

Over 30 Years Experience

# HUTCHISON GROUP

## Labor Relations Consultants

### Helping Our Clients Achieve their Merger and Acquisition Goals

Mergers and Acquisitions represent a unique “window of opportunity” to rapidly implement meaningful change, reduce future costs and create a more productive work environment. However, to capitalize on these opportunities, *changes must be identified and implemented quickly to capture value.* Our consultants have decades of experience helping companies achieve their M&A goals; providing expert assistance with due diligence, and proven strategies to lower costs and improve productivity.

#### Many M&A Projects Fail to Increase Shareholder Value 65% of Companies Cite People Related Issues

According to recent studies, 83% of new mergers and acquisitions fail to achieve their financial objectives. Not surprisingly, approximately 65% of companies surveyed cited people related issues among the principal reasons for failure. Specific reasons cited include:

- Poor Due Diligence (failure to identify risks and opportunities for improvement)
- Inadequate or Delayed Integration and Improvement Strategies
- Problems with Unions (costly contracts or attempts to organize nonunion sites)

Also, due to the magnitude of these projects and aggressive timetables for completion, few companies have adequate people resources to identify and fully capitalize on opportunities for change. As a result, many potential savings and improvements are never realized.

#### Our Clients - Helping Some of the Worlds Best Companies

For over 30 years, we have had the privilege of working with some of the world’s best companies, helping them achieve their M&A goals; reduce costs, improve labor relations, negotiate innovative labor agreements, or maintain union free status. For a complete list of our clients and services please visit our web page at [www.hutchgrp.com](http://www.hutchgrp.com)



General Electric





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## Mergers and Acquisitions

### **We Can Help Ensure Your Acquisition's Success**

Hutchison Group can provide the additional support required to ensure all opportunities for improvement are realized, helping to create a sustained competitive advantage for your new business. Our team of professionals have decades of experience helping our clients evaluate potential mergers and acquisitions; identifying potential risks and opportunities for enhancing company value. Some of our services in this area include:

- Expert Due Diligence - Assess Risks and Opportunities
- Reduce Labor Costs and Improve Productivity
- Negotiate New Competitive Labor Agreements (union locations)
- Assess Vulnerability to Future Union Organizing (nonunion locations)
- Identify and Implement Timely Integration and Improvement Strategies
- Help Ensure a Smooth Transition
- Research and Secure Valuable Government Incentives
- Recruit Key Management and Executive Personnel

### **Maintain Union Free Status or Negotiate New Labor Agreements**

While we are highly regarded for our ability to negotiate new competitive labor agreements during acquisitions, for those organizations with a nonunion workforce we can help to discreetly determine vulnerability to future union organizing. Given our experience we have learned to identify key warning signs and recommend proactive steps to reduce your risk of a union organizing campaign. Failure to do so can result in having to engage in a costly and disruptive union campaign that can create deep and lasting divisions within the workforce, not to mention the negative impact on company performance should the union prevail.

### **Reassure the Board of Directors and Shareholders**

As an added benefit, our services can help to reassure the Board of Directors & Shareholders that management has been diligent to capitalize on opportunities for improvement and avoid potential risks that might negatively impact share price or company valuation.



*The Hutchison Group is a highly regarded management consulting firm focused on all aspects of labor relations. We specialize in planning and negotiating competitive labor agreements, assessing vulnerability to future union organizing, and a broad range of other HR services designed to help reduce costs and improve productivity.*

**We're on the Web!**

**[www.hutchgrp.com](http://www.hutchgrp.com)**

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