

# Aon Human Resource M&A Solutions



## Tailored M&A Solutions

Workforce productivity, efficiency and engagement are key indicative factors in the success of any deal. Organisations are built on people, and understanding the associated culture, structure, remuneration systems and liabilities for management and staff is essential. Due diligence provides valuable insights to the buyer on a target company's workforce, giving confidence on financial and negotiation considerations and also providing a foundation for subsequent integration activity after the deal closes.

Workforce due diligence is provided via a written report following a thorough workplace assessment, including management interviews. Your tailored report will reflect the availability of information and client preferences.

## Key Features

- ↘ A written report addressing people-related findings on the target company, will include:
  - General Overview; Employing Entities; Key People Metrics
  - Organisation Structure; Management & Leadership
  - Employment Contracts & Unions
  - Remuneration; Benefit Programs & Perquisites; Financial Wellness
  - Culture & Engagement; Learning & Development
  - Health, Wellness & Safety; Workers Compensation
  - HR Operations
- ↘ Our analysis includes a key workplace metric health check and how this compares to best industry practices and statutory requirements. Ongoing costs and accrued liabilities (if applicable) with supporting Aon Hewitt commentary are also provided on the proposed deal structure.
- ↘ Attention is focused on items with material financial exposure, employee sensitivity or integration complexity. The output is used to identify deal roadblocks, price adjustments, negotiating tactics and integration opportunities.
- ↘ The report can be provided together with Aon's Insurance Due Diligence Service or as a standalone report. It is suitable for both private equity and corporate buyers.
- ↘ We offer fixed fee pricing, determined with reference to the number of entities, geographic locations and report sections included.
- ↘ Additional assistance, such as attendance at management interviews and input on the relevant provisions of the purchase agreement is available upon client request.

## Aon Mergers and Acquisitions

### Solutions

Aon's M&A Solutions provides tailored insurance programs designed to facilitate and support M&A transactions including Warranty & Indemnity, Tax Liability, Environmental, Litigation and Contingent Liability Insurances. We also provide insurance due diligence services, placement of general insurances and, with Aon Hewitt, human resource due diligence and integration services in the context of M&A transactions.

[aon.com.au/m&a](http://aon.com.au/m&a)

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