



## **M&A IT Integration STAFFING / CONSULTING SOLUTIONS OVERVIEW**

### **A COMPLETE M&A TALENT “SMART-SOURCING” SOLUTION**

In a recent study of 150 experienced corporate acquirers conducted by M&A Partners [A business partner] (The State of M&A Integration Effectiveness™ 2014), adequate resourcing was listed by the majority of respondents as ***BOTH*** their greatest breakthrough achievement ***AND*** their greatest remaining obstacle to consistent integration success. Clearly, M&A is a resource-dependent team sport that must be played with a full complement of the right internal staff executives and experts, outside senior advisors and temporary staff augmentation resources.

In addition to our highly experienced senior M&A consultants, Geval 6 routinely deploys specialized and customized staffing solutions for clients including contract, contract-to-hire and direct-hire placements across a variety of M&A related functions and skill sets. Working through an exclusive partnership with a dedicated team of staffing professionals, Geval 6 Group is able to ensure the right mix of functional and M&A specific skills and experiences to enable clients to accelerate and effectively execute their M&A integration plans.

### **OUR SERVICE OFFERINGS AND DIFFERENTIATORS**

We believe that we can best serve the client by systematically building on our experiences, knowledge, and relationships to achieve fast, predictable, and consistent performance through a planned combination of processes, systems, technology, content, and relationships. Our commitment is to deliver consistent, high-quality service at a reasonable price-point.

**We have an internal and pre-qualified database of more than 120 M&A IT integration professionals. This gives us a head-start when staffing M&A positions.**

We provide:

#### **Best and Unique Assessment and Selection Technology/ Process**

A proprietary, state-of-the-art talent acquisition system serves as the platform on which most of our staffing related activities such as Precision-Search, Cyber-Proctored Customized Online-Testing and Asynchronous Video Interviews take place. This system was voted as the ***Best HCM Solution*** by the *Software and Information Industry Association (SIIA)* in the year it was launched, and was recognized with the ***CODiE Award*** in that space.

## **Innovation and Investment in Staffing Services**

We have invested in developing/ sustaining technology/ processes that enable us to increase access to suitable resources, and improve the quality of the resource-selection. Our investment and innovation continues in terms developing new and ever expanding sources of candidates as well ability to reach a wider audience of resources through referred channels.

## **Strength from Full Service Consulting Capabilities**

Our Staffing Services Division synergistically works with our senior-level M&A and functional advisors in a variety of disciplines to continually source, qualify, train and manage candidates for specific projects.

## **Quality in Delivery: Personal Touch with Standardization, Automation**

Our experienced team of Account Managers and Recruiters focus on quality at every phase of the client engagement and delivery process, including: Quality resources (best matched and assessed candidates); Quality of engagement (professional and structured approach, system enabled processes, timeliness of action and communication); and Quality of support (personal touch, performance reviews, performance incentives).

## **Value System, Reputation, and Attention**

We've worked hard to "walk the talk" of our values: Trust and Integrity; Commitment and Excellence; Grace and People-Centricity. This approach has earned us the reputation as a good and dependable organization to work with. Each of the references given in our proposal and many others will attest not just to the quality of the service they get but also to the integrity of the organization.

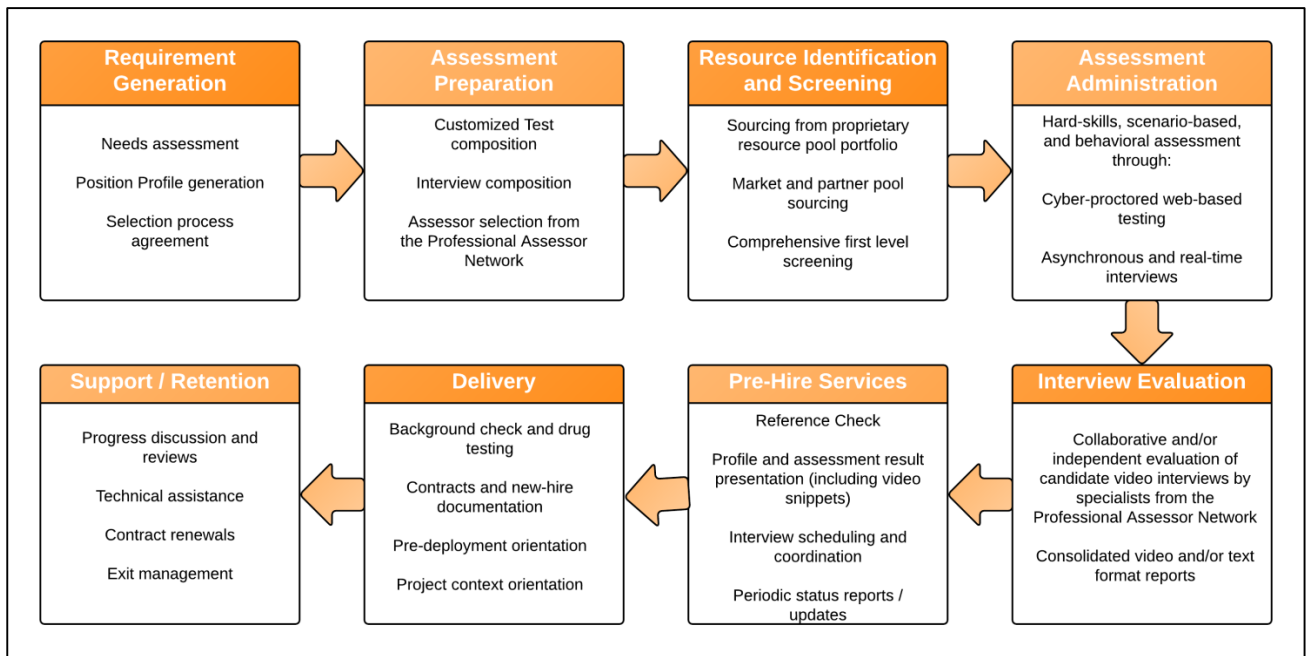
## **Reasonable Pricing**

Our pricing is always reasonable. It enables strong business relationships while delivering consistent good quality service.

## **SEARCH PROCESS**

Our Staff Augmentation services are customized to the client objectives and requirements based on standard building blocks of processes and enabling technologies.

The diagrammatic representation of our search & delivery process shown below illustrates a workflow composed of all the blocks that form part of our process. Depending on the nature of each position profile and the hiring manager's requirements, we will create customized processes using relevant sub-process blocks. For instance, customized online-testing may be used for certain entry-to-mid level positions, while asynchronous video interviews and/or phone interviews may be utilized for more senior positions.



**Some of the highlights of our Customized Search Process include:**

- Comprehensive Customized Assessments (cyber-proctored web-based testing and/or video interviews) rendered on our award-winning resource selection technology;
- Expert-level evaluations of candidate interviews conducted by members of the Geval 6 Group Team, that will also assist with position profile generation;
- Resource Referral Network;
- Robust and consistent delivery model, with the ability to adapt to changes in business requirements.

**SAMPLE POSITION PROFILES**

Based on our initial and exploratory discussions, we are providing sample position profiles for the following three anticipated job roles. These job descriptions also form the basis on which we have provided our pricing in the section that follows. Once engaged to support your staffing needs, we will work with you to develop and approve final position profiles, prerequisites, experience level, certification needs, geographical location, industry experience or other factors along with the anticipated fee ranges.

**1. Due Diligence / Integration Project Managers:**

(Mid to junior level, working under the leadership of internal senior team members and / or external advisors)

## **Job Description**

In this role, the Project Manager will be serving as a member of the diligence management office or integration management office and will report to the deal lead or integration lead. The Project Manager will be responsible for supporting the overall effort by planning, coordinating, documenting and tracking the overall tasks, milestones and deliverables of all functions or teams involved. The Project Manager will support the identification, escalation and resolution of issues, risks or opportunities that need cross-functional or executive-level resolution; and will contribute to overall communications and change management functions of the project office.

### **Responsibilities:**

- Contribute to the development of templates, tools, and standards for each respective effort
- Apply project management principles, practices and techniques to lead multiple projects or programs
- Communicate plans to stakeholders and obtain approvals as needed
- Develop project schedules and monitor progress to plan
- Assess project issues and identify solutions to meet project goals
- Monitor and report progress on project tasks, issues and risks
- Coordinate the planning and implementation of assigned projects
- Define project tasks and resource assignments
- Plan and schedule project timelines
- Provide direction and support to project team and functional teams
- Implement and manage scope change and interventions to achieve project output
- Present project evaluations and assessments of results
- Support the process to capture and apply lessons learned and best practices for future use

### **Requirements:**

- Bachelor's Degree in a related field
- Minimum of 5 - 7 years of project management experience and one full cycle M&A integration experience
- PMP certification desired

## **2. Project Analyst:**

### **Job Description**

Reporting to a deal lead, integration lead or function-team lead, this role will review documents, schedules, contracts, data reports, or other business, functional or legal documentation and will perform analysis needed to summarize and document findings as directed.

In addition, this role will support the diligence management office or integration management office as directed to leverage senior leaders and project managers with a variety of scheduling, coordinating, document review, document creation and other functions as needed to maximize the speed and thoroughness of the process. Tasks may include: managing the process for updating, reviewing and finalizing current draft documents, reports and schedules required for both due diligence and integration in conjunction with other project leaders.

### **3. IT Integration Support Team Members:**

(As would be typical for the execution and implementation of approved plans or tasks, not the track leader / manager level)

#### **Job Description**

The Business Systems Analyst - M&A must leverage thorough understanding of business process and system process to make recommendations and propose technical/non-technical solutions to meet business requirements.

#### **Must Haves:**

- Ability to understand technical architecture design of applications and communicate technical options and alternatives to customers
- Development, review, and approval of business requirements for all in scope work effort
- Accurate, detailed, quality documentation
- Provide accurate estimates of effort
- Complete research that meets business and systems standards and requirements
- Develop/maintain test plans, use cases suitable for UAT
- Ability to conduct user interviews, analyze business needs, and propose system solutions
- Proven analytical skills as applied to system functionality and business/system processes through problem resolution and customer satisfaction
- Develop/update business process documentation both "as-is" and "to-be"
- User and system documentation including user ID's, access control, and audit requirements

#### **Requirements:**

- Follow project methodology and PMO standard guidelines
- Strong understanding of information technology systems and software development lifecycle
- Strong understanding of company and industry standard/best practices in all areas of development activities
- Strong understanding of testing methodology
- Strong skills in Microsoft Office products (Excel, Word, PowerPoint, Visio, MS Project, etc.)
- Collaborate with project managers in defining detail tasks for project plans
- Collaborate with business partners to analyze and understand business problem/need
- Leverage thorough understanding of the business process and related information systems to create current business process map ("as – is" process map)
- Collaborate with business partners to define project vision and scope
- Facilitate business requirements gathering sessions with the business owners and key technical resources
- Elicit business and user requirements from business partners using a variety of industry standard/best practices techniques
- Document, categorize and prioritize business, user and system requirements
- Validate requirements for quality attributes, such as clarity, conciseness, correctness, completeness, testability, and traceability

- Use a variety of proto-typing techniques to validate and verify that the proposed solution will meet the business and user requirements
- Collaborate with business partners to define acceptance criteria for proposed solution
- Translate the business and user requirements into system requirements.
- Review and approve project documentation, including estimates, business requirements, design documents, technical documents, test plans, and test results

## PRICE PROPOSAL

Important note:

The estimated fee ranges presented here are based on the sample role descriptions above and current talent market for similar skills and experiences. Please view these as representative samples only until such time as a specific staffing requisition and role description is finalized.

S. No	Job Role	Estimated Hourly Rate Ranges*	
		From	To
1	Due Diligence / Integration Project Manager	\$135	\$210
2	Project Analyst	\$110	\$160
3	Business Systems Analyst (IT Integration Support Team)	\$105	\$175

\* Plus directly-related travel, temporary living or project expenses, if any, and billed at direct cost only.