

Will the fury of post-merger integration deliver the results you expect?

Inchieve calms the turbulent waters of a post-merger integration program to optimize ROI and build company value.

- Accelerate the integration program
- Control integration expenses
- Empower and retain quality human resource
- Leverage synergies to advance business process and productivity

Inchieve's web-based **PMi Link**[®] is the connective link for successfully merging two businesses.

Inchieve supports your post-merger integration program

When two companies are brought together, a period of turbulence is certain to follow. Inchieve will calm the turbulent waters of post-merger integrations. With extensive cross-border experience, we've overcome these challenges before.

Use the PMi Link as a stand-alone software solution to manage your own program, solicit the advisory services of Inchieve or use our collective resources. The choice is yours!

We share a common goal - structure your integration program to optimize your ROI and to build company value for future growth.



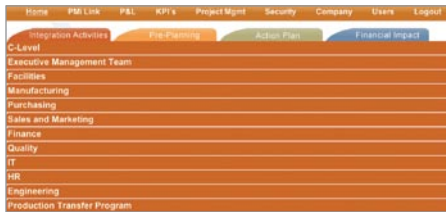
*...Achieving
integration
success*

Achieve integration success today.

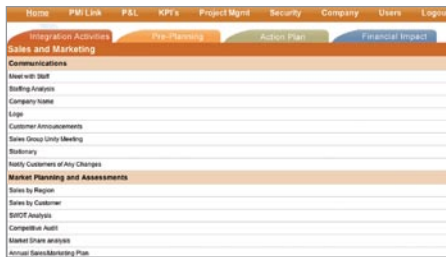
contact@inchieve.com
www.inchieve.com

✓ plan

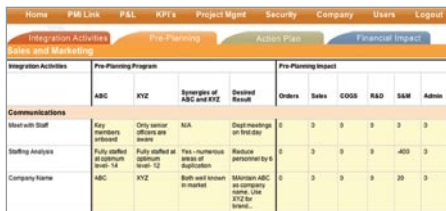
An effective post-merger integration program requires extensive planning prior to the completion of the deal.



Teams from all Functional Groups participate in developing the Pre-Plan. The PMi Link's systematic methodology leads each team through the planning process.



From a library of Integration Activities, teams select those activities that will add the most value to the program. If not catalogued in the library, customize and add your own.



The integration plan is built to capitalize on inherent synergies. Simply follow the prompts and answer worksheet questions to populate data into the Pre-Planning templates.

✓ execute

Once the deal is closed, integration teams from both companies meet to transition the Pre-Plan into a working Action Plan.

Integration Activities	Pre-Planning Program	Pre-Planning Impact	Action Plan Program	Action Plan Impact	Financial Impact Summary
Meet with Staff	Key members identified	City senior officers are onsite	Key members identified	City senior officers are onsite	0 0 0 0 0 0 0 0 0 0
Staffing Analysis	Fully staffed at all critical areas	Fully staffed at all critical areas	Fully staffed at all critical areas	Fully staffed at all critical areas	0 0 0 0 0 0 0 0 0 0
Company Name	ABC XYZ	XYZ	ABC XYZ	XYZ	0 0 0 0 0 0 0 0 0 0
Logos	Combined logo and branding to be implemented	Combined logo and branding to be implemented	Combined logo and branding to be implemented	Combined logo and branding to be implemented	0 0 0 0 0 0 0 0 0 0
Customer Announcements	Both well known in market	Both well known in market	Both well known in market	Both well known in market	0 0 0 0 0 0 0 0 0 0
Sales Group Unity Meeting	Both well known in market	Both well known in market	Both well known in market	Both well known in market	0 0 0 0 0 0 0 0 0 0

Team members from each Functional Group are assigned tasks, time lines and held accountable for project completion, costs and savings accruals.

Web-based, the PMi Link enables virtual meetings and real-time display of program status and financial projections.

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Color-coded progress indicators help identify potential pitfalls so teams can react and adjust plan execution as needed.

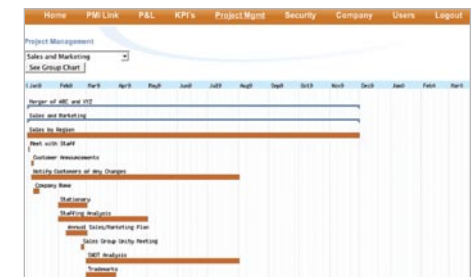
Providing the systematic methodology to plan, execute and quantify results, Inchieve's patent-pending PMi Link is the connective link for achieving integration success.



✓ quantify

How well is the post-merger integration program proceeding? No need to guess—the PMi Link quantifies progress.

	Last Year	Year 1 - Before Acquisition	Year 1 - Plan	Year 1 - Projected	Plan vs. Last Year	Projected vs. Last Year	Projected vs. Plan
Orders	76000	84000	85070	84760	111.9%	111.8%	99.7%
Sales	76000	84000	85070	84830	111.9%	111.8%	99.7%
COGS	85000	49000	45600	46621	76.5%	71.7%	101.9%
OP	11000	24000	39004	38239	308.3%	347.6%	97.3%
OP%	14.5%	42.2%	48.2%	45%	318.9%	311.2%	97.6%
R & D	2400	2000	2530	2635	108.8%	109.8%	100.2%
Sell/Mktg	11500	12000	12232	12084	106.3%	104.9%	98.7%
Admin	8800	7100	6994	6995	102.9%	102.9%	100%
OP Exp	20500	21700	21490	21089	105.3%	102.8%	98.3%
OC%	37.2%	25.8%	25.7%	25.6%	84.3%	83.9%	99.6%
Op Profit	4700	13600	17418	16520	178.6%	170.2%	94.8%
OP %	-12.8%	16.4%	20.5%	19.8%	-166.4%	-152.6%	95.1%



KPI Name	Percent to Plan	Progress vs. Plan	Visual Comparison
Orders	99.7%	Progress 85070 Plan 85070	
Sales	99.7%	Progress 84830 Plan 85070	
COGS	101.9%	Progress 46621 Plan 45600	
OP	97.3%	Progress 38239 Plan 39004	
OP%	97.6%	Progress 45% Plan 48.2%	
R & D Exp	100.2%	Progress 2635 Plan 2530	
Sell/Mktg Exp	98.7%	Progress 12084 Plan 12232	
Admin Exp	100.2%	Progress 6995 Plan 6994	
Operating Expense	98.3%	Progress 21089 Plan 21490	
OC%	99.6%	Progress 25.6% Plan 25.7%	
Op Profit	94.8%	Progress 16520 Plan 17418	
OP %	95%	Progress 19.8% Plan 20.5%	

As teams revise projections in the Action Plan, project status and financial impact displays instantly update. The P&L Comparator, Project Management charts and KPI graphs provide at-a-glance assessment of the program versus plan.

Real-time and online, all critical aspects of the post-merger integration program are recorded and displayed to keep the program ahead of schedule.