

# Case study: M&A Integration Planning & Project Management

Client: Frozen bread producer

Project: Acquisition integration

## Background and Activities

- M&A integration planning and post-closing execution support for \$250M frozen bread manufacturer doing its first acquisition in 30+ years
- Scope: (i) Develop integration plan with a focus on HR, IT, and Finance workstreams, (ii) provide guidance on employee retention, cultural integration, transition services, and risk mitigation, (iii) coach Client’s integration team through process and help them avoid common M&A pitfalls
- Served as an embedded Integration Management Office (IMO) working closely with Client’s Executive Board and functional leaders
- Defined integration success framework across Day 1, 100 Days, and Year 1
- Developed key Pre/Post close and Day 1 activities checklists, and provided guidance on negotiating TSA agreements and closing conditions

## Results

- ✓ Successful closing
- ✓ No disruptions on Day 1 – business continuity secured across functions
- ✓ Strong internal alignment and trust with Board and functional leaders
- ✓ Transition Services Agreement (TSA) and Employment Services Agreement (ESA) in place across core functions
- ✓ Established priorities for post-close activities on winding down TSA and ESA
- ✓ Clear communication plans: Welcoming Day 1 messaging to new and existing employees and customers built trust and minimized confusion

## Client and Saphineia Project Dashboard

