

# **DNOW Integration Process**

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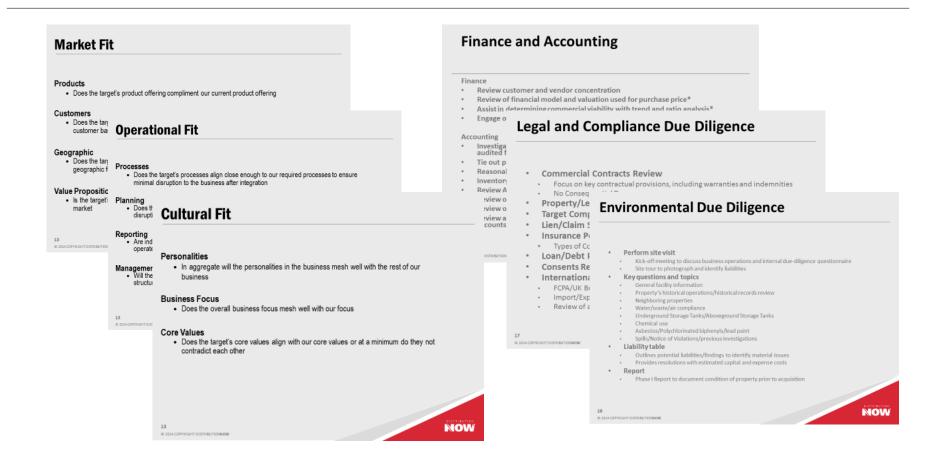
### **LONG-TERM GROWTH - ACQUISITION STRATEGY**

# High value-add solutions bring a sustainable competitive advantage:

- Leverage product lines brought in through acquisitions to gain organic share
- Form strong customer relationships ...
- Further differentiate us from our competitors
- Promote cross-selling ...



## **Functional DD Checklist Examples**



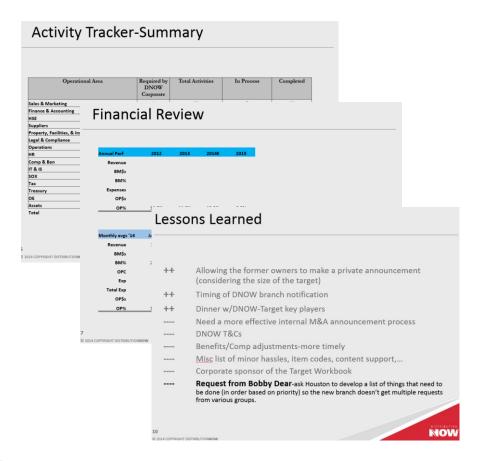


## **Integration Plan** Day One – Year One

Operations Key Activities	Corporate	`	Status Complete/Inprocess ' Not Initiated Yet)	Day 1 Requireme	y / Post Close / Day 100	Last Meeting: 101 Days - 1 Year	Notes	
Begin using DNOW T's &		High No	ot Initiated Yet	X				
for feedbac Key Activitie Conduct 3 manageme		Require DNO Corpor	W Category		Status A) (Complete/Inproc Imitated Yo		se Post Close / 101 I Day Day 100 Plan	Meeting: Days - 1 Year
	urn to Risk Mgmt all insurance policies related to ases, address of physical locations, employee sche		Financial assessment	High	Not Initiated Yet	X		
sales order Confirm o and custon to poate purpose set to expuse set to e	Comp & Ben Key Activities	Required by DNOW Corporate	Subfunction Category (	Priority H/M/L/NA) (	Status Complete/Inprocess/ Not Imitated Yet)	Pre Close Activity / Day 1 Requirement		Last Meeting: 101 Days - 1 Yea
	Assess whether it is necessary to normalize employees' salaries due to a benefits change.	X	Compensation & Benefits	1	Not Initiated Yet	X		
	Ensure continuity and/or renewal of existing benefit plans and contract terms	X	Compensation & Benefits	1	Not Initiated Yet	X		
	Inventory health and welfare plans offered to employees and retirees	X	Compensation & Benefits	1	Not Initiated Yet	X		
	Understand financial and legal obligations of health, pension and welfare plans	X	Compensation & Benefits	1	Not Initiated Yet	X		
	Develop strategy to rationalize and optimize benefit policies, plans and terms	X	Compensation & Benefits	1	Not Initiated Yet		X	
	Standardize benefit policies, plans and terms across company	X	Compensation & Benefits	1	Not Initiated Yet			X
	Design harmonized compensation structure, performance incentives and recognition programs	X	Compensation & Benefits	1	Not Initiated Yet		X	
	Harmonize salary, compensation and benefits structures and plans	X	Compensation & Benefits	1	Not Initiated Yet			X
	Define new employee salary bands (based on the new org charts, titles and roles & responsibilities)		Compensation & Benefits	1	Not Initiated Yet			X



#### **Post Close Review**









# Thank you