Integration Model

SPEED

Protocols

Discipline

Communication

Execution

Strategy

STABILITY

Planning

SYNERGIES

Transparency
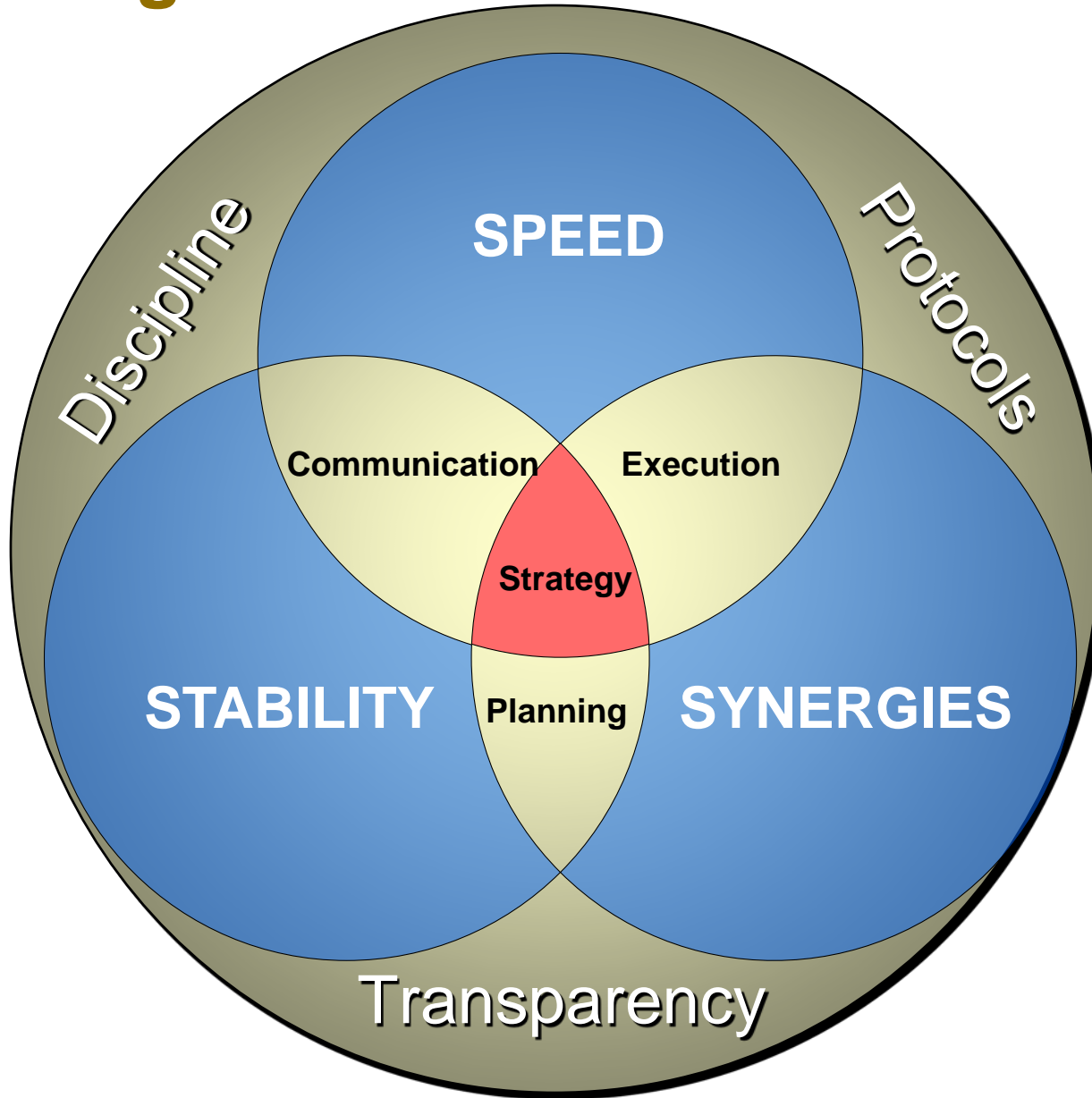
Criteria for Evaluating Retention Needs

1. Level:

- Senior Executives
- Managers
- Professional / technical

2. Function / Context:

- R&D / engineering
- Sales / support
- Finance
- IT
- Critical knowledge & skill-shortage
- Essential relationships
- Urgent projects

3. Likely Role:

- Mission critical:
  - Keep at all costs
- NewCo team:
  - Desired for full-time role
- Transition team:
  - Needed for specific integration role only
- Undecided
  - Fit or desire TBD
- Known de-select

**How do you prioritize? How long do we need transition staff?
How do you identify talent early in the transaction phase?**

Retention vs. Re-recruitment . . .

Target components of both strategies to specific groups or individuals for maximum impact

Retention Strategies:

- Short-term retention bonuses tied to transaction or integration milestones
- Market-competitive base pay and incentive compensation aligned to performance
- Project team incentives and special task incentives
- Long-term incentive program
- Severance, change-in-control and outplacement policies

Re-recruitment Strategies:

- Leadership visibility and messaging – "We want you to stay!"
- Clear roles and responsibilities
- Inclusion, fit, vision of the future and opportunities to contribute
- Low-cost perk's, recognition, gifts, spot bonuses, etc.
- Effective new employee on-boarding to acquiring company