

Vardis Talent Due Diligence



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

Talent Due Diligence

/ OVERVIEW

Our Diligence Support Services offer early-stage support for market and leadership assessments. These services often start early in the diligence process (usually pre-LOI) to gain a better understanding of the target company and its leadership team.



Executive Benchmarking

Benchmark select executives or entire teams against top industry executives and key competitors.



Customer, Supplier and Competitor Insights

Get an early, arms-length perspective on relationships with key suppliers, customers or competitors.



Confidential Executive Referencing

We'll conduct discreet referencing of current executives to understand their strengths & areas for improvement, allowing you to make faster "support or replace" decisions.

Vertiv Pre-Deal Case Study: Talent DD & 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





















／ Vardis Pre-Deal Track Record



WILD



Progress Rail
A Caterpillar Company

