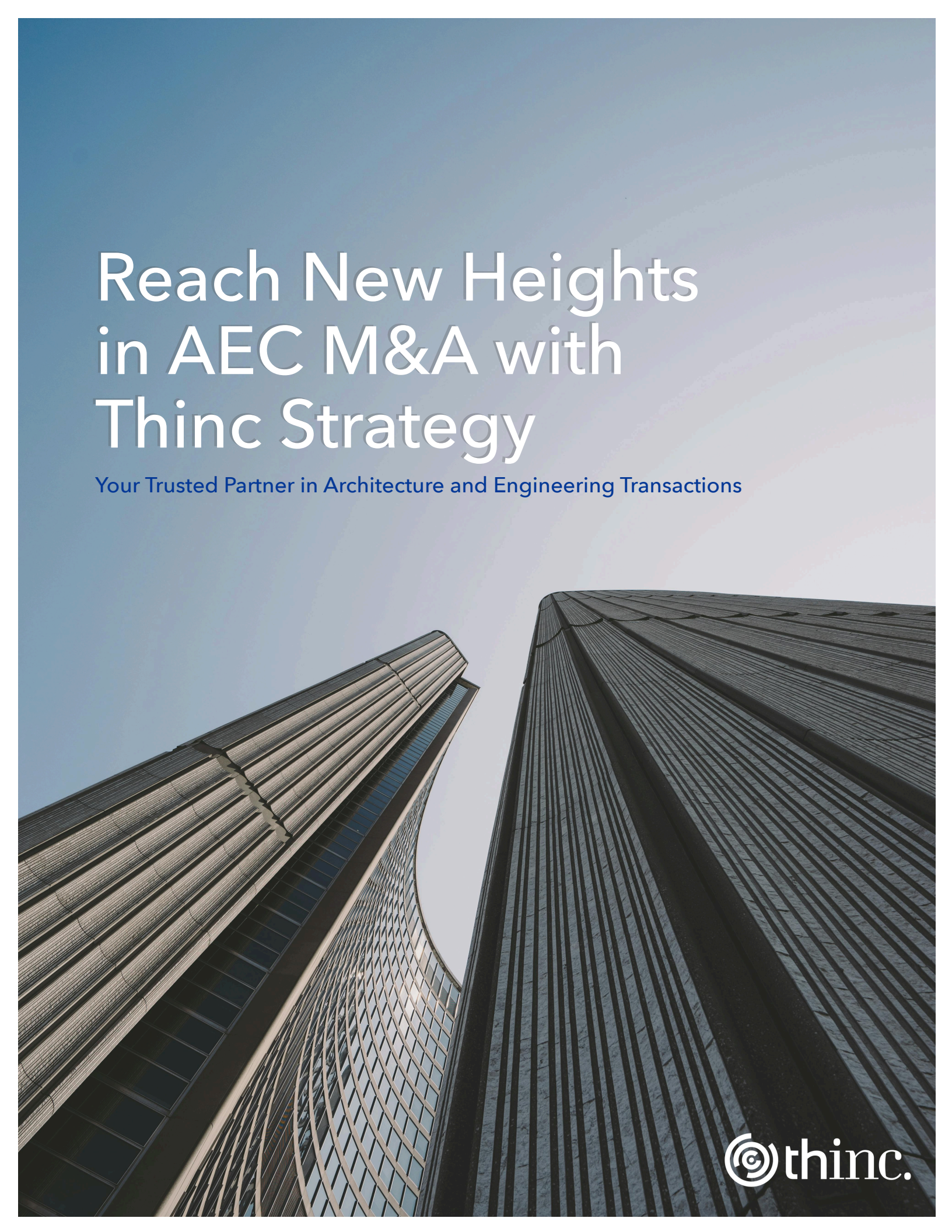




Reach New Heights in AEC M&A with Thinc Strategy

Your Trusted Partner in Architecture and Engineering Transactions





Are you ready to take your
Architecture or Engineering firm
to the next level?

At Thinc Strategy, we specialize
in guiding AEC companies
through the unique challenges
and high-stakes opportunities of
mergers and acquisitions.
Discover how our expertise and
proven approach can turn
complexity into competitive
advantage.

Navigating M&A in AEC: What Matters Most

Protect Value
Retain Talent
Preserve Culture

Cultural Integration

Every AEC firm boasts a unique culture shaped by leadership and design philosophy. Without the right integration, talent loss and client dissatisfaction can threaten your deal. Thinc Strategy's early assessments and tailored integration plans make your transition seamless.

Valuation Complexity

From fluctuating project pipelines to specialized intellectual property, valuing an AEC firm can be daunting. Our team uses industry-specific models to ensure you capture full value and avoid costly surprises.

Talent Retention

Licensed professionals and long-tenured staff are your competitive edge. Our retention programs and culture-first strategies keep your team engaged before, during, and after the transaction.

Project-Based Revenue

AEC revenue ebbs and flows with project cycles. We dig deep into your project pipeline and client contracts to provide accurate financial modeling and deal structures you can trust.

Regulatory & Licensing

Navigating state-specific licensing and compliance is no small feat. Thinc's rigorous due diligence and legal planning ensure a smooth, risk-free transition.

Systems Integration

With a multitude of project management and ERP systems, unifying operations is crucial. Our IT audits and phased harmonization keep your business running efficiently, every step of the way.

Client Relationship Management

Your clients value relationships as much as results. We help you design communication and continuity plans that preserve trust and prevent client churn.

How Thinc Strategy Can Set You Apart

Deep Sector Expertise

Our team's hands-on experience in AEC means we understand your revenue models, cultural nuances, and regulatory landscape, ensuring tailored guidance at every turn.

Custom Feasibility Studies

Go beyond the numbers with Thinc's unique feasibility studies. We blend financial analysis with stakeholder interviews, strategic modeling, and organizational reviews for a 360° view of your business potential.

C-Suite Insight

Work with seasoned CEOs, CFOs, and COOs from leading AEC firms, bringing practical wisdom to your most pressing operational and strategic challenges.

Post-Merger Integration Support

From interim CFO services to accounting and management support, our managed services deliver the resources you need for lasting stability and growth.

Strategic Valuation Approach

Our bespoke valuation model considers every factor—from project pipeline strength to intellectual property—providing you with a strategy-driven, reliable valuation.

Relationship-Centric Deal Structuring

We structure deals to preserve your most valuable assets—trusted client and employee relationships—so your legacy and network remain intact.



Engaging Thinc Strategy as your M&A partner means gaining a comprehensive suite of services designed to guide you through every phase of the transaction. Our scope of work includes:



Initial Readiness Assessment: We conduct a thorough evaluation of your firm's current financial health, operational maturity, and market positioning to ensure you are well-prepared for the transaction process. This includes risk identification and mitigation planning.

Target Identification & Outreach: Leveraging industry insight, we help identify and vet prospective buyers or acquisition targets that align with your strategic objectives. Our approach ensures cultural fit, complementary capabilities, and shared vision.

Valuation & Financial Modeling: Utilizing our tailored valuation methodologies, we deliver detailed, strategy-driven valuations and scenario-based financial models, giving you a clear understanding of deal value and long-term impact.

Diligence Management: We orchestrate the due diligence process, coordinating with legal, financial, and technical experts to surface and resolve issues early. Our team manages data room organization, documentation flow, and Q&A to streamline the experience.

Deal Structuring & Negotiation: Thinc provides hands-on support in structuring transactions that protect your interests, including term sheet development, negotiation strategy, and collaborative problem-solving to overcome roadblocks.

Integration Planning: We develop post-transaction integration strategies that foster alignment across teams, systems, and cultures, ensuring synergies are realized while minimizing disruption.



Change Management & Communications: Our team crafts internal and external communication plans to facilitate transparent, positive messaging throughout the deal cycle, helping you retain talent and reassure stakeholders.

Ongoing Support: Beyond closing, Thinc remains at your side to oversee integration milestones, performance tracking, and troubleshooting, ensuring your M&A delivers lasting value.

With Thinc Strategy Inc., you receive a holistic, end-to-end M&A advisory partnership—tailored to your unique business, your people, and your future ambitions.

Ready to build your firm's future?

**DISCOVER HOW THINC STRATEGY CAN HELP YOU
UNLOCK NEW POSSIBILITIES THROUGH M&A.**

Visit us at www.thincstrategy.com and
let's start your journey to seamless success.

