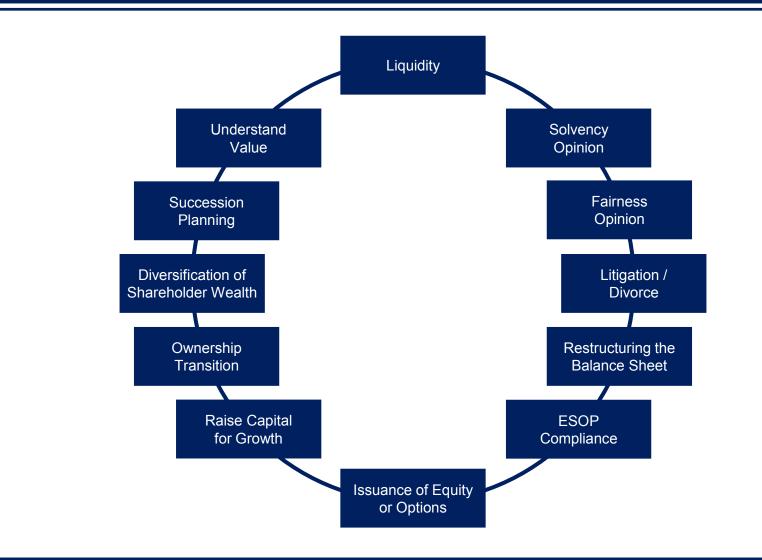
# Valuation in M&A

Art versus Science

# **THEOURBRIDGES**

### **Use of Valuations**



Confidential

### Valuation Methods

### **Income Approach**

- Capitalization of income
  - Multiple of EBITDA
- Discounted cash flow (DCF)
  - Based on future cash flows discounted at the cost of capital (required rate of return)

### Market Approach

- Multiples: transaction comparables
  - May overstate value given size premium
- Multiples: publicly traded comparables
  - May overstate value given size and liquidity premiums

### Hybrid Approach

- Leveraged buyout (LBO)
  - Methodology used by private equity firms
  - Backs into purchase price required to achieve a target IRR

### Asset Approach

- Estimated value of asset in a liquidation scenario
  - Current assets
  - Market value of fixed assets
  - Less current liabilities
  - Less debt and debt-like instruments

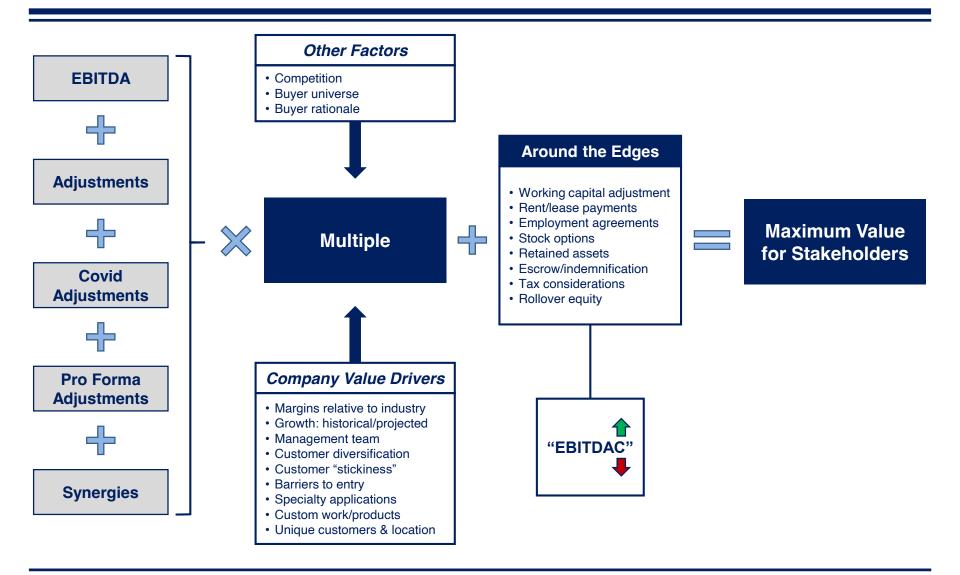
Used in M&A



"My buddy at the country club told me he sold his business for 8x"



# The "Real" Valuation Formula



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### **EBITDA** is <u>Earnings</u> <u>B</u>efore Interest, <u>Taxes</u>, <u>D</u>epreciation, and <u>A</u>mortization

- EBITDA is a proxy for cash flow
- Typical adjustments to EBITDA include:
  - One-time, non-recurring expenses (e.g. settlement for unexpected lawsuit)
  - Personal expenses (e.g. the business pays for the Seller's personal boating expenses)
  - Covid adjustments to normalize the financials (e.g. lost sales due to customer shutdowns)
  - Pro forma adjustments to normalize the financials (e.g. contractual price increases)
  - Synergies (e.g. shared back office resources)
- CapEx considerations
  - EBITDA less CapEx is a better cash flow proxy for asset intensive businesses given the relatively
    predictable need to invest in repair and replacement of assets
  - CapEx is ultimately viewed as a drag on EBITDA and can be challenging to underwrite

# **Transition for Privately Held Businesses**

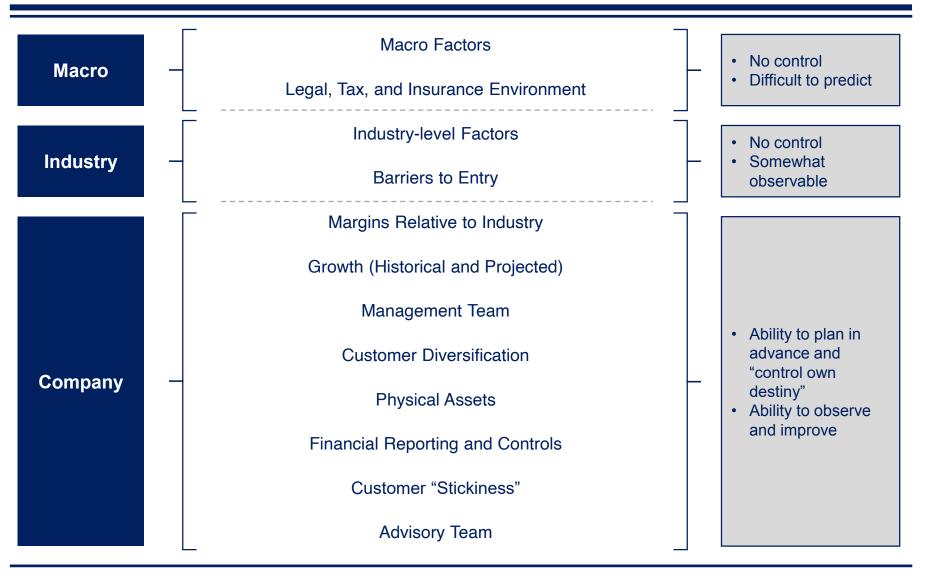
### The "Old Days"

- A family member
- A competitor
- An employee
- Liquidate



### Modern sellers benefit from an increasingly vast, ever more complex buyer universe.

# Value Drivers and Risk Factors



### **FOURBRIDGES**

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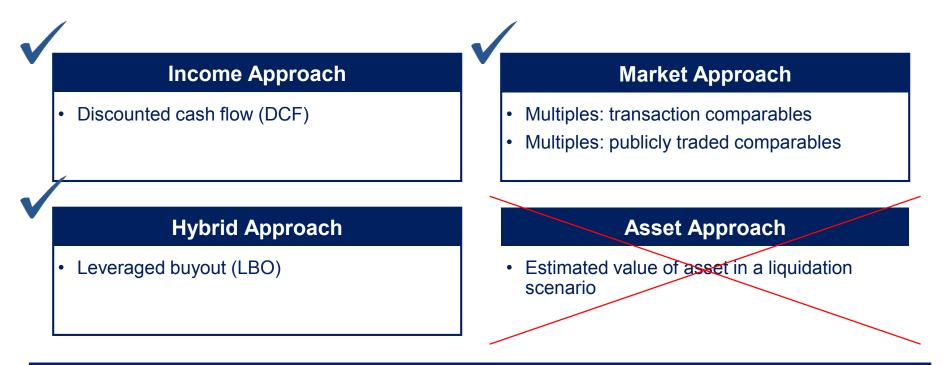
# Buy-Side Case Study

Section V



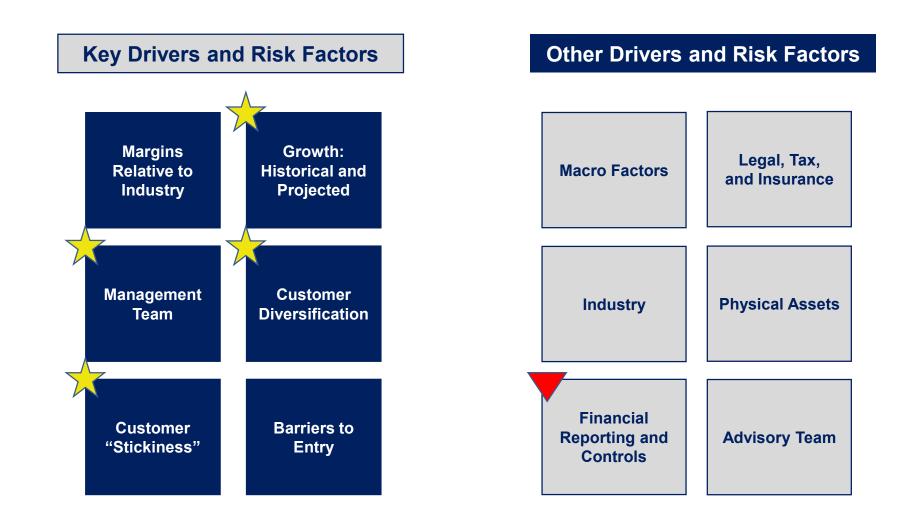
# Case Study Overview

- FourBridges was engaged by the Client, who wanted to acquire a company that was being marketed by an investment bank
- The sell-side investment banker was running an auction process and soliciting competitive bids
- The Client viewed the acquisition as an opportunity to enter a new segment in their existing market
- FourBridges was engaged to conduct a valuation of the target. Valuation methods included:



### **THE FOURBRIDGES**

# Value Drivers and Risk Factors



**FOURBRIDGES** 

# Discounted Cash Flow (DCF) Required Return Build Up

Discount Rate Buildup

			Project
		Client	XYZ
	Risk free rate <sup>(1)</sup>	3.50%	3.50%
	Equity risk premium <sup>(1)</sup>	5.00%	5.00%
	Industry risk premium <sup>(1)</sup>	-3.00%	-3.00%
An appropriate	Size premium <sup>(2)</sup>	1.60%	5.37%
discount rate to	Company-specific premium <sup>(3)</sup>		
evaluate the	Concentrated revenue & contribution	0.00%	0.00%
contemplated	Risks of contract interruptions	0.00%	0.00%
acquisition is likely	Limited depth of management	1.00%	5.00%
in the range of	Total Cost of Equity	8.10%	15.87%
<u>12% to 15%</u>			
	<u>Footnotes</u>		
	(1) Duff & Phelps		
	(2) Duff & Phelps based on market capitalization:		
	Decile Mkt Cap Premium		
	5 \$1.8 B+ 1.60%		
	6   \$1.2-1.8 B  1.58% 9  \$50 - 300 M  2.50%		
	10 < \$50 M 5.37%		
	(3) Based on company-specific elements, freq. 2-6	% for smaller compan	ies.

Confidential

# **DCF Example**

Discount Rate Calculation	Targ	get Return	Weight	V	Veighted Return			
Equity		15.0%	56.7%		8.5%			
Subordinated Debt		11.0%	8.7%		1.0%			
Senior Debt		6.0%	 34.6%		2.1%			
Discount Rate			 100.00%		11.54%			
		2019	2020		2021	2022	2023	
ROJECTED EBITDA	\$	2,995.2	\$ 3,264.0	\$	3,546.2	\$ 3,842.4	\$ 4,153.1	
Adjustments								
(-) Tax Distributions		11.5	(91.9)		(203.6)	(326.0)	(453.7)	
(-) Change in Working Capital		(25.5)	(18.7)		(17.4)	(16.0)	(14.4)	
(-) Capital Expenditures		(34.7)	(35.8)		(36.9)	(38.0)	(39.1)	
Total Adjustments		(48.7)	(146.3)		(257.8)	(379.9)	(507.3)	
REE CASH FLOW TO INVESTED CAPITAL		2,946.5	3,117.6		3,288.4	3,462.5	3,645.9	
ALCULATION OF TERMINAL VALUE								
2023P Cash Flow to Invested Capital							3,645.9	
Long-Term Growth Rate							3.00%	
Terminal Cash Flow (2023P cash flow adjusted by t	he gro	owth rate)					3,755.2	
Implied Multiple from Capitalization Rate	-						11.71	
Terminal Value							43,977.3	
ASH FLOWS								
Annual Free Cash Flow to Invested Capital/Equity		2,946.5	3,117.6		3,288.4	3,462.5	3,645.9	
Terminal value		_,0.0.0	0,0		0,200.1	0,102.0	43,977.3	
UM OF CASH FLOWS		2,946.5	3,117.6		3,288.4	3,462.5	47,623.2	Impli
resent Value of Cash Flows		2,764	2,621		2 470	2,340	28,852	purch
Tesetil value of Casti Flows		2,704	2,021		2,479	2,340	20,002	, pric

### **Comparable Transactions**

			Date	Enterprise	LTM Financials		Enterprise V	/alue / LTM
Target (Parent / Ticker)	Acquiror / Investor	Target Description	Announced	Value	Revenue	EBITDA	Revenue	EBITDA
\$ in millions								
U.S. Baking Business of the J.M. Smucker Company (NYSE:SJM)	Brynwood Partners	Brands acquired include Pilsbury baking mix, Hungry Jack pancake mix, White Lily and Martha White baking products, and Jim Dandy quick grits	Aug 2018	\$375.0	\$375.0	-	1.0x	-
Brazi Bites	San Fransisco Equity Partners	Top U.S. producer of naturally gluten-free Brazilian style cheese bread snacks	Aug 2018	-	-	-	-	-
Pinnacle Foods (NYSE:PF)	Conagra Brands (NYSE:CAG)	Portfolio of grocery (e.g. Vlasic, Wish Bone, Duncan Hines), frozen (Bird's Eye) and better-for-you brands (e.g. Udi's, Glutino) can be found in 85% of U.S. households	Jul 2018	\$10,900.0	-	\$660.6	-	16.5x
New England Confectionery Company, Inc. (d/b/a NECCO)	Round Hill Investments, LLC (Metropoulos family)	Manufacturer of Sweetheart candies and NECCO wafers (acquired out of bankruptcy)	Jul 2018	\$17.0	-	-	-	-
Mademoiselle Desserts	Alphaone International	France-based manufacturer and supplier of frozen bakery products	Jul 2018	\$383.0	-	-	-	-
Tate's Bake Shop (The Riverside Company)	Mondelēz International, Inc. (NASDAQ:MDLZ)	Premium cookie and baked goods brand; achieved a 4x increase in sales and earnings since 2013	May 2018	\$500.0	-	-	-	-
U.S. Confections Business of Nestle	Ferrero S.p.A.	Acquired portfolio of 20+ brands includes BabyRuth, Butterfinger, Crunch, and Nerds ranks #3 in the U.S. candy market share behind Mars and Hershey	Mar 2018	\$2,800.0	-	-	-	-
Green Isle Foods Ltd.	Nomad Foods Limited (NYSE:NOMD)	Irish manufacturer and distributor of frozen pizzas under the Goodfella's Pizza brand	Mar 2018	\$276.0	-	-	-	-
Amplify Snack Brands (NYSE:BETR) (TA Associates)	The Hershey Company (NYSE:HSY)	Manufacturer of Skinny Pop popcorn; Amplify / Skinny Pop is the latest in a series of better-for-you snack acquisitions by Hershey including barkTHINS (2016) and Krave (2015)	Jan 2018	\$1,600.0	\$390.2	\$86.5	4.1x	18.5x
Snyder's-Lance	Campbell Soup Company	Owns numerous packaged snack brands including Snyder's of Hanover, Lance, Kettle Chips, Cape Cod, Late July and Pop Secret	Jan 2018	\$6,000.0	\$2,222.2	\$281.7	2.7x	21.3x
Sandwich Bros. of Wisconsin	Conagra Brands (NYSE:CAG)	Milwaukee-based provider of better-for-you prepared frozen sandwiches, from Kangaroo Brands	Jan 2018	-	-	-	-	-
Raybern Foods (TSG Consumer Partners)	Premium Brands Holdings	Provider of pre-packaged sandwiches	Dec 2017	-	-	-	-	-
Ferrara Candy Company, Inc (L Catterton)	Ferrero S.p.A.	Global candy company	Nov 2017	-	-	-	-	-
Bob Evans Farms (excluding restaurant division)	Post Holdings, Inc. (NYSE: POST)	Producer and distributor of prepared foods for grocery retailers	Oct 2017	\$1,500.0	-	\$107.1	-	14.0x

### **Comparable Transactions**

			Date	Enterprise	LTM Fin	ancials	Enterprise V	/alue / LTM
Target (Parent / Ticker)	Acquiror / Investor	Target Description	Announced	Value	Revenue	EBITDA	Revenue	EBITDA
\$ in millions								
Back to Nature Foods Company (Brynwood Partners)	B&G Foods (NYSE:BGS)	Provider of natural and non-GMO snack foods	Sep 2017	\$162.8	\$80.0	\$17.0	2.0x	9.6x
AdvancePierre Food Holdings, Inc. (NYSE: APFH)	Tyson Foods, Inc. (NYSE: TSN)	Producer and distributer of ready-to-eat sandwiches, sandwich meats, and snacks	May 2017	\$4,200.0	-	\$300.0	-	14.0x
Atkins Nutritional Holdings (Roark Capital)	The Simply Good Foods Company (NasdaqCM: SMPL)	Manufactuer and marketer of low-carbohydrate packaged foods of the Atkins diet	May 2017	\$856.0	-	\$73.8	-	11.6x
Fannie May Confections Brands (1-800- FLOWERS.COM) (NasdaqGS: FLWS)	Ferrero S.p.A.	Producer of gourmet chocolates, fudges, and candies	Apr 2017	\$115.0	-	-	-	-
THANASI Foods	Conagra Brands, Inc.	Manufacturer of snack foods	Apr 2017	-	-	-	-	-
Uncle Wally's Bake Shoppe	Give & Go (Thomas H. Lee Partners)	Pure-play producer and marketer of muffins; key supplier of branded and private label products for in-store bakery programs in the grocery, club and superstore channels	Feb 2017	-	-	-	-	-
Hill & Valley, Inc.	J&J Snack Foods Corp. (NasdaqGS:JJSF)	Provider of cakes, cookies, pies, and other desserts and a leader in the sugar free category	Feb 2017	\$31.0	\$44.3	-	0.7x	-
Nustef Foods Limited	The Riverside Company	Provider of Italian-inspired pizelle waffle cookies and artisan crackers marketed under the Reko brand	Feb 2017	-	-	-	-	-
Love & Quiches Ltd.	Indulge Desserts Holdings (AUA Private Equity)	Provider of gourmet desserts and quiches	Feb 2017	-	-	-	-	-
Delacre	Ferrero S.p.A.	Comprises the Delacre and Delichoc biscuit brands	Jan 2017	-	-	-	-	-
Nothing Bundt Cakes	Levine Leichtman Capital Partners	Franchisor of gourmet bakeries	Nov 2016	-	-	-	-	-
Wetzel's Pretzels (Levine Leichtman Capital Partners)	CenterOak Partners	Owner and franchisor of soft pretzel stores	Oct 2016	-	-	-	-	-
Metcalfe's skinny Ltd.	Snyder's-Lance, Inc. (Nasdaq-GS: LNCE)	UK based marketer of ready-to-eat popcorn	Oct 2016	-	-	-	-	-
Tyrrells Potato Crisps	Amplify Snack Brands (NYSE:BETR)	UK based marketer of hand cooked potato crisps	Sep 2016	\$390.0	-	\$23.8	-	16.4x

### **Comparable Transactions**

			Date Enterprise		LTM Fin	ancials	Enterprise V	/alue / LTM
Target (Parent / Ticker)	Acquiror / Investor	Target Description	Announced	Value	Revenue	EBITDA	Revenue	EBITDA
\$ in millions								
Lawler Foods, Ltd.	The Original Cakerie, Ltd.	Provider of gourmet cheesecakes, cakes and pies	Aug 2016	-	-	-	-	-
Dianne's Fine Desserts	Geneva Glen Capital	Provider of frozen thaw-and-serve desserts to the foodservice industry and in- store bakeries	Jul 2016	-	-	-	-	-
Krispy Kreme Doughnuts, Inc. (NYSE:KKD)	JAB Holdings	Retailer and wholesaler of doughnuts, coffee and other complementary beverages, and packaged sweets	Jun 2016	\$1,350.0	-	-	-	
Superior Cake Products (New England Capital Partners)		Producer of distinctive sweet baked goods including premium iced cookies, éclairs, madeleines and brownies; markets its products on a branded and private label basis within the in-store bakery departments of grocery chains, club stores and superstores	Jun 2016	-	-	-	-	-

High	\$10,900.0	\$2,222.2	\$660.6	4.1x	21.3x
Average	1,875.3	628.3	196.8	2.3x	14.7x
Median	678.0	382.6	107.1	2.4x	14.0x
Low	17.0	44.3	17.0	0.7x	9.6x

Sources: Capital IQ, BusinessWire, Company filings

# **Comparable Transactions Conclusions**

#### Based on available comparable transactions and observed and estimated size premiums, the valuation range is **\$30.0M to \$35.8M Comparable Multiple** Median EV / EBITDA Multiple from M&A Comps: 14.0x Less: Size Premium Discount (1) -2.2x Less: Size Premium Discount<sup>(2)</sup> -0.5x Comparable EV / EBITDA Multiple: 11.3x Appropriate for Project XYZ size Valuation Summary *\$ in millions* EV / EBITDA Multiple 10.3x 10.8x 11.3x 11.8x 12.3x Implied Enterprise Value <sup>(3)</sup> \$30.0 \$31.4 \$32.9 \$34.3 \$35.8 \$2.9

#### Footnotes

(1) Based on GF Data observed size premium for \$25M to \$50M deals versus \$100M to \$250M deals

(2) Based on FourBridges estimated size premium for \$100M to \$250M deals versus \$500M+ deals

(3) Based on 2018E Adjusted EBITDA

# **Publicly Traded Comparables**

(\$ in millions)	Market	Enterprise	Ent	terprise Value /	,	Forward	Gross	EBITDA
Company Name	Сар	Value	Revenue	EBITDA	EBIT	P/E Ratio	Margin %	Margin %
Food Production								
Nestlé S.A.	\$252,825	\$283,247	3.1x	14.9x	17.8x	20.2x	50%	20%
Unilever N.V.	\$151,889	\$180,891	3.0x	15.3x	17.8x	20.5x	42%	20%
The Kraft Heinz Company	\$73,155	\$104,149	4.0x	12.8x	14.6x	16.1x	38%	31%
Mondelez International, Inc.	\$61,830	\$80,760	3.1x	15.2x	18.0x	16.9x	40%	18%
Danone	\$51,054	\$67,043	2.3x	10.8x	12.9x	17.9x	49%	18%
General Mills, Inc.	\$26,862	\$43,409	2.8x	12.7x	15.4x	14.8x	35%	21%
Tyson Foods, Inc.	\$21,846	\$34,095	0.8x	7.7x	9.7x	10.5x	13%	10%
Associated British Foods plc	\$24,989	\$31,843	1.3x	10.2x	14.7x	17.9x	23%	12%
Grupo Bimbo, S.A.B. de C.V.	\$9,996	\$27,065	1.0x	8.5x	12.0x	25.7x	53%	12%
Kellogg Company	\$24,718	\$24,939	2.6x	10.6x	12.4x	15.8x	40%	23%
The Hershey Company	\$20,374	\$24,522	3.2x	12.8x	14.9x	17.8x	46%	25%
ConAgra Foods, Inc.	\$14,377	\$22,362	2.3x	11.4x	13.5x	16.4x	30%	19%
George Weston Limited	\$10,291	\$20,828	0.7x	8.7x	13.7x	14.1x	31%	8%
Hormel Foods Corporation	\$19,692	\$20,245	2.2x	14.8x	16.6x	20.2x	21%	14%
JBS S.A.	\$6,158	\$18,635	0.4x	6.0x	9.6x	7.2x	15%	7%
Campbell Soup Company	\$12,711	\$18,145	2.8x	11.3x	13.7x	17.2x	37%	24%
The J. M. Smucker Company	\$12,568	\$17,208	2.3x	10.3x	13.6x	13.3x	39%	23%
McCormick & Company, Incorporated	\$15,858	\$14,766	4.0x	19.4x	22.0x	23.9x	43%	20%
Saputo Inc.	\$12,213	\$14,330	1.6x	15.4x	19.3x	21.7x	10%	10%
Pilgrim's Pride Corporation	\$4,345	\$13,329	0.6x	5.3x	6.9x	8.7x	12%	11%
Post Holdings, Inc.	\$6,262	\$6,403	2.2x	11.6x	17.6x	18.4x	30%	19%
Flowers Foods, Inc.	\$4,104	\$4,900	1.2x	11.5x	17.2x	17.9x	48%	11%
The Hain Celestial Group, Inc.	\$3,089	\$5,040	1.3x	14.4x	19.6x	23.4x	19%	9%
Fresh Del Monte Produce Inc.	\$1,901	\$4,055	0.6x	13.4x	23.5x	15.3x	7%	5%
ARYZTA AG	\$930	\$3,870	0.7x	6.5x	32.9x	10.8x	17%	9%
Treehouse Foods, Inc.	\$2,767	\$3,721	0.8x	9.5x	18.2x	20.0x	17%	9%

Source: Capital IQ

# **Publicly Traded Comparables**

(\$ in millions)	Market	Enterprise	Ent	erprise Value /		Forward	Gross	EBITDA
Company Name	Сар	Value	Revenue	EBITDA	EBIT	P/E Ratio	Margin %	Margin %
Lancaster Colony Corporation	\$4,057	\$2,827	3.2x	19.3x	22.3x	29.0x	25%	17%
B&G Foods Inc.	\$2,044	\$2,621	2.4x	12.5x	14.8x	14.5x	27%	19%
J&J Snack Foods Corp.	\$2,698	\$2,573	2.2x	15.7x	21.7x	28.8x	30%	14%
Sanderson Farms, Inc.	\$2,330	\$2,563	0.6x	4.3x	5.6x	21.7x	17%	14%
Tootsie Roll Industries Inc.	\$2,030	\$1,934	3.7x	20.6x	25.8x	0.0x	36%	18%
Lotus Bakeries NV	\$2,479	\$2,003	4.2x	21.6x	24.3x	31.2x	39%	20%
Cal-Maine Foods, Inc.	\$2,281	\$1,958	1.3x	8.1x	10.4x	19.4x	24%	16%
Dean Foods Company	\$780	\$1,624	0.2x	5.6x	13.1x	21.8x	23%	4%
Calavo Growers Inc.	\$1,694	\$1,715	1.6x	22.8x	27.5x	29.7x	11%	7%
John B Sanfilippo & Son Inc.	\$875	\$970	1.1x	13.9x	17.7x	19.0x	16%	8%
Seneca Foods Corp.	\$278	\$636	0.5x	<u>26.3x</u>	NM	0.0x	5%	2%
Food Production Median	\$6,262	\$14,330	2.2x	12.4x	16.0x	17.9x	30%	14%

Source: Capital IQ

# Private Equity Transaction Leveraged Buyout (LBO) Example

Сар	ital Structure								
		Multiple of							
Sources:	<u>Amount</u>	EBITDA	Percent	Int. Rate	<u>Ownership</u>	<u>Term</u>	Points	Fees	Amor
Cash	\$0.0	0.00x	0.0%	2.0%					
Bank Revolver	1,454.0	0.50x	4.3%	6.0%		3.0	1.50%	\$21.8	\$7.3
Bank Term Loan	10,178.0	3.50x	30.3%	6.0%		5.0	1.00%	101.8	20.4
Subordinated Note	2,908.0	1.00x	8.7%	11.0%	0.0%	5.0	1.50%	43.6	8.
Rollover Equity (non-cash)	0.0	0.00x	0.0%		0.0%				
Sponsor Equity	19.069.2	6.56x	56.7%		100.0%	5.0		0.0	-
Total Sources	\$33,609.2	11.56x	100.0%		100.0%			\$167.2	\$36.4
Uses: Cash to sellers Growth Capital Subordinated Note Other Long Term Liabilities Rollover Equity (non-cash) Refinance Existing Debt	\$31,670.5 0.0 0.0 0.0 601.0		Y '	plied v t 25%					
Financing Fees <u>Transaction Expenses @ 3.5%</u> Total Uses	167.2 <u>1,170.5</u> <b>\$33,609.2</b>					$\underline{\ }$			

Transaction Stru	cture
2018 EBITDA	\$2,908.0
Purchase Multiple	11.5x
Enterprise Value	\$33,442.0
Less: Debt	(601.0)
= Asset Value	\$32,841.0

Rollover Equity Calculation	
Sponsor Equity	\$19,069.2
x Rollover Equity Ownership Percentage:	0.0%
÷ (1 - Rollover Equity Ownership Percentage)	100.0%
= Rollover Equity	\$0.0

Goodwill Calculation: Asset Purchase	
Purchase of Assets	\$33,442.0
Less: FMV of Fixed Assets	(82.0)
Less: Current Assets	(6,223.0)
Less: Noncurrent Assets	(255.0)
Plus: Assumed Current Liabilities	3,541.0
Plus: Assumed LT Liabilities	
= Total Goodwill Created	\$30,423.0

Summary Financial Ratios							
	PF 2018	<u>2019</u>	2020				
EBITDA	\$2,908.0	\$3,198.8	\$3,722.7				
EBITDA/Cash Interest	2.9x	3.3x	4.4x				
EBITDA-CapEx/Cash Interest	2.8x	3.3x	4.4x				
Senior Debt/EBITDA	4.0x	3.0x	2.0x				
Total Debt/EBITDA	5.0x	3.9x	2.7x				
Equity as % of Total Capitalization	56.7%	60.4%	66.0%				
		Year 6	Year 7				
Cumulative Bank Debt Paydown		100.0%	100.0%				

Returns Summary to Financial Sponsor						
EBITDA Exit Multiple:	<u>4 Year</u>	<u>5 Year</u>	<u>6 Year</u>			
10.0x	23.3%	22.6%	21.9%			
11.0x	26.5%	25.0%	23.7%			
12.0x	29.4%	27.2%	25.4%			

The valuation range based on what a private equity buyer might bid (and making certain assumptions outlined below) is **\$30.5M to \$33.4M** 

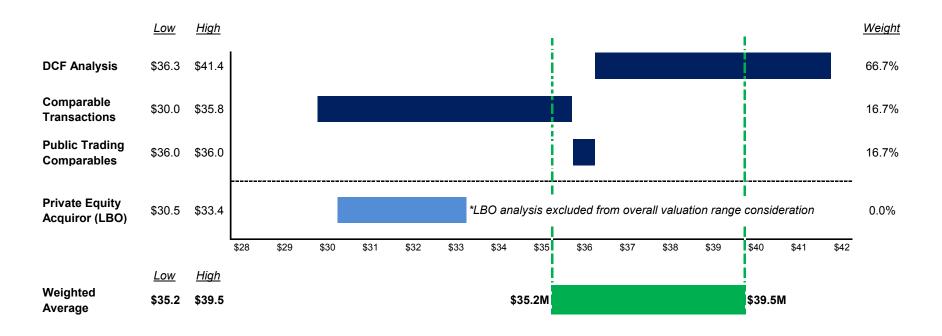
#### \$ in millions

Purchase Price EV / EBITDA Multiple	10.0x	10.5x	11.0x	11.5x	12.0x
Implied Return	31.4%	29.1%	26.9%	25.0%	23.2%
Implied Enterprise Value	\$29.1	\$30.5	\$32.0	\$33.4	\$34.9

#### Key Assumptions

- 5.0x total debt to EBITDA at closing
- 5 year hold period
- Structured as Asset Purchase (Goodwill amortization)
- Management Case growth rates
- No SG&A synergies
- 3% long-term growth rate
- 11.0x exit multiple



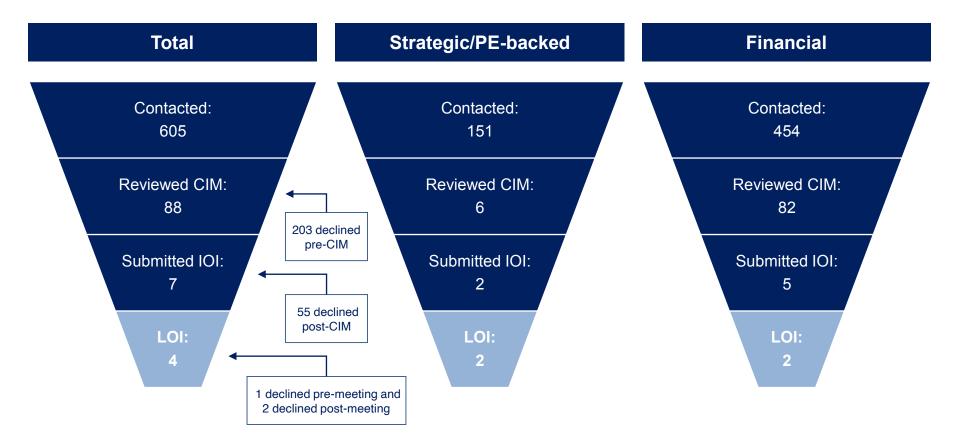


### Process Results Example: Project Freezer

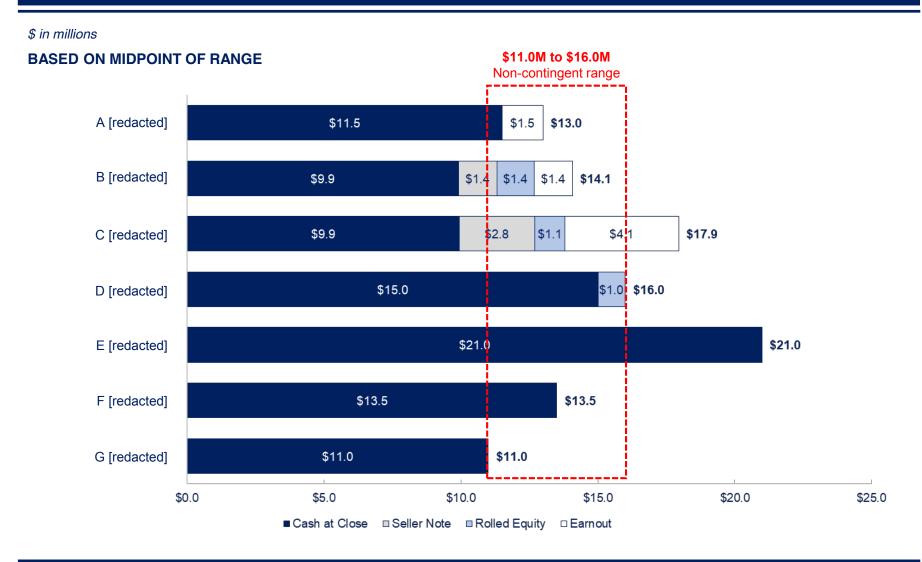
Section VI



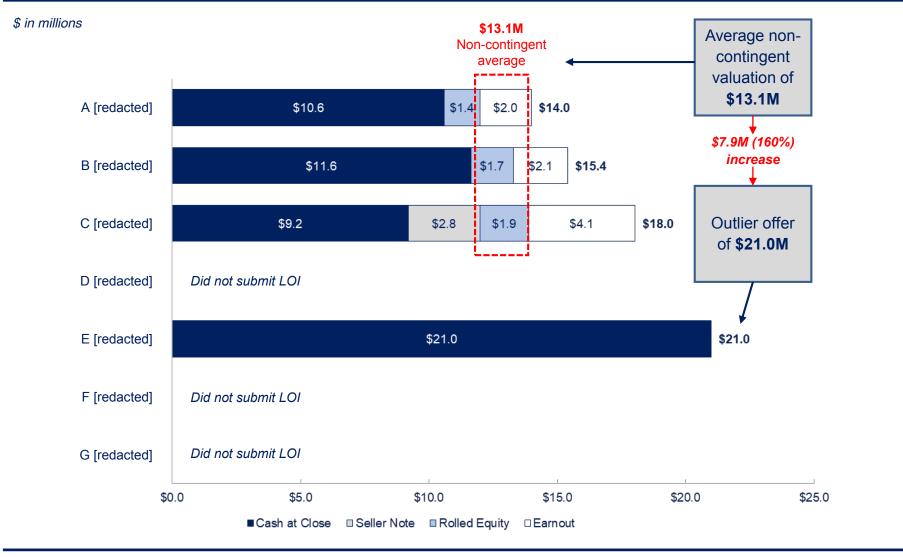
### **Process Overview**



### **Indications of Interest**



# Letters of Intent



Confidential

# More Art than Science

- Valuations are very useful tools but are handicapped by their "academic" approach
  - Valuations serve as a basis for further evaluation of macro, industry, and company-specific factors
  - Valuations inherently struggle to consider "real world" factors
- An M&A process typically yields a true valuation
  - Competition and variability of the buyer universe elevate and diversify valuations
  - Different buyers will ascribe different valuations to the same business based on their "angle"
  - Different valuations are neither "right" or "wrong"

# Ultimately, a business is worth what someone is willing to pay for it.

### **Tools to Increase Value**

### Improve Financial Controls, Reporting, and Management

- Get reviewed or audited financial statements
- Improve internal reporting and track key performance indicators (KPIs)
- Build a growth plan that incorporates strategic initiatives and acquisition targets

### **Mitigate Concentration Risks**

- Diversify customer concentrations
- Diversify products (reduce reliance on one product or line)
- Diversify vendors

### Strengthen Leadership and Supporting Personnel

- Develop a clear succession plan
- Build management "bench strength"
- Review HR policies

### Increase Awareness of Macro Factors

- Review environmental regulations and potential issues
- Get meaningful certifications (e.g. ISO)
- Understand upcoming changes in tax and business
   law

### **Preparation + Perception + Positioning = Price**

### **Preparation**

- Assessment of value drivers and risk factors
- Accentuate value and mitigate risk
- Tax planning
- Clarity of ownership objectives
- Recasting financial information

### **Perception**

- Understand buyers' objectives
- Clear, credible and consistent communication to prospective buyers
- Historical and projected financial information
- Qualitative information

### **Positioning**

- Negotiate from a position of strength (BATNA)
- Real competition or perceived threat of competition
- Type of buyer and buyer motivation
- How does buyer view risk and reward of ownership?
- Does buyer have ability and motivation to pay market price or better?