

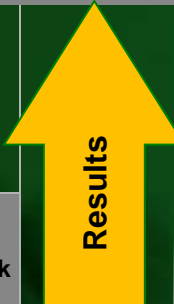
# M&A Partners Services and Timeline

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Pre-Deal		Due Diligence	Announce	Integration Planning	Close	Rapid Transition	Tactical Consulting	
<b>OFFERINGS</b>								
Integration leader/s								
Integration team members								
Employees								
THE FIRST THING	Seminars and Workshops	2 week assessment	Strategic communications and workshops	On-site advisors to assist with best practices, disciplines and protocols	On-line and On-site as needed			
<b>Absorption Capacity Assessment</b>	<b>M&amp;A Training and Certification</b>	<b>Due Diligence Services</b>	<b>On-Site Guidance (pre-close)</b>		<b>M&amp;A Cockpit (tracking system)</b>	<b>On-line Guidance Desk</b>		
<b>Answers these questions</b> <ul style="list-style-type: none"> <li>•Are you truly good at this?</li> <li>•What should you pursue?</li> <li>•What can you handle?</li> <li>•What are the risks in future?</li> <li>•Who should implement ?</li> <li>•Do you have the right people?                             <ul style="list-style-type: none"> <li>•The right skills?</li> <li>•The bandwidth?</li> </ul> </li> <li>•What about culture?</li> <li>•What is your culture?</li> <li>•What role will culture play? Yours/Theirs?</li> <li>•What methods, tools and systems?</li> <li>•What kinds of acquisitions can you successfully digest?</li> <li>•What is your Absorption Capacity?</li> </ul>	<b>Level 2 training integration leaders</b> <ul style="list-style-type: none"> <li>• Strategic intent</li> <li>• Target identification</li> <li>• Target selection</li> <li>• Opening moves</li> <li>• Due diligence</li> <li>• Counterintuitive integration</li> <li>• What executives need to know</li> <li>• Human dynamics</li> <li>• Leading organization change</li> <li>• Tools , techniques and technologies</li> </ul>	<b>Synergy Validation</b>  <b>Culture Fit Analysis</b>  Baseline vs. Target  Core culture value drivers and Interim operating disciplines and protocols. Financial impact analysis	<b>Stabilize the workforce and customer base</b> <ul style="list-style-type: none"> <li>• Management charter</li> <li>• Road-show</li> <li>• Retention plan</li> <li>• Team recruiting and launch</li> <li>• Integration management office launch</li> </ul>	<b>On-line and On-site Resources</b> <ul style="list-style-type: none"> <li>• Integration team launch</li> <li>• Detailed planning</li> <li>• M&amp;A Cockpit launch</li> <li>• Establish clean room</li> <li>• Warehouse - 1000 tools and templates</li> </ul>	<b>Functional and Cross-functional projects launch</b> <ul style="list-style-type: none"> <li>• Departmental day 1 and day 100 integration</li> <li>• Cross-functional Value Driver capture</li> <li>• Tracking actions, issues and metrics</li> </ul>	<b>Execution</b> <ul style="list-style-type: none"> <li>• Problem solve</li> <li>• Measure</li> <li>• Communicate</li> <li>• Make decisions</li> <li>• Deliver early                             <ul style="list-style-type: none"> <li>• Capture</li> <li>• Archive</li> </ul> </li> </ul> ON-LINE		<b>Payoff</b> <ul style="list-style-type: none"> <li>• Divestiture preparation</li> <li>• Operations consulting</li> <li>• Strategy development</li> <li>• Repeatable in-house expertise</li> </ul>



