



Culture Works  
purpose ► people ► process

# M&A DUE DILIGENCE

## HUMAN RESOURCES

Understanding the target company's HR infrastructure, compliance practices, and legal aspects is standard for the buyer. Having an expert team digging deeper to understand the company culture, capabilities, and attitudes of employees and the leadership team is a game-changer for your successful M&A venture.

### PURPOSE

Our approach starts with uncovering risk exposures that may exist during an M&A transaction in an effort to influence your negotiation strategy, protect your investment, and ensure seamless people and operations integration. We partner with legal and forensic accounting teams to help foster a holistic decision.

### PEOPLE

A successful M&A integration largely depends on the current leadership alignment and how it translates into succession planning and operational practices. Our team facilitates in-depth leadership interviews and works with internal stakeholders to dive into the People part of the equation.

### PROCESS

We perform a virtual and/or onsite discovery to develop a customized assessment highlighting HR-related gaps within the target's operation. At the end of the process, you are provided with a due diligence report and the ability to have a roadmap that highlights risk mitigation efforts.

### HOW WE DO IT

#### DISCOVER

Relevant discovery sessions, document and data collection, and a detailed review of the target's HR and people-related practices and processes.

#### ASSESS

Our due diligence team analyzes and assesses the information to identify risk exposures and discrepancies.

#### DELIVER

We develop and deliver a Due Diligence Report and/or Roadmap to the buyers.

### WHAT YOU SHOULD EXPECT

A **Thoughtful**, **Purposeful** and **Productive** process led by a dedicated, unbiased, expert team that will guide you through every stage of the process.

### RESULTS

An HR Due Diligence Report and/or Roadmap highlighting:

- Culture and People Alignment Recommendations
- Owner Operator Succession
- Risk Exposure and Analysis
- Best Practice Recommendations

**RISK MITIGATION | OPTIMAL ALIGNMENT | TALENT RETENTION**

