



## We Provide "M&A Deal Insurance"

**Sellers hire us** to increase the probability of their receiving future contingent payments such as earn-outs, seller notes, escrows, buyer stock, etc. By employing us, they can help increase the odds of a successful deal as well as promote their teams' involvements with the acquiring companies after deal-closing.

**Lenders encourage their Buyer-Clients hire us** to increase the probability of deal success through focused integration management, resulting in the ability to make future debt payments.

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**"We help our clients quickly realize deal synergies for their acquisitions using our accelerated integration approach, allowing a swift return to business as usual."**

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### Don't Become A Statistic Contact PMI Advisors

Study after study puts the M&A failure rate between 70% and 90%\* with inadequate Post Merger Integration being a primary culprit.

\*Harvard Business Review

## The M&A Integration Challenge



*Too often, senior company executives underestimate both the skills and the costs required to integrate two businesses. While they may spend significant fees on deal advisers, they often then bring the post-deal work in-house.*

*After the deal-closing celebration dinner, they tell their management teams, who are not experienced in M&A, and who also have full-time daily responsibilities, to "just integrate the two companies." The managers then ask...*

**"What do we do now?"**

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**Contact Us For  
More Information**

**PostMergerIntegration.com  
800-816-9630**

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



**PostMergerIntegration.com**

**Leadership | Consulting | Resources**

**800-816-9630**

**M&A**

**WE HELP PUT IT ALL TOGETHER**

**Project:100 Days™ Methodology**

**Workstream Leadership Services**

**M&A Integration Playbooks**

**Carve-Outs & Divestitures**

## Workstream Leadership Services

Unlike many service providers, our professionals are very experienced, with both deep M&A and executive management backgrounds, often in numerous function and industry arenas. We offer fixed-priced and flexible support services in the following areas, among others:

- Merger Integration Management
- Human Resources Integration
- Information Technology Integration
- Legal Coordination
- Supply Chain & Operations Integration

We supplement our client's staff with the tools, checklists, templates and resources to rapidly move the integration project forward:

**"Eighty percent (80%) of executives said speeding up the integration process was one of the primary things they would have done differently."**

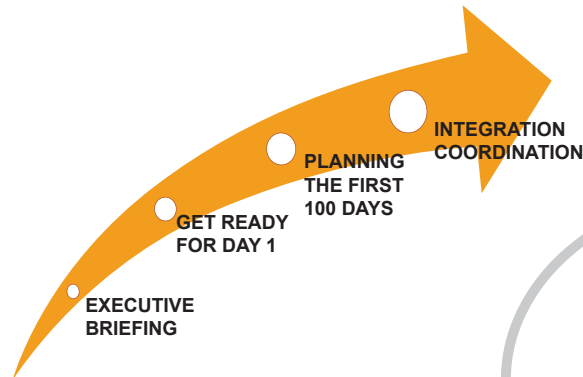
EY Merger Integration Survey

## Integration Checklist 500™

Our Post Merger Integration Checklist 500™, which has been developed from involvement in a number of transactions, assures that no critical tasks are overlooked. We review each activity on our comprehensive integration checklist with our client's team members and make assignments of task responsibilities.

If internal resources are not available to complete critical tasks, our Workstream Leadership Services are available to provide staff augmentation for the integration team.

## Our Project: 100 Days™ Integration Management Methodology



### Executive Strategy Briefing

An onsite Executive Team Briefing with the acquirer's senior management team to develop and document the agreed-upon integration strategy.

### Getting Ready for Day 1

Identify and manage the numerous tasks that must be completed to be ready for the flurry of activity on Announcement Day and/or Day 1 post-closing.

### Planning for the First 100 Days

Facilitate joint "kick-off" workshops with functional department members of both organizations to map out detailed action plans.

### Integration Coordination

Conduct weekly coordination meetings to focus on synergies, clarify deadlines, communications and responsibilities.

## Carve-Outs & Divestitures

Companies sometimes choose to realign their business models and carve out divisions or product lines, a strategy every bit as important as M&A. It is important to allocate shared resources systematically and to check remaining processes to see if they are still effective and viable.

We can assist in identifying the shared structures and processes, such as IT, HR and Operations, and provide actions plans for separating them cleanly.



## M&A Integration Playbooks

As an additional service, we work with our clients to develop Integration Playbooks to systematically plan and deliver deals post-closing.

As with any project, similar to others that have been completed, one should not start with a blank piece of paper. Instead, the knowledge and best practices gained from previous projects should be assembled into a playbook and applied to future M&A integration efforts.