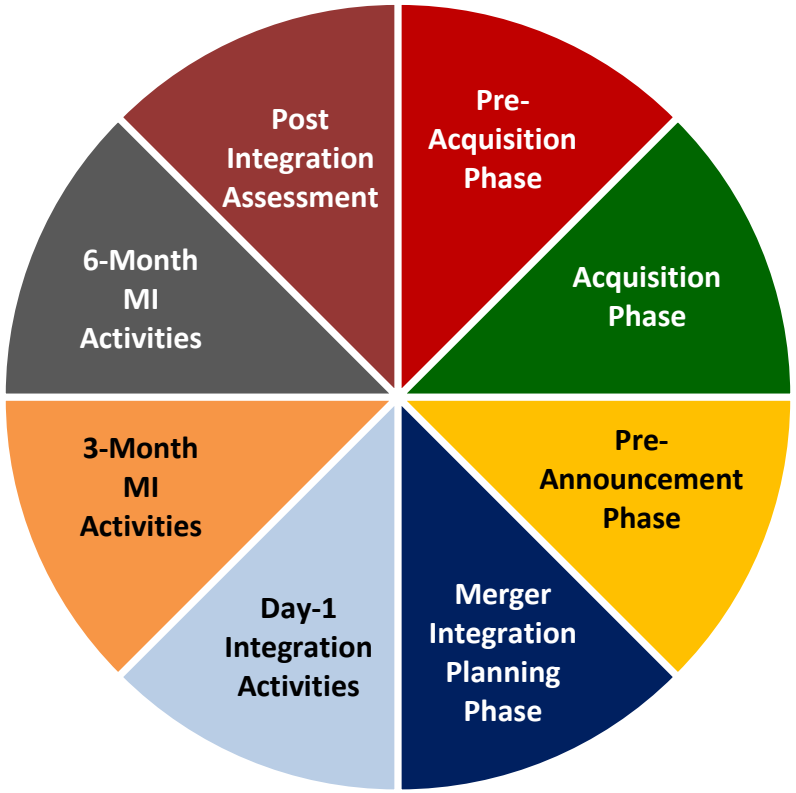
MERGER INTEGRATION



Pre-acquisition Phase	✓ Roles and responsibilities ✓ Governance and authorities
Acquisition Phase	✓ MI leader updates ✓ Target MI end phase
Pre-announcement Phase	✓ MI functional team leaders established ✓ Acquisition overview provided ✓ MI goals and objectives conveyed
Merger Integration Planning	✓ Complete MI plans developed ✓ MI timeline established
Day-1 MI Activities	✓ Day-1 management and operations set – with or without IT conversions ✓ Day-1 MI plans implemented
3-Month MI Activities	✓ All management positions finalized ✓ Preparations for IT-impacted area integrations
6-Month MI Activities	✓ IT-impacted MI plans implemented ✓ Final MI activities completed
Post-integration Assessment	✓ 6-month post-MI review ✓ What went well? What needs improvement

Merger "Success" dependent upon quality of Merger Integration. Plan meticulously. Set priorities. Execute adroitly. Merger integration impacts all parties: employees, customers, communities and regulatory agencies.