# MERGERS AND ACQUISITIONS BASICS

# **MERGERS AND ACQUISITIONS BASICS**

All You Need To Know

# **Donald DePamphilis**





Academic Press is an imprint of Elsevier 30 Corporate Drive, Suite 400, Burlington, MA 01803, USA Elsevier, The Boulevard, Langford Lane, Kidlington, Oxford, OX5 1GB, UK

Copyright © 2011 Elsevier Inc. All rights reserved

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or any information storage and retrieval system, without permission in writing from the publisher. Details on how to seek permission, further information about the Publisher's permissions policies and our arrangements with organizations such as the Copyright Clearance Center and the Copyright Licensing Agency, can be found at our website: www.elsevier.com/permissions.

This book and the individual contributions contained in it are protected under copyright by the Publisher (other than as may be noted herein).

Knowledge and best practice in this field are constantly changing. As new research and experience broaden our understanding, changes in research methods, professional practices, or medical treatment may become necessary.

Practitioners and researchers must always rely on their own experience and knowledge in evaluating and using any information, methods, compounds, or experiments described herein. In using such information or methods they should be mindful of their own safety and the safety of others, including parties for whom they have a professional responsibility.

To the fullest extent of the law, neither the Publisher nor the authors, contributors, or editors, assume any liability for any injury and/or damage to persons or property as a matter of products liability, negligence or otherwise, or from any use or operation of any methods, products, instructions, or ideas contained in the material herein.

# Library of Congress Cataloging-in-Publication Data

DePamphilis, Donald M.

Mergers and acquisitions basics: all you need to know/Donald DePamphilis. p. cm.

Includes bibliographical references.

ISBN 978-0-12-374948-2

- 1. Consolidation and merger of corporations—United States—Management.
- 2. Corporate reorganizations—United States—Management. 3. Organizational change— United States-Management. I. Title.

2010023983

HG4028.M4D47 2011 658.1'620973-dc22

### British Library Cataloguing-in-Publication Data

A catalogue record for this book is available from the British Library.

For information on all Academic Press publications visit our website at www.elsevierdirect.com

Printed in The United States of America

10 11 12 13 9 8 7 6 5 4 3 2 1

# Working together to grow libraries in developing countries

www.elsevier.com | www.bookaid.org | www.sabre.org

ELSEVIER

**BOOK AID** 

Sabre Foundation

# TABLE OF CONTENTS

Pre	face	xii
Ack	knowledgments	XV
1.	Introduction to Mergers and Acquisitions	1
	Mergers and Acquisitions as Change Agents	2
	Why Mergers and Acquisitions Happen	3
	Synergy	4
	Operating Synergy (Economies of Scale and Scope)	4
	Financial Synergy (Lowering the Cost of Capital)	5
	Diversification	6
	Strategic Realignment	7
	Regulatory Change	7
	Technological Change	8
	Hubris and the "Winner's Curse"	ç
	Buying Undervalued Assets (The Q-Ratio)	ç
	Mismanagement (Agency Problems)	10
	Managerialism	11
	Tax Considerations	11
	Market Power	12
	Misvaluation	12
	Alternative Forms of Corporate Restructuring	13
	Mergers and Consolidations	13
	A Legal Perspective	13
	An Economic Perspective	14
	Acquisitions, Divestitures, Spinoffs, Carve-Outs, and Buyouts	15
	Friendly versus Hostile Takeovers	16
	Alternative Ways to Increase Shareholder Value	18
	A Case in Point: Mars Buys Wrigley in One Sweet Deal	20
2.	What History Tells Us about M&A Performance	23
	Merger and Acquisition Waves	23
	Why M&A Waves Occur	23
	First Wave (1897–1904): Horizontal Consolidation	24
	Second Wave (1916–1929): Increasing Concentration	25
	Third Wave (1965–1969): The Conglomerate Era	25
	Fourth Wave (1981–1989): The Retrenchment Era	25

	Fifth Wave (1992–2000): The Age of the Strategic Mega-Merger	27
	Sixth Wave (2003–2007): The Rebirth of Leverage	27
	Similarities and Differences among Merger Waves	29
	Why It is Important to Anticipate Merger Waves	31
	Do Mergers and Acquisitions Pay Off for Shareholders, Bondholders,	
	and Society?	31
	Premerger Returns to Shareholders	34
	High Returns for Target Shareholders in Successful and	
	Unsuccessful Bids	34
	Returns to Acquirer Shareholders May Not Be So Disappointing	36
	Postmerger Returns to Shareholders	37
	Specific Characteristics Vary Acquirer Returns	38
	Smaller Acquirers Tend to Realize Higher Returns	38
	Returns Are Often Positive for Private or Subsidiary Targets	38
	Relatively Small Deals May Generate Higher Returns	39
	Cash Deals Often Exceed Equity-Financed Deals	39
	Aquirer Experience May Not Improve Long-Term Performance of	
	Combined Companies	41
	Bidder Returns Are Good Predictors of Successful Transactions	41
	Bondholder Payoffs	42
	Payoffs for Society	42
	Why Some M&As Fail to Meet Expectations	43
	Overpaying	43
	Overestimating Synergies	44
	Slow Integration	44
	Long-Term Performance is Similar for M&As, Business Alliances,	
	and Solo Ventures	44
	A Case in Point: Consolidation in the Telecommunications Industry	45
3.	Developing Takeover Strategies and the Impact on	
	Corporate Governance	49
	Corporate Governance	49
	Alternative Models of Corporate Governance	49
	Internal Factors That Affect Corporate Governance	51
	Board of Directors/Management	51
	Internal Controls and Incentive Systems	52
	Antitakeover Defenses	53
	Corporate Culture and Values	53
	Factors External to the Firm	53
	Legislation and the Legal System	53

		<b>5</b> 4
	Regulators	54
	Institutional Activists	54
	The Role of M&A in Achieving Good Corporate Governance	54
	The Friendly Approach in the Corporate Takeover Market	55
	The Hostile Approach in the Corporate Takeover Market	56
	The Bear Hug: Limiting the Target's Options	56
	Proxy Contests in Support of a Takeover	57
	Implementing a Proxy Contest	58
	Legal Filings in Undertaking Proxy Contests	58
	The Impact of Proxy Contests on Shareholder Value	59
	The Hostile Tender Offer	59
	Pre-tender Offer Tactics: Purchasing Target Stock in the Open Market	59
	Implementing a Tender Offer	60
	Multitiered Offers	61
	Legal Filings in Undertaking Tender Offers	62
	After the Tender Offer	62
	Advantages of the Hostile Takeover	63
	What Makes the Aggressive Approach Successful?	63
	Other Tactical Considerations	64
	Developing a Bidding or Takeover Strategy	66
	A Case in Point: Mittal Acquires Arcelor in a Battle of Global Titans	70
	GIODAI TILANS	70
4.	Common Takeover Defenses	73
	Pre-offer Defenses	73
	Poison Pills	75
	Shark Repellents	78
	Strengthening the Board's Defenses	78
	Limiting Shareholder Actions	82
	Other Pre-offer Defenses	83
	Antigreenmail Provisions	83
	Fair Price Provisions	84
	Supervoting Stock	84
	Reincorporation	85
	Golden Parachutes	85
	Post-offer Defenses	86
	Greenmail	86
	White Knights	86
	Employee Stock Ownership Plans	88
	Leveraged Recapitalization	88
	Share Repurchase or Buyback Plans	89

Table of Contents vii

## viii Table of Contents

	Corporate Restructuring	89
	Litigation	90
	The Impact of Takeover Defenses on Shareholder and Bondholder Value	90
	Experience Shows Mixed Results	91
	Takeover Defenses May Destroy Shareholder Value	92
	Takeover Defenses May Benefit Initial Public Offerings	93
	Takeover Defenses May Benefit Bondholders	93
	A Case in Point: Verizon Acquires MCI	94
5.	Key Players in Mergers and Acquisitions	99
	Providers of Specialized Services	99
	Investment Banks	99
	Lawyers	101
	Accountants	102
	Proxy Solicitors	102
	Public Relations Firms	103
	Institutional Investors and Lenders	103
	Commercial Banks	103
	Insurance Companies	104
	Pension Funds	104
	Mutual Funds	104
	Hedge and Private Equity Funds	105
	Sovereign Wealth Funds	108
	Venture Capital Firms	108
	Angel Investors	109
	Activist Investors	109
	Mutual Funds and Pension Funds	109
	Hedge Funds and Private Equity Firms	111
	A General Point about Activist Investors	112
	M&A Arbitrageurs	112
	Regulators	114
	Securities and Exchange Commission	117
	Federal Trade Commission and Department of Justice	118
	Other Regulators	119
	A Case in Point: Blackstone Outmaneuvers Vornado to	
	Buy Equity Office Properties	120
6.	Developing the Business Plan as the Initial	
	Phase of the Merger and Acquisition Process	123
	A Planning-Based Approach to Mergers and Acquisitions	124

Table	ΩŤ	Contents	- 1)

	Key Business Planning Concepts	124
	The Acquisition Process	125
	Good Planning Expedites Sound Decision Making	125
	Mergers and Acquisitions Are a Process, Not an Event	126
	Building the Business Plan	127
	External Analysis	128
	Determining Where to Compete	129
	Determining How to Compete	129
	Determinants of the Intensity of Industry Competition	130
	Determinants of Actual Profits and Cash Flow	133
	Internal Analysis	134
	Defining the Mission Statement	136
	Setting Strategic or Long-Term Business Objectives	136
	Common Business Objectives	136
	Selecting the Appropriate Corporate, Business, and	
	Implementation Strategies	137
	Corporate-Level Strategies	137
	Business-Level Strategies	138
	Price or Cost Leadership	138
	Product Differentiation	140
	Focus or Niche Strategies	140
	Hybrid Strategies	141
	Implementation Strategies	141
	The Role of Intangible Factors	142
	Functional Strategies	143
	Strategic Controls	145
	The Business Plan as a Communication Document	145
	A Case in Point: Nokia Moves to Establish Industry Standards	148
7.	The Role of the Acquisition Plan, Finding a Target,	
	and Making First Contact	151
	Pre-Target Selection	152
	Plan Objectives	152
	Resource/Capability Evaluation	154
	Management Preferences	156
	Timetable	156
	Searching for Potential Acquisition Targets	156
	Screening the Initial Search Results	159
	Market Segment	159
	Product Line	160

## **x** Table of Contents

	Profitability	160
	Degree of Leverage	160
	Market Share	160
	Cultural Compatibility	160
	Contacting the Selected Target	161
	First Contact	161
	Small Companies	162
	Medium-Size Companies	162
	Large Companies	162
	Discussing Value	163
	Preliminary Legal Documents	163
	Confidentiality Agreement	163
	Term Sheet	164
	Letter of Intent	164
	A Case in Point: K2 Incorporated Acquires Fotoball USA	167
8.	The Negotiation, Integration Planning, and Closing	
	Phases	173
	Negotiation Phase	173
	Refining Valuation	174
	Deal Structuring	174
	Conducting Due Diligence	176
	The Components of Due Diligence	177
	Buyer Due Diligence	177
	Seller Due Diligence	177
	Lender Due Diligence	179
	Developing the Financing Plan	179
	Integration Planning Phase	179
	Earning Trust	181
	Earnouts	182
	Choosing the Integration Manager and Other Critical Decisions	182
	Closing Phase	182
	Assigning Customer and Vendor Contracts	183
	Gaining the Necessary Approvals	183
	Completing the Acquisition/Merger Agreement	183
	Deal Provisions	184
	Price	184
	Allocation of Price	184
	Payment Mechanism	184
	Assumption of Liabilities	185
	Representations and Warranties	185

	itents

хi

	Covenants	185
	Closing Conditions	185
	Indemnification	186
	Merger Agreements	186
	Other Closing Documents	186
	Financing Contingencies	187
	Is Closing Ever Simple?	187
	Thoughts on Negotiating Dynamics	188
	Thoughts on Closing the Price Gap	190
	A Case in Point: InBev Buys an American Icon for \$52 Billion	193
9.	Financing Transactions	195
	Financing Options: Borrowing	195
	Asset-Based or Secured Lending	196
	Loan Documentation	196
	Pledging Receivables and Inventory	197
	Pledging Equipment and Real Estate to Support Term Loans	197
	Security Provisions and Protective Covenants	198
	Cash-Flow or Unsecured Lenders	198
	Types of Long-Term Financing	199
	Convertible Debt and Debentures	199
	Senior and Junior Debt	200
	Indentures	200
	Bond Ratings	200
	Junk Bonds	201
	Leveraged Bank Loans	201
	The "Road Show"	202
	Assessing Risk Associated with Alternative Capital Structures	202
	Financing Options: Equity and Hybrid Securities	203
	Seller Financing	204
	Highly Leveraged Transactions	205
	Financing Transactions by Selling Discretionary Assets	207
	Estimating the Impact of Alternative Financing Structures	209
	Selecting the Appropriate Capital or Financing Structure	210
	The Importance of Stating Assumptions	211
	A Case in Point: Financing LBOs—The SunGard Transaction	212
0.	3 3	215
	The Role of Integration in Successful Mergers and Acquisitions	215
	Realizing Projected Financial Returns	216
	The Impact of Employee Turnover	216

Acquisition-Related Customer Attrition	217
Rapid Integration Does Not Mean Doing Everything at the Same Pace	217
Viewing Integration as a Process	218
Premerger Integration Planning	218
Putting the Postmerger Integration Organization in Place before Closing	221
Postmerger Integration Organization: Composition and Responsibilities	221
Developing Communication Plans for Key Stakeholders	223
Employees: Adressing the "Me" Issues Immediately	223
Customers: Undercommitting and Overdelivering	224
Suppliers: Developing Long-Term Vendor Relationships	224
Investors: Maintaining Shareholder Loyalty	224
Communities: Building Strong, Credible Relationships	225
Creating a New Organization	225
Establishing a Structure	225
Developing Staffing Plans	227
Personnel Requirements	227
Employee Availability	228
Staffing Plans and Timetable	228
Compensation	228
Personnel Information Systems	229
Functional Integration	230
Revalidating Due Diligence Data	230
Benchmarking Performance	230
Integrating Manufacturing Operations	231
Integrating Information Technology	232
Integrating Finance	232
Integrating Sales	233
Integrating Marketing	233
Integrating Purchasing	234
Integrating Research and Development	234
Integrating Human Resources	235
Building a New Corporate Culture	235
Identifying Cultural Issues through Cultural Profiling	236
Overcoming Cultural Differences	237
A Case in Point: The Challenges of Integrating Steel	
Giants Arcelor and Mittal	238
Glossary	243
References	253
Index	261
HIGGS	201

# WHY WE NEED TO UNDERSTAND THE ROLE OF MERGERS AND ACQUISITIONS IN TODAY'S WORLD

Mergers, acquisitions, business alliances, and corporate restructuring activities are increasingly commonplace in both developed and emerging economies. Given the frequency with which such activities occur, it is critical for business people and officials at all levels of government to have a basic understanding of why and how they take place and how they can affect economic growth. A lack of understanding of the role mergers and acquisitions (M&As) play in a modern economy can mean the failure to use such transactions as an effective means of implementing a business strategy. Moreover, ignorance can lead to overregulation of what are important means of disciplining incompetent managers and transferring ownership of operating assets to those who can utilize them most efficiently.

This book seeks to bring clarity to what is a complex, sometimes frustrating, and ultimately exciting subject. It presents an integrated way to think about the myriad activities involved in mergers and acquisitions. Although various types of business alliances and aspects of corporate restructuring are addressed in brief, the primary focus is on M&As.

# The Book's Unique Features

This book is unique among books of this type in several specific ways. First, it is aimed primarily at practitioners who need a quick overview of the subject without getting bogged down in minutiae. Rather than provide intensive coverage of every aspect of mergers and acquisitions, as might be found in a comprehensive textbook, or "dumb down" the subject matter to provide only superficial—and perhaps inaccurate or misleading explanations—the text occupies a middle ground. No significant knowledge of finance, economics, or accounting is required, although a passing acquaintance with these disciplines is helpful. While reader-friendly, the text also draws on academic studies to substantiate key observations and conclusions that are empirically based. Details of these studies are often found in chapter footnotes.

Each chapter concludes with a section called "A Case in Point" that illustrates the chapter material with a real-world example. These sections include thought-provoking questions that encourage you, the reader, to apply the concepts explored in the chapter.

### Who Should Read This Book

This book is aimed at buyers and sellers of businesses, financial analysts, chief executive officers, chief financial officers, operating managers, investment bankers, and portfolio managers. Others who may have an interest include bank lending officers, venture capitalists, government regulators, human resource mangers, entrepreneurs, and board members. In addition, the book may be used as a companion or supplemental text for undergraduate and graduate students in courses on mergers and acquisitions, corporate restructuring, business strategy, management, governance, and entrepreneurship. Supplemented with newspaper and magazine articles, the book could serve as the primary text in an introductory course on mergers and acquisitions.

For a more rigorous and detailed discussion on mergers and acquisitions and other forms of corporate restructuring, the reader may wish to see the author's textbook on the subject, *Mergers, Acquisitions, and Other Restructuring Activities*. The 5th edition (2009) is published by Academic Press. The reader also may be interested in the author's *Mergers and Acquisitions Basics: Negotiation and Deal Structuring*, also published by Academic Press in 2010.

# **ACKNOWLEDGMENTS**

I would like to express my sincere appreciation for the many resources of Academic Press/Butterworth-Heinemann/Elsevier in general and for the ongoing support provided by Karen Maloney, Managing Editor, and J. Scott Bentley, Executive Editor, as well as Scott M. Cooper, who helped streamline this manuscript for its primary audience. Finally, I would like to thank Alan Cherry, Ross Bengel, Patricia Douglas, Jim Healy, Charles Higgins, Michael Lovelady, John Mellen, Jon Saxon, David Offenberg, Chris Manning, and Maria Quijada for their many constructive comments.