



PostMergerIntegration.com

Leadership | Consulting | Resources

800-816-9630

M&A Resources, Systems and Tools

Due Diligence | Integration | Optimization | Divestiture

The “Go-To M&A Resource”

- Due Diligence assistance
- Project:100 Days® integration methodology
- Staff Augmentation - Function Workstream Leadership
- M&A Integration Playbooks for serial acquirers
- Carve-Out & Divestiture Assistance



Why PMI Advisors?

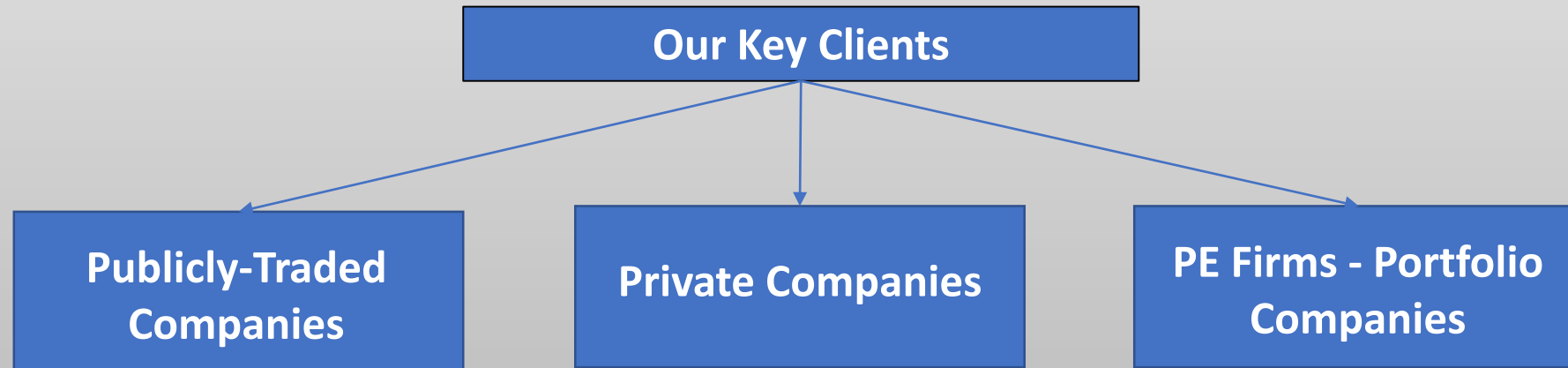
- A nationwide team of over 25 senior-level professionals ready to assist your company's M&A efforts.
- Over 70% of M&A deals fail to meet expectations, with inadequate integration being the primary cause. (a)
- Eighty percent (80%) of executives said speeding up the integration process was one of the 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

Our Key Clients

- Public companies that face challenges associated with managing acquisitions. Larger transactions typically get attention. However, smaller transactions are sometimes overlooked.
- Private companies. Today's private companies are lean. There's no such thing as extra personnel just waiting to work on an M&A 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

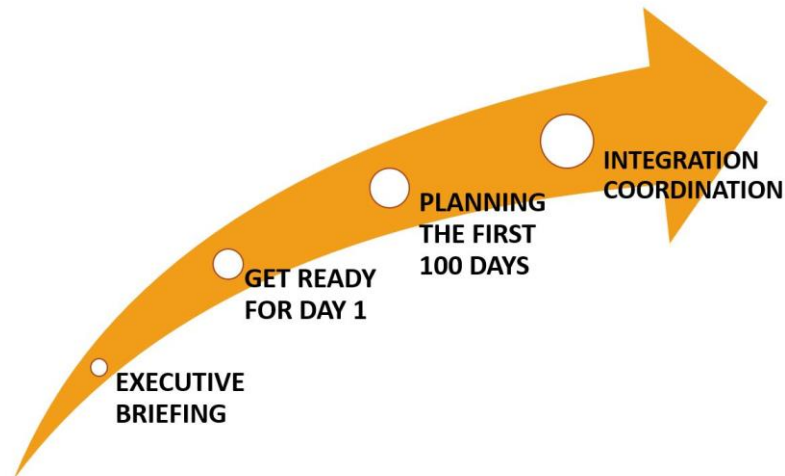
After spending months of time and effort, along with incurring significant deal advisory fees and other transaction related expenses to get the deal done, executive management:

- 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



Project:100 Days™ Methodology

Project:100 Days™ **Integration Management 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

Staff Augmentation - Workstream Leadership



Core Benefits

Experienced supplemental resources available on a part-time or full-time basis:

- Cybersecurity
- Technology
- Human Resources
- Financial
- Integration Leaders
- Marketing/Sales
- Supply Chain
- Legal
- Manufacturing
- Strategy
- Logistics

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

Carve-Outs & Divestitures

Companies sometimes choose to realign their business models and carve out divisions, subsidiaries or specific business operations, a strategy every bit as important as M&A.

We focus on the following areas:

- **Management:** Executive management needs to identify the individual in authority and the support staff that will handle or run the carve-out process.
- **Human Resources:** We work with our clients to not let employment issues and mishaps cause a delay in the operations of the carved-out unit once the decision is made to move in that direction.
- **IT and Communication Systems:** IT infrastructure and application systems that are in place have to be analyzed. Likewise, modifications to the communications systems must be identified, with the necessary changes put in place.
- **Accounting and Payroll:** Changes to the accounting and payroll systems must be noted.

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:

- 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 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
- 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 Team of Highly Qualified M&A 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.
- Our national network of professionals is available to quickly augment your internal team or to assume leadership of specific functional areas.

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

Or visit us at www.PostMergerIntegration.com