

QUICK Q&A

Answers to not-so-common questions

Even the most experienced HR pros have questions from time to time. Our monthly Quick Q&A series provides answers to not-so-common questions and links to helpful resources.

Q. We're evaluating some acquisition opportunities. What are some of the benefit and HR issues we should consider?

A While considerable attention is paid to an acquisition's financial terms, purchase agreements and closing details, it's important to evaluate the impact of an acquisition on employee benefit programs and company culture. To prepare for an acquisition, strategize by asking these key questions.

- Does the claims history of the absorbed company indicate plan liabilities?
- Do both companies have the same funding structure?
- Will a merger bring your employee count high enough to subject the business to additional state or federal laws and regulations?
- What will you do if the paid-time-off policies of the companies drastically vary?
- How will culture differences, like differing dress codes, be addressed?

Don't let employee benefits or HR issues fall to the wayside when considering a major business move. Asking the right questions is essential to getting relevant insights that minimize your risks and align an acquisition for success.

If you're discussing a merger or acquisition, refer to Bukaty's M&A talent for a thorough analysis of how your health and welfare plans could impact a merger.

Additional Resources:

- [M&A Services](#)
- [M&A executive summary](#)

Got an HR question? Let us know how we can help at HRconsulting@bukaty.com.