



PostMergerIntegration.com

Leadership | Consulting | Resources

800-816-9630

***Helping our clients quickly realize M&A deal synergies and
accelerate the return to "business as usual"***

Why PMI Advisors?

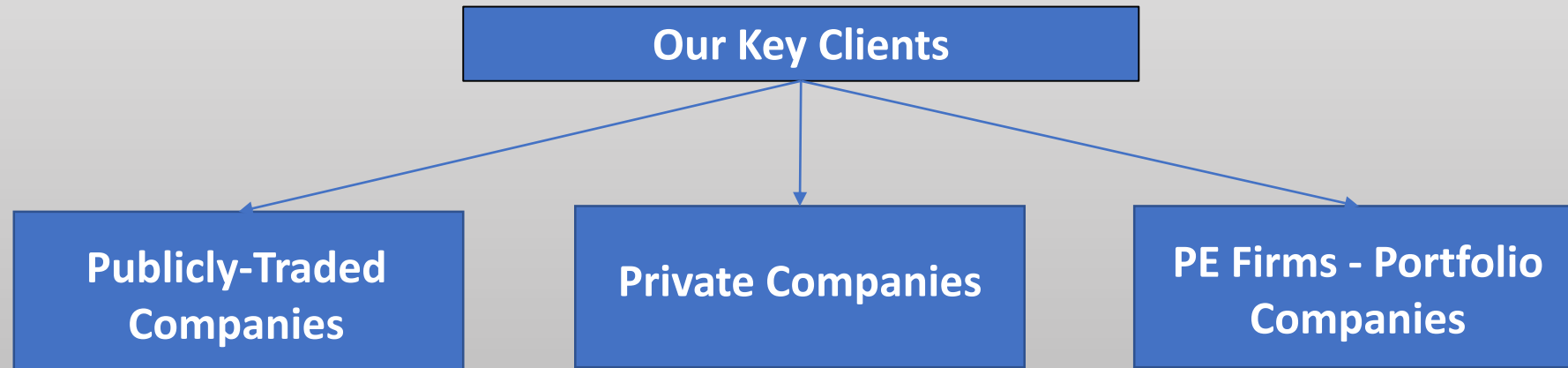
- Over 70% of M&A deals fail to meet expectations, with inadequate integration being the primary cause^(a)
- Eighty percent (80%) of executives said speeding up the integration process was one of the primary things they would have done differently^(b)
- Unlike the large consulting firms, we do not push the staffing pyramid model where customers pay for inexperienced staff and get cameo appearances by senior talent

(a) “Perspectives on Merger Integration”, McKinsey & Company

(b) EY Integration survey

Who Do We Work With?

- Small-cap and mid-cap public companies that face challenges associated with managing acquisitions. Their management teams may not have handled the integration of acquisitions in the past
- Private companies. Today's private companies are lean. There's no such thing as extra personnel just waiting to work on a merger integration project
- Private Equity (PE) firms pursuing portfolio company add-ons that need to supplement internal staff resources to ensure post deal success



The Executive's M&A Integration Challenge

After spending months of time and effort, along with incurring significant deal advisory fees and other transaction related expenses to get the deal done, executive management:

- Sometimes loses focus when the deal is signed and the celebration dinner is over
- Fails to take immediate steps to retain key personnel in both organizations
- Must deal with both the current business and the newly acquired operations
- Underestimates the skills, costs, and effort required to integrate two businesses
- Overloads their management, inexperienced in M&A, who have full-time daily responsibilities

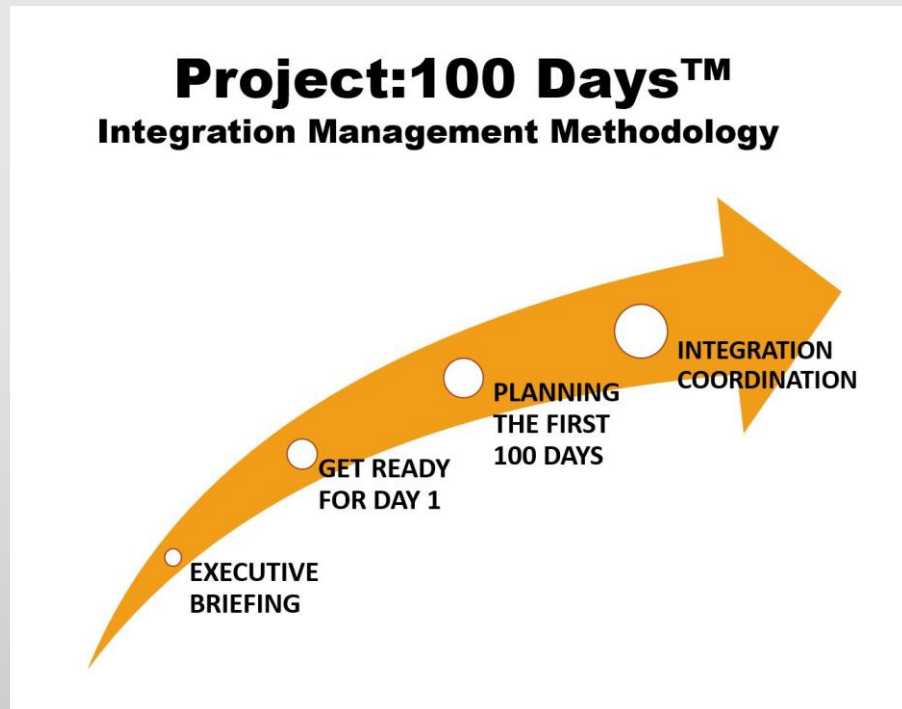


PMI Advisors' Solutions To Address M&A Integration Challenges

- Project:100 Days™ methodology for deals under \$100 million
- Function Workstream Leadership for larger transactions
- M&A Integration Playbooks for serial acquirers
- Carve-Out & Divestiture Assistance



Project:100 Days™ Methodology



- **Executive Strategy Briefing**
 - An onsite Executive Team Briefing with the acquirer's senior management team to develop a 3-page Integration Project "Flight Plan" document
- **Getting Ready for Day 1**
 - Identify and manage the numerous tasks that must be completed to be ready for the flurry of activity on Day 1
- **Planning for First 100 days**
 - Facilitate joint "kick-off" workshops with functional department members of both organizations to map out the action plans
- **Integration Coordination**
 - Using weekly coordination meetings, clarify responsibilities and deadlines. A continuing communications plan assures that schedules are maintained

Function Workstream Leadership

Core Benefits

- Experienced supplemental resources available on a part-time or full-time basis
- Managing the Integration Management Office (IMO)
- Often, we will act as an extension of our clients organization

Merger Integration Professionals

- Our merger integration professionals are experienced, with both deep M&A and executive management backgrounds, often in numerous functional and industry areas
- Our professional leadership assistance may be needed at the organization level to actually perform many of the integration-related tasks

Human Resources Integration

- Our Human Resources Executive Consultants have expertise in accessing the management team of the other company and managing the activities associated with staffing, including retention strategies
- We help to create innovative HR infrastructures that deliver strong sustainable results concentrating on effective organizations structures, prolific communications, and practices that retain high potential talent

Information Technology Integration

- Successful IT integration usually provides significant IT cost reduction and operational benefits and is also a key enabler of M&A benefits across many other functional areas
- We offer IT focused pre-deal closing services to support a successful day one to ensure due diligence deliverables will provide a foundation for successful implementation. Our post-closing program planning and execution services help drive successful integration outcomes

Legal Coordination

- The acquiring company's General Counsel (GC) is responsible for shepherding the M&A transactions and addressing the many legal issues that will arise
- Our team of legal consultants work hand-in-glove during both the pre-closing and post-closing stages, as an extension of our client's GC and legal team

M&A Integration Playbooks



- Although integration plans are never the same, due to differing risks, issues, and scenarios, using a playbook will enable acquirers to provide a focused and relevant set of actions plans
- There is no need to “reinvent the wheel” for each transaction. Instead, take advantage of the prior knowledge that has been assembled into a readily available guide
- Also, playbook tools continually evolve as new issues and required actions become apparent in different deals, and these actions should be captured for the benefit of future integration plans
- Working with your company leadership, PMI Advisors can craft an M&A Integration Playbook that will enable you to move with confidence through the process of your next merger integration

Pricing - Fixed Price or Flexible Support

One may view our services as an "insurance policy", reducing the risks associated with M&A deals, with a value that far exceeds the cost of our services.

For example:

- The [Executive Team Strategy Briefing](#) - offered at a price of \$2,500, provides the client with an Integration Project Flight Plan
- Our [Project:100 Days™](#) consulting services – offered at fixed-fee pricing, starting at only \$50k, may vary depending upon deal size and integration complexity
- [Flexible Staffing Augmentation](#) support services - where one or two of our professionals work with the client's integration team on a part-time or full-time basis before and after deal closing
- Development of [M&A Integration Playbooks](#) - on a fixed-fee basis, are essential for companies pursuing serial acquisitions

A Team of Highly Qualified Post-Merger Integration Professionals



- PMI Advisors has assembled a team of former C-Suite Executives, VPs, Directors and Project Management Specialists who have extensive experience in M&A integration
- Our national network of professionals is available to quickly augment your internal team or to assume leadership of specific post-merger integration workstreams

Atlanta – Boston – Chicago – Dallas – Detroit – Houston – Los Angeles
Miami - Minneapolis - New York – Philadelphia - Phoenix – San Francisco

Ready to find out more? - Give us a call at 800-816-9630