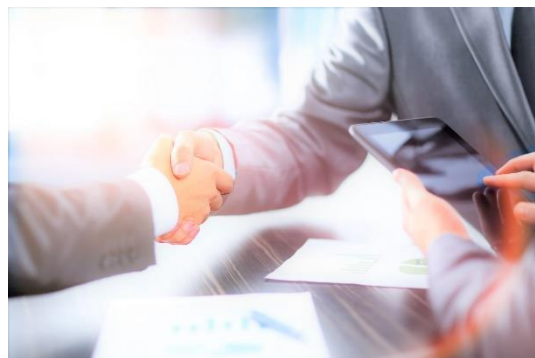


Sellers - Future Payment Assurance Package

Over 70% of M&A deals fail, with inadequate merger integration being a primary culprit. To increase the probability of successful transactions, well-organized M&A integration plans help assure success, along with the associated future payments to Sellers. Consider including our Project:100 Days™ Consulting Methodology fee, on the transaction closing statements as a form of “deal insurance” paid by Sellers, to ensure structured M&A integration launches and more successful deals.

Sellers

Sellers seldom receive all-cash deals. Depending on the M&A deal terms, contingent payments, such as Earn-Outs, Seller Notes, Claw-Backs, Escrows, Buyer Stock, etc., may be part of Sellers' proceeds. If Sellers are actively involved in the merger integration process during the critical first 100 days, they will be able to better ensure the likelihood of their receiving future payments, as well as promote their teams' involvements in the acquiring company after deal-closing.



PMIA's Future Payment Assurance Package Services – Fixed Fee of \$25,000 Paid by Sellers

As with any project, similar to other projects that have been completed, one should not start with a blank piece of paper. Instead, the knowledge gained from previous projects should be applied to the current situation. Our approach provides the structure for clear and effective communications with all integration stakeholders to ensure that appropriate actions are taken including:

- Review of documents/files relative to proposed transaction.
- Coordination with executives – HR, IT, Legal, Financial, Marketing/Sales, Operations, etc.
- Define anticipated planned synergies.
- Coordinate PMIA's Integration Checklist 500™ task assignments.
- Identify and assign essential Day 1 activities.
- Determine the level of integration by each functional area.
- Workshops with up to 6 departments to outline 100-Day integration milestones.
- Outline intracompany communications plans.
- Assist in identifying risk factors/mitigation by functional area.
- Facilitate discussion to identify company cultural differences.
- Review the impact of IT Integration across functional areas.
- Identify Integration Team Members with roles and responsibilities.
- Establish procedures for weekly integration coordination meetings.
- Train Integration Team Members on project management tools for progress reporting.

We will facilitate the above actions within the first 30 days of the integration project and transfer our knowledge to improve the Integration Team Members' capabilities for a fixed fee of \$25,000. However, if more support from us is needed, then we are here to help.