

HOW MERCER'S GLOBAL M&A SERVICES CAN COMPLEMENT YOUR HR M&A TEAM

Clients bring a range of experience and capacity to their deals – reflecting their individual deal history, the expertise and availability of their HR staff and competing demands on HR's time.

Mercer's global M&A services complement your HR M&A team through our *flexible engagement model* and *specialized deal-related services*.

FLEXIBLE ENGAGEMENT MODEL

Mercer works with your HR M&A team to understand their specific capabilities and needs, providing the exact services – at the right level of involvement – to complement those capabilities and meet those needs.

Clients engage Mercer for the specific M&A consulting expertise they need...

- Cultural due diligence and alignment
- Retirement benefits
- Investment consulting
- Investment management
- Health and group benefits
- Executive and employee compensation
- Executive benefits
- Communication and change management
- Sales force effectiveness
- Leadership/broad-based talent assessment
- Talent/performance management
- Employment terms and condition
- Assessment and selection
- Retention and severance
- CIC and employment contracts
- Organization design
- International mobility

... at the level of involvement and in the specific countries where they have deal needs.



- Where the HR M&A team can take a hands-on role, we provide perspective and solutions from M&A engagements with hundreds of other clients around the globe. We serve as a sounding board for the HR M&A team as it conducts analyses and develops recommendations and implementation plans.
- Where the HR M&A team cannot take on all of the extra work of a transaction, we provide experienced “arms and legs” as an extension of the team.

By understanding, planning for and responding to the human capital issues in transactions, Mercer helps clients accelerate value creation.



SPECIALIZED DEAL-RELATED SERVICES TO COMPLEMENT YOUR HR M&A TEAM INCLUDE:

Deal management support	<ul style="list-style-type: none"> • Strategic M&A advisers • M&A project execution managers, methodology, processes and tools • HR PMO design, launch and execution; client PMO training and knowledge transfer
Global capabilities for due diligence, do by close, and integration	<ul style="list-style-type: none"> • On the ground knowledge and experience in M&A issues / solutions in virtually every country where clients do deals • Expertise in managing cross-border transactions and teams
Objective perspective and market reference on a global basis	<ul style="list-style-type: none"> • Comprehensive global data – total remuneration, compensation, benefits, mobility – and related analytical and management tools • Publications such as “Compensation, Benefits and M&A HR Issues Around the World”
Culture due diligence and integration	<ul style="list-style-type: none"> • Comprehensive global approach to understanding and managing behavioral challenges to deal success • Significant consulting experience supported by a wide range of diagnostic and planning tools and methodologies
Clean team	<ul style="list-style-type: none"> • Experience leading and participating in client-sponsored clean teams to accelerate pre-close integration planning
“Backfill” for HR staff	<ul style="list-style-type: none"> • Mercer consultants available to provide coverage for ongoing responsibilities of client staff assigned to M&A work
HR M&A “Readiness”	<ul style="list-style-type: none"> • M&A Ready™ Workshops – public workshops and customized programs • Customized HR M&A Playbooks (process maps, tools, training) • Acquisition Strategy – tailored approach to “do by close” and integration based on underlying business strategy • Acquisition Benefits Platform – standing programs useful to serial acquirers that make acquisitions with varying cost structures and industry HR practices

These global capabilities are particularly valuable to a business executing a transaction in a country where it does not already have operations or where it has not previously handled unique, local issues involved in a transaction.

For more information, please contact:



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