

## MERGER & ACQUISITION MANAGEMENT

HighRoads Merger & Acquisition Management solution enables real-time collaboration and decision making by centralizing and aggregating applicable HR program information in the case of an acquisition, and segregating and establishing a “cleanroom” in the case of a divestiture.

Prospective target data is collected using HighRoads’ unique technology-enabled service best practices and stored in the HighRoads Global Operations Center . Once the acquiring company has control of this information, it can:

- Perform side-by-side analysis of HR programs and benefit plans
- Evaluate common vendors and service offerings
- Model pricing arrangement and design aspects
- Determine potential integration strategies
- Estimate pricing and cost impacts

The ability to compare and analyze plans and programs offered at the target company against those at the acquirer in an apples-to-apples format significantly reduces the time and effort required to evaluate options and make informed strategic decisions.

HighRoads offers a number of packaged solutions, depending upon your most immediate HR or benefits requirement. All solutions leverage the HighRoads Global Operations Center to achieve one system of record resulting in improved auditability, speed and accuracy of decisions and quality of service for employees.

Our packaged solutions include:

- Vendor management
- Procurement management
- Contract management
- SPD management
- Global data management
- Union negotiation management
- Merger and acquisition management
- Third party data integration

### ABOUT HIGHROADS

HighRoads, Inc., is the only company providing employers year round access to real-time, unbiased benchmarking data for HR plans and pricing for complete market visibility. HighRoads HR managed service aggregates HR plan and supplier information into a central repository, dynamically fueling its real-time benchmarking tool, The Lab™, while automating the entire HR supplier management process. HighRoads has automated HR processes for more than 100 Fortune 500 employers along with 700 of their vendors, consultants and outsourced administrators. Clients include some of the world’s largest companies, such as General Dynamics, Honeywell, IBM, Kraft, Staples and Textron. Founded in 1999, HighRoads is a privately held company headquartered in Woburn, Mass.