

# Vardis Pre-Deal Search

# Vardis Pre-Deal Services: Talent For Every Stage Of The Deal Cycle



## Exclusive Advisors

- **Introductions** to exclusive advisors, operators & EIR's
- Our advisors work **exclusively** for your firm, ensuring a competitive edge.
- 3rd party, **arms-length insights and data collection** on current and former executives and competitors
- Gain insights from experts to validate or challenge your investment thesis.

## Pre-Deal Search

We'll introduce executives who are ready to start on day one, helping you achieve:

- **Investment Committee Support:** Secure approval with pre-vetted executives
- Improved returns & shortened holding period with a turnkey leadership team.
- **Confidentiality** through pre-approved candidate approaches to preserve confidentiality

## Talent Due Diligence

- Full **referencing** of key executives minimize mis-hire risks
- Independent **assessment** of current and prospective executives' strengths and weaknesses
- **Benchmark** executives/teams against competitors  
Transcribed interviews with key insights
- Enable faster "support or replace" decisions

# Vardis Pre-Deal Search

## / OVERVIEW

While other search firms will only partner with you post-close, Vardis works with you pre-close to ensure the right talent is in place from day one.



### Success-Based Fee Structure

Our fees are based on the successful close of the transaction



### Pre-Close Executive Introductions

We'll introduce executives who are ready to partner upfront, helping with diligence, investment committee, and lenders



### A Head start on Value Creation

Shorten the hold period and improve returns by having the right team in place from day one



### Confidentiality

Vardis will run a targeted search and reach out to pre-approved candidates, ensuring confidentiality throughout the process

# Volvo Pre-Deal Case Study: Mandate & Outcomes

## / CLIENT MANDATE:

### Identify & Introduce Potential Advisors



## / VARDIS OUTCOMES

Vardis identified three non-conflicted former industry executives who were able to assist in the diligence process

- Former CFO of largest US general rental company
- Former Head of Branch Ops for #3 US general rental company
- Former Head of Fleet from recently acquired US general rental company

## / CLIENT MANDATE:

### Evaluate Existing Management Team



## / VARDIS OUTCOMES

1. Vardis and evaluated CEO, leading RVP, Head of Ops/Finance
2. Collected Independent, confidential References from:
  - Current and former Volvo Equipment franchisees
  - Current and former customers
  - Current and former Volvo executives

# Vertiv Pre-Deal Case Study: Management Team Build-Out

## / CLIENT MANDATE:

The deal included a limited, short-term TSA for finance, IT, and other functions.

The client wanted to identify and begin to recruit a new management team to ensure they got off to a fast start if/when the deal closed. While the finance function was a primary concern, strengthening the Company's offering in the data center marketplace with experienced leadership in this key market was essential.

## / VARDIS OUTCOMES

Following our client's initial diligence (supported by Vardis-introduced Advisors) we worked with the Operations and Deal teams to identify the most significant needs in the existing leadership team. During the four months between exclusivity and close, Vardis worked on-site in Columbus, Ohio, to coordinate recruitment efforts.

Vardis recruited 15 executives to the Company, including seven in finance, **all of whom were onboarded within 30 days of close.**

- **CEO** – Previous CEO of a PE-backed competitor and operating partner at a high-profile PE firm
- **CFO** – Public company CFO with previous PE experience.
- **Controller** – Former Big 4 senior and Controller of large-cap, PE-backed business
- **VP FP&A** – Now CFO of another PE-backed company
- **President, Americas** – former Division President of a Fortune 50 company, now CEO of a PE-backed company
- **CIO/CDO** – former CIO of a large, PE-backed company.

## / VARDIS OUTCOMES

Within 6 months, the returned the bulk of its investment capital. Through a series of transactions, including a reverse merger with a public entity, the company generated significant returns for its investor.

# \$1B+

Value Created in  
less than 3 years

Today, Vertiv has an enterprise value of more than \$50B, a 13-fold increase over the initial acquisition value.

# Vardis Pre-Deal Track Record

# ／ Vardis Pre-Deal Track Record

The logo for Biffa, featuring the word "Biffa" in a bold, red, sans-serif font.The logo for CIVITAS SENIOR LIVING, featuring a circular graphic of blue dots of varying sizes to the left of the text "CIVITAS SENIOR LIVING" in a blue, sans-serif font.The logo for EVONIK, featuring a stylized purple "E" symbol followed by the word "EVONIK" in a purple, sans-serif font.The logo for Lifescan, featuring the word "Lifescan" in a blue, cursive font with a cluster of small, colorful dots to the right.The logo for Diversey, featuring the word "Diversey" in white, sans-serif font inside a blue, leaf-like shape.The logo for Agrium, featuring the word "Agrium" in a black, serif font with a green leaf-like graphic to the left.The logo for BSN medical, featuring the text "BSN medical" in blue, sans-serif font with a red swoosh underline.The logo for KETER APLEONA, featuring the word "KETER" in white, sans-serif font inside a red rounded rectangle, followed by the word "APLEONA" in a red, sans-serif font.The logo for concardis nets group, featuring the text "concardis" in blue, sans-serif font above "nets group" in a smaller blue, sans-serif font, with three blue dots to the right.The logo for ACETOW SOLVAY, featuring the word "ACETOW" in small black font above a blue stylized "S" logo, with "SOLVAY" in blue, sans-serif font below.The logo for LanguageLine Solutions, featuring the text "LanguageLine Solutions" in white, sans-serif font inside a blue rounded rectangle.The logo for Watermill Group, featuring a stylized "W" and "G" inside a circle, with the text "Watermill Group" below.The logo for OS OBER SCHARRER GRUPPE, featuring the letters "OS" inside a circle, with "OBER SCHARRER GRUPPE" below.The logo for PERMASTEELISA GROUP, featuring a blue stylized mountain or wave graphic above the text "PERMASTEELISA GROUP" in black, sans-serif font.The logo for RS Resin Solutions, featuring a blue drop shape containing the letters "RS" in red, with "Resin Solutions" to the right.The logo for Outerwall, featuring the word "Outerwall" in blue, sans-serif font next to a blue circular graphic with a white swoosh.The logo for QUICKFITTING, featuring a red gear-like icon followed by the text "QUICKFITTING" in black, sans-serif font.The logo for MITSUBISHI CHEMICAL, featuring the red Mitsubishi three-diamond symbol followed by the text "MITSUBISHI CHEMICAL" in black, sans-serif font.The logo for SPARTECH, featuring a blue stylized "S" graphic followed by the text "SPARTECH" in blue, sans-serif font.

# ／ Vardis Pre-Deal Track Record



**WILD**



**Progress Rail**  
*A Caterpillar Company*

