

You don't have to sell your business in order to take advantage of our Management Advisory Services!

It is a fact that much of our time spent preparing a business for market is focused on helping business owners improve the financial performance of their business. As such, our advisory services are designed to quickly pinpoint your organization's financial challenges and operational inefficiencies, while providing swift and practical solutions to address and resolve those issues - so that you can focus your time and efforts on the growth & prosperity of your business.

"Now more than ever during these uncertain economic times, sound Business Management & Planning are the keys to sustaining overall business health"

Whether you need help with basic financial or operational assessment, assistance with business performance analysis, to more complex financial forecasting and strategic planning, or more specialized assistance in turn-around, down-sizing or financial work-out plans, our principal has the experience and expertise to provide you with confident **Staffing Industry** seasoned insights and workable solutions – all with Industry "best practices" in mind.



Steve Sorrentino, principal, has been actively involved as a senior financial, M&A and business development executive and consultant for over 30 years – with over 17 years in the Staffing Industry. Steve is the former Vice President of Finance and Business Development for an International IT /

Technical Staffing Services firm. He holds an MBA from Babson College and a BA in Accounting from Boston College. Steve is a member of the American & Massachusetts Staffing Associations.

To learn more about our Management Advisory services, please contact Steve Sorrentino at (781) 334-7184, or by email at

jsorrentino@mergequest.com,

Visit us online at (www.mergequest.com)

MergeQuest offers a wide range of management advisory and financial consulting services and solutions that are highly personalized and tailored to fit your firm's individual needs and budget. Our consulting services and solutions have been time-tested over many years of helping clients in every sector of the Staffing Industry. We offer several distinct categories of management advisory services, including:

BUSINESS & FINANCIAL PERFORMANCE OPTIMIZATION

- ▶ Business Performance Analysis vs. Industry Benchmarks
- ▶ Employee Efficiency Analysis & Management
- ▶ Pricing, Mark-up, Gross Margin, SG&A Expense and Operating Margin Analysis vs. Staffing Industry Metrics
- ▶ Branch Office Performance Analysis & Management
- ▶ Cost Control and Cost Containment Program Development
- ▶ Break-Even & ROI Analysis

FINANCIAL MANAGEMENT & PLANNING

- ▶ Financial Statement Preparation, Reporting and Analysis
- ▶ Budget Preparation and P&L Forecasting
- ▶ Cash Flow / Working Capital Planning & Forecasting
- ▶ Assistance with Bank Financing, Factoring/Funding
- ▶ Internal Control Assessment & Management
- ▶ Cash and Accounts Receivables Management

BUSINESS DEVELOPMENT & STRATEGIC PLANNING

- ▶ Establishing Strategic Goals and Critical Success Factors
- ▶ Organic Growth and New Branch Office Expansion
- ▶ Acquisition Feasibility and Financial Planning
- ▶ Building Enterprise Value
- ▶ Exit Strategy Planning
- ▶ Investment Decision Analysis

SPECIALIZED CONSULTING SERVICES

- ▶ **M&A Advisory for Sellers and Buyers**
- ▶ **Business Valuations**
- ▶ **Interim Controller or CFO Assistance**
- ▶ Business Plan Development and Preparation
- ▶ Turn-Around, Down-sizing and Work-out Plans
- ▶ Assistance with Foreign operations and expansion
- ▶ Assistance with Chapter 11 / Bankruptcy Planning
- ▶ Assistance with Financial and Tax Audits
- ▶ Assistance with Financial Due Diligence