

# MERGERS & ACQUISITIONS

## Service Overview

### GREATER THAN A SUM OF PARTS

**FACT:** The 10 largest health systems control 22% of the hospital beds today—a trend that will likely not only continue, but grow. With healthcare organization consolidation on the rise, are you prepared?

Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc., Mergers & Acquisitions Advisory consultants can help guide you through the challenging—and often intimidating—process of healthcare mergers & acquisitions. We provide a proactive approach to your HR-related due diligence, making sure you understand and follow the right procedures.

We'll help you understand liability exposure and realize potential efficiencies from an HR perspective,

gaining a thorough knowledge of each organization's benefit & compensation plans, culture, and operating philosophy.

Then our consultants apply their healthcare industry knowledge along with extensive experience in mergers and acquisitions, benefits, and compensation. We help you address issues key to finalizing a deal and successfully blending each organization's unique culture.

### A PROVEN SOURCE FOR...

- Assessment of change-in-control costs
- Preliminary integration strategies
- HR comparative analysis and market benchmarking
- Recommendations on plan design changes
- Recommendations for cultural integration



Integrated Healthcare Strategies

ARTHUR J. GALLAGHER & CO.

# OUR APPROACH FOR YOUR SUCCESS

## PHASE I

### High-Level Due Diligence

Our consultants conduct interviews of key stakeholders and review all employee benefit and compensation programs maintained by the organization being acquired to identify high-level issues and quantify major liabilities.

## PHASE II

### In-Depth Analysis

We work with your team and outside advisors to identify financial issues that will affect the deal value, and develop integration strategies focusing on efficiencies and potential ongoing cost savings.

## PHASE III

### Custom Implementation

Our M&A Advisory Team assists clients following a transaction to find opportunities to implement cost-saving plans and programs to benefit the new organization's performance.