

## POST-MERGER AND ACQUISITION INTEGRATION



Successful post acquisition integrations are realized through a well planned approach and clear strategic objectives. No two situations are the same -- each has its own set of issues and solutions. The process is never easy, and if not properly performed, shareholder, customer and employee value can be destroyed. Top performing companies manage acquisition integration as a mission-critical process.

Integrating all components of the organization's value chain requires aligning strategy, people, operations and technology. Capturing planned synergies begins with the development of a pre-close strategy. This ensures the retention of key staff and the company's collective knowledge-base.

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SLC's approach to business integration is objective and factual. It provides clients with a flexible integration framework based on a structured and disciplined approach. Our comprehensive toolkit enables clients to rapidly define clear strategic objectives, develop detailed implementation plans and monitor progress. This proven approach ensures successful seamless integration and delivers planned synergies with measurable financial results.

Typically there are two phases to the integration process. The immediate interval focuses on the first 100 days as well as accomplishing key transition tasks associated with the post-close. Phase two entails an extended transformation period in which a fully integrated entity emerges.

Planning  
Assessment

Transition  
Phase

Transformation  
Phase

# EACH SITUATION IS UNIQUE, INITIATIVES MAY INCLUDE

## GO TO MARKET STRATEGY

- Branding
- Pricing
- Promotion
- Channel strategy
- SKU evaluation
- Voice of the Customer
- Customer & Sales communication plan

## HUMAN RESOURCES

- Organization design post integration (e.g., sales force)
- Compensation / Benefit policy administration
- Cultural assimilation
- Employee communication strategy and planning

## OPERATIONS

- Facility review
- Business process and back office rationalization
- Network review and design
- Procurement and vendor review
- Quality management assessment
- Vendor communication plan
- Key performance measurements

## FINANCE & TECHNOLOGY

- Consolidated P&L reporting
- Asset accounting
- Business plan interfaces
- Data integration and validation (e.g., customer, inventory)
- Enterprise platform and solution

*“We needed to integrate a new acquisition quickly. SLC understood our business so well they were able to easily assist us in this effort. Then they proceeded to help us develop our entire supply chain strategy and network model in record time. SLC was a world-class partner.”*

Diane Dietz  
Vice President, Corporate Planning & Logistics  
Malt-O-Meal Company



SLC's integration team has broad and varied experience in many types of transactions including mergers, acquisitions, divestitures, joint ventures and alliances. We are experienced practitioners and have successful integration experience with some of the largest and most complex combinations.

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