

Human Capital Risk

Your Buy/Sell Transaction Has Closed, Now What?

When it comes to buy/sell transactions, closing the deal is just the beginning. The post-closing phase plays a vital role, especially in integrating the new organization's human capital initiatives. This phase prioritizes employee benefits, retirement offerings, and other critical HR matters that directly influence recruitment and retention strategies as well as the short and long-term financials of the new company.

The industry term used to symbolize the analysis and subsequent actions towards this effort is "harmonization."

Challenges such as managing multiple benefit programs, varying employee contribution structures by office or location, Affordable Care Act (ACA) compliance issues, and the risk of discrimination stem from poorly planned mergers and acquisitions activities.

CAC's Human Capital Risk (HCR) Practice is a leader in supporting private equity sponsors and C-suite executives with a well thought out and brilliantly executed post-closing harmonization process.

HCR's process includes:



Development of "Gap Analysis" to determine pitfalls and misalignment



Artificial Intelligence Insights to assess workforce perceptions



Plan development and reconstruction



Peer group benchmarking to set proper goals and objectives



Alignment with relevant purchase agreement requirements or financial sponsorship strategy



Implementation and application support to ensure the best possible results

Successful harmonization can significantly ease administrative burdens, synergize your work force and reduce employee benefits and other human capital expenses significantly.

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