

## THOMPSON & ASSOCIATES HUMAN RESOURCES CONSULTING

15 Yrs. Experience in Global Acquisition Carve-outs & New Entity Stand-up – Special Focus on M&A and Private Equity

Accomplished human resources consultation and leadership in the M&A/private equity markets with expansive U.S & international experience across the APAC, EMEA and LATAM regions. Known for ability to move fast, accurately, and thoroughly in the HR due diligence process, substantially reducing buyer risk in the market. Team player; excels in fostering collaboration and moving the charge forward within emotionally challenging (and often hostile) environments.

### SIGNATURE STRENGTHS:

- ▶ U.S. & International Experience across APAC, EMEA and LATAM
- ▶ Planning and Execution of Complex Carve-out Processes
- ▶ Approachable, personable and highly consultative. Known for “getting the job done” coupled with impeccable execution/delivery.
- ▶ Quickly builds rapport, trust and engagement with leadership teams; hand holds as needed in standing-up new entities.
- ▶ Provides ongoing guidance to C-suite/senior leadership in navigating effectively through challenges and change.
- ▶ Longstanding supplier relationships in place, with the ability to provide benefits and other services at highly competitive rates.
- ▶ Realizes that things can get unraveled quickly; always gives a heads up ahead of time so that there are no surprises, leveraging excellent communication and planning skills.

### PROFILE SNAPSHOT:

- ✓ Led the HR due diligence for 150+ private-equity deals with 70+ asset acquisitions worldwide.
- ✓ Set up 50+ newly acquired companies for success. Established HR systems and protocol needed to ramp up standalone entities quickly and effectively.
- ✓ Managed complex carve-out processes all over the world involving up to 2,000 impacted employees dispersed across the U.S., EMEA, APAC and LATAM regions.
- ✓ Consistently met requirements within aggressive timelines (usually 30 days).

### COMPREHENSIVE SERVICES OFFERED:

Strategic Management Consulting ... Mergers, Acquisitions & Divestitures ... Acquisition Due Diligence / Integration  
Interim HR Leadership ... Executive Recruitment & Coaching ... Leadership Assessments ... Change Management  
Benefits, Retirements & Payroll Evaluation and Stand-up ... Workforce Restructuring ... Organization Design

### ACQUISITION & CARVE-OUT EXPERIENCE:

#### PRINCIPAL – THOMPSON & ASSOCIATES HUMAN RESOURCES CONSULTING

Launched consultancy in 2016 to provide personalized, comprehensive human resources strategic consultation, acquisition due diligence, executive coaching, and additional services with a specialization in the M&A and private equity markets. Additionally provide support in new HR organization stand-up and growth.

#### SENIOR VICE PRESIDENT, HUMAN RESOURCES – ABC PRIVATE EQUITY FIRM

Led the HR due diligence process on asset and stock deals for this global private-equity investment firm. Oversaw the extraction of employee-population groups from larger populations, set up new benefits, retirements, payroll, and addressed hiring needs

### KEY AREAS OF CONTRIBUTION & IMPACT:

- ▶ **Played an integral role in maximizing the company’s ROI on assets being acquired. Led a comprehensive HR due diligence process**, yielding valuable insights and revealing any HR-related red flags, with a focus on: (1) Employee Demographics and Key Terms of Employment; (2) Compensation and Benefit Programs; (3) Management Assessment and Talent Evaluation; and (4) any HR Transition Challenges.
  - Ensured all HR-associated financial risks that could significantly impact the valuation and ultimate purchase price of the target were identified and evaluated in the valuation model.

- Rigorously and proactively identified material changes to the HR-related run-rate costs of targeted company and any financial obligations that would be triggered as a result of the contemplated transaction.
  - Became an expert in recognizing any operational risks of the to-be acquired company that could impact valuation, e.g. an unusually high employee turnover, difficult labor relations, concerns over culture fit, or change management.
  - Conducted thorough, discerning management/leadership assessments, critical to the success of these acquisitions. Made recommendations and executed executive recruitment strategy as needed.
  - Assessed management talent and readiness. Navigated HR challenges to drive the success and economics of the portfolio company during private equity-ownership.
- ▶ **Worked closely with the CEO and newly acquired leadership team in standing up extracted company for success.** Provided executive coaching and strategic consultation regarding organization design, culture building and integration, executive communications, and HR infrastructure needed to set the company up for success.
  - ▶ **Proactively cultivated rapport, trust and relationship with the newly structured leadership team.** Guided team through the rebranding and rebuilding aspects of the company as needed to position the business for accelerated growth.

**SELECTED WINS:**

- ▶ **ABC extraction from Confidential:** Contributed to successful extraction and new entity stand-up that delivered a significant return for Confidential in 3 years. Structured new organization, eliminated redundancies, and set business up for success by working closely with the CEO and leadership team in building an empowered culture.
- ▶ **ABC carve-out from Confidential:** Executed global full extraction working with Workers Councils and labor unions. Set up new U.S. benefits, payroll, retirement, international payrolls and pensions for >1,000 employees across 10 countries. Overcame cultural challenges in standing up new entities in China and Singapore.
- ▶ **ABC extraction from Confidential:** Led HR due diligence, preparation and new entity stand-up for this very challenging, large extraction involving U.S., U.K. and India.
- ▶ **ABC extraction from Confidential:** Met aggressive 6 month timeline to complete the extraction of payroll, retirement and benefits for >1,500 employees across several provinces in Canada.

**RECOGNIZED BY CLIENTS FOR DELIVERING IMPACT:**

"Mike Thompson gets my highest recommendation as an executive. His unique ability to recognize, understand and explain complex business relationships has revolutionized my thinking, and most importantly, my actions.

Along the way there have been surprising (and sometimes painful) personal realizations, but Mike's mentoring continues to make me a better person every day, at work and at home.

Mike did not hesitate to tactfully, but directly point out areas that needed to be considered a different way, and proved to be right 100% of the time with his observations, opinions, and suggestions.

I name Mike as one of the top contributors to the success that I enjoy as a business professional today."

**SENIOR VICE PRESIDENT, HUMAN RESOURCES – ABC CONFIDENTIAL, LLC**

**20XX – 20XX**

Led the HR due diligence process for possible acquisitions. Provided HR oversight to the HR Directors/Leaders of acquired companies. Oversaw Health & Welfare relationships along with 401(k). GEC had strong relationship ties to CONFIDENTIAL.

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**EARLIER ENGAGEMENTS:** VP, Recruitment and Retention, ABC Solutions (20XX – 20XX); Director HR, ABC (19XX – 20XX); Director HR, ABC Software (19XX – 19XX); Director HR, HR Manager, ABC Bank (19XX – 19XX)

**EDUCATION & CERTIFICATIONS:** Human Resources Management Certification, Confidential Business Administration Studies, College of Business, Confidential