To remain competitive, health care organizations must grow and expand strategically as the industry continues to experience rapid consolidation.

SullivanCotter has nearly 30 years of experience advising organizations through the merger and acquisition (M&A) process. We provide our clients with specialized compensation, rewards, regulatory and business valuation expertise. SullivanCotter is uniquely positioned to advise our clients on assessing medical group performance, key talent transitions, and supporting business valuations.

Key Milestones

When advising in the M&A process, there are a number of pre-and post-close milestones that must be achieved:

<table>
<thead>
<tr>
<th>Pre-Close</th>
<th>Post-Close (near-term)</th>
<th>Post-Close (long-term)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Conduct due diligence</td>
<td>• Draft governance plan</td>
<td>• Transition to new organization and workforce structure</td>
</tr>
<tr>
<td>• Retain key talent</td>
<td>• Finalize organization and workforce structure</td>
<td>• Assess transition impact</td>
</tr>
<tr>
<td>• Assess organization workforce structure</td>
<td>• Harmonize job architectures</td>
<td>• Perform Physician Needs Assessment</td>
</tr>
<tr>
<td>• Compare compensation and benefits plans</td>
<td>• Determine management executive team</td>
<td>• Develop talent management strategies</td>
</tr>
<tr>
<td>• Complete market review and gap analysis</td>
<td>• Finalize compensation and benefits design</td>
<td>• Complete post-close workforce review</td>
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</tbody>
</table>

Questions? Contact us!
888.739.7039 | info@sullivancotter.com
www.sullivancotter.com
**Keys to Successful Mergers and Acquisitions**

Centralized and actionable data tailored to the unique needs of each stakeholder.

1. Lock-in and retain key talent
2. Engage the new leadership team and identify synergies
3. Understand Medical Group performance and how to optimize an integrated clinical workforce
4. Define post-transaction roles as early as possible to help retain key leaders
5. Define performance goals for combined enterprise and timing for implementation
6. Seize the opportunity to transform the organization where needed – culture, structure, processes and workforce

**Our Qualifications**

Through unmatched data and industry experience, SullivanCotter is uniquely positioned to assist health care organizations with M&A-related workforce integration activities.

- **Workforce performance and compensation consultant** to 85% of the hospitals ranked on the U.S. News Best Hospitals 2021-2022 Honor Roll
- Comprehensive suite of compensation and performance **benchmarking surveys** to provide **data-driven intelligence**
- M&A integration activity for many of the **largest mergers** between health systems in recent years
- Workforce structure, span of control and staffing benchmarks with SullivanCotter's **Workforce Insights360™**
- **Physician Affiliation and Needs Assessment** services to support clinical workforce optimization and alignment

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