

ACQUISITION UPDATE

2022 is proving to be just as wild a ride as the previous two years. At the end of 2021 Rentokil and Terminix entered into one of the richest purchase agreements our industry has seen. It's unclear if that announcement contributed to the slow start we saw for M&A in 2022, but the merger announcement, along with other economic factors, has definitely had an impact on acquisitions. The first economic factor affecting M&A is inflation. It's impacting everyone from consumers to business owners. The impact on M&A is simple; either a business needs to raise prices or improve efficiency, or margin erodes. If margin erodes, the value of your business goes down. The second factor is the cost of

capital – when interest rates rise, the purchase price is lowered to compensate for the increase. The third factor is taxes. The federal deficit is ballooning and tax increases are coming. The more taxes you pay, the less you keep when you sell your business. Which brings us back to the Terminix acquisition by Rentokil. Slowly but surely, Rentokil is completing the necessary hurdles required to complete the sale and we should expect the closing to take place at the end of Q3 or beginning of Q4. With that closing will come change. Most likely we will see a quiet period where both businesses are focused on the integration, mostly removing them as potential buyers for some months until things get settled. Beyond the

integration period it feels like their acquisition strategy will change. They will no longer compete with one another as buyers, and less qualified buyers in the marketplace is unfavorable for sellers. No one has a crystal ball but the buyer dynamic will most certainly change; the details of how haven't been played out yet. How other buyers (Rollins, Anticimex, Arrow, Certus, etc) respond to the acquisition is also unknown. They might become more aggressive to fill voids in their footprint, which could benefit buyers. Only time will tell and we are watching closely in order to advise our clients as the landscape changes.



5 QUESTIONS WITH Kemp Anderson

1 When's the right time to sell?

There's no way to time the market, but changes are happening that could impact industry M&A. As taxes go up, you will keep less of what you sell. As the cost of money goes up for buyers, they may factor that into valuations paying less. As inflation goes up, your profit may decline along with offers. The sale of Terminix to Rentokil could slow down activity from or remove one of the largest buyers from the M&A market. Other factors like the war in Ukraine, fuel prices, fleet availability and so on can slow down M&A with global instability making buyers more cautious. This and more factor in both the appetite for M&A and the valuations we see for businesses that sell. It feels like now is potentially a great time to sell as the fallout from all of this seems certain to linger.

2 What's my business worth?

Buyers have sophisticated valuation models that produce a "range" for your unique company. Sellers leave money on the table when they represent themselves. Both price and terms are critical. There are too many factors to give even a range here, but we give clients an accurate estimate after learning a few key details about their business.

3 Why should I hire a consultant when I could represent myself?

Experience, relationships, expertise, guidance and more. Knowing how to effectively represent you and negotiate a purchase price and terms is a hardearned skill. Having a leader that calmly and confidently navigates the seller's team and the buyer to a successful close—that's priceless.

4 How long does the process take to sell a business?

On average, it takes three to six months from the day we start working. There are many factors that could speed that timeline up or drag it out, but most clients sell within that timeframe.

5 You mentioned a "seller's team." What did you mean by that?

The smoothest, most celebrated transactions are achieved when a great team comes together to represent the seller: an experienced M&A attorney, an experienced CPA and the leadership of Kemp Anderson Consulting. The more seasoned and professional the team, the better the outcome for the seller. Experience matters. Note: Be aware of conflict of interest. All parties representing the seller should be independent of each other.

BEHAVIORAL FINANCE



Source: Wealthmanagement.org

Isn't Finance and M&A supposed to be rational?

When we think of "Finance" we probably think of P&L's, Balance Sheets, Bank Statements, Tax Returns, budgets and so on. Did you know there is a subset of financial studies that are connected to psychology and behavior? Much like the stock market, mergers and acquisitions with the pest control industry are subject to emotional swings. Most M&A in advisors our industry have been pointing out for years that multiples are at an all-time high, yet they keep increasing. That doesn't mean they won't fall, but this message taps into and owners personal behavioral finance psyche, potentially cranking up emotions instead of defining a rational argument and process for when it's best to sell your company for you and your family.

Behavioral Finance may sound confusing, but it's fairly simple. The two pillars of behavioral finance are:

1. cognitive psychology (how people think) and
2. the limits to arbitrage (when markets will be inefficient).

These two pillars are the foundation to the concept of Behavioral Finance, let's look at what these pillars support.

Behavioral Finance Concepts Explained

So how do those 2 pillars translate to everyday life? Let's look at cognitive psychology. In M&A, mental accounting could refer to an owner allocating money for specific purposes – such as acquiring a smaller pest control company. The act of acquiring a smaller company probably means increased route density, overhead efficiencies, and improved margin. Another example is an owner that hears about a crazy high multiple and thinks "if so and so got "X" for their business, then I could sell for X+!" But these two examples are driven by very different parts of our brain. The first example is driven by logic, the second example is typically driven by emotion and lacks applicable context.

Herd behavior is another cognitive psychology where people tend to mimic the behaviors of a crowd. People tend to think, if everyone is doing it, I should probably do it too. Remember the "internet bubble" and "housing bubble"? Herding is notorious in the stock market but could easily apply to the pest control industry as it did internet stocks and housing. 2021 was a booming year for M&A transactions. Many PCO's are running for the door because taxes are low and/or multiples are high. Were these owners sitting down and doing the math on a tax increase really warranting selling? Would they benefit in the long run or were they emotionally driven by messages in the marketplace? What about the "herd behavior" from the negative influence of inflation tugging on P&L's or interest rates influencing the cost of capital?

Herd behavior is fueled by an emotional gap. Emotional gap refers to decision-making based on extreme emotions or emotional strains such as anxiety (my friends are selling, should I?), anger, fear (tax increase, inflation), or excitement (high multiples). Oftentimes, emotions are a key reason why people do not make rational choices, again, this is a focus on "behavior" versus rational financial thought, strategy and process.

Anchoring refers to attaching a spending level (buyers) to a certain reference. An example may include spending consistently based on a budget level even in M&A. Most serial acquirers budget all levels of M&A activity including the transaction itself, due diligence, legal and accounting, integration and beyond. Buyers tend to be disciplined. If you are not experienced with transactions and M&A, most buyers will know and leverage that against you. Their job is to buy for the least amount possible. The right advisor will counter that on your behalf.

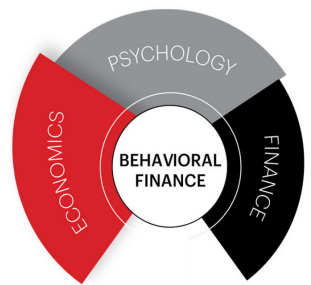
We are all guilty of these behavioral concepts in one way or another. It's human nature! But there's another behavioral concept that gets us in trouble more often than the rest; and that's self-attribution.

Self-attribution refers to a tendency to make choices based on overconfidence in one's own knowledge or skill. In M&A, that's an inexperienced seller who thinks they know just as much, or more, than the next guy. If you have never sold a pest control company, why would you have the confidence to take on such an endeavor without preparing and being represented? This is the ideal scenario for buyers! Buyers LOVE an unrepresented seller. Sellers don't know what they don't know, and buyers are happy to use that to their advantage every time. Confucius said, — "If you are the smartest person in the room, then you are in the wrong room." The buyers will be very nice and professional -- but will gladly buy low.

“Bias” in Behavioral Finance

Confirmation Bias

One example of confirmation bias is when buyers in our industry have a bias toward accepting information that confirms their already-held belief in an investment or target company (seller). If information surfaces, investors may accept it readily to confirm that they're correct about their investment decision—even if the information is flawed. I refer to this a “deal lust”. An example could be a buyer needing and finding a business in a specific market and wanting it so badly they are willing to look past poor pricing, poor retention of customers and/or employees, or poor financial results by the seller. Buyers rarely get deal lust to this degree.



Source: winofphiladelphia.org

Experiential Bias

Experiential Bias is when the outcome of a transaction tends to be biased towards a result expected by the human buyers and sellers. The inability of a human being to remain completely objective is the ultimate source of this bias. This is why is strongly suggest all sellers have representation. As an example, we completed a transaction a few years ago where there was a class action lawsuit against our client. While we were able to get the litigation settled just prior to close, the experiential bias from the buyer allowed the buyers legal team to actually partner with and help the seller pre-close. In reality, the buyer probably should have disengaged until the litigation was settled, but they did the opposite and stayed engaged and even supported a business they did not own.

Loss Aversion

Loss aversion is the concept that people experience losses more severely than equivalent gains. You've probably heard professional athletes describe hating a loss more than enjoying a win. This is the same concept. As a result, some investors might want a higher payout to compensate for losses. For this reason, valuation and negotiation experience is critical.

An example could be when PE Firms (Private Equity) enter the Pest Control Industry. The PE buyer is thinking that they want to realize gains quickly – typically around 5 years more or less. However, when an investment is losing money or underperforming, they'll hold onto it because they want to get back to even or their initial entry price. Buyers tend to admit they are correct about an investment quickly (when there's a gain). However, investors are reluctant to admit when they made an investment mistake (when there's a loss). In other words, buyers gauge the performance of their investment based on their unique purchase price disregarding fundamentals of the investment that may have changed over time.

Familiarity Bias

Familiarity bias is when buyers invest in what they know. Buying because you are familiar with the industry, seller, company or asset. Familiarity bias is baked into the acquisition process. When buyers spend time “getting to know sellers” it can inherently lead to bias itself.

Behavioral Finance allows for the observation of how psychological and social factors can influence the buying and selling of stocks and even a pest control company. Broadly, behavioral finance theories have also been used to provide clearer explanations of substantial market movements like bubbles and deep recessions. Buyers and seller's representatives have a vested interest in understanding behavioral finance trends in the pest control industry and beyond. These trends can be used to help analyze market price levels and fluctuations for speculation as well as decision-making purposes. Said differently, will transactions continue to rise in value, or have we hit our peak and prices are about to dip? Our industry is full of hearsay. Be careful what you believe.

Overcoming Behavioral Finance Issues

There are ways to overcome negative behavioral tendencies in relation to investing. Here are some strategies you can use to guard against biases.

#1 Focus on the Process.

At Kemp Anderson Consulting, we believe strongly that a proven and well-defined process leads to exceptional results for our clients. In general, there are two approaches to decision-making:

- a) Reflexive – Going with your gut, which is effortless, automatic and, in fact, is most people's default option. Relying on reflexive decision-making makes us more prone to deceptive biases and emotional and social influences and mistakes.
- b) Reflective – Process driven, logical, experienced and strategic but requires effort to engage in actively. Establishing logical decision-making processes can help protect you from errors.

Get yourself focused on the process rather than the outcome. If the process is correct, the outcome should exceed your expectations. Focusing on the process will lead to better decisions because the process helps you engage in reflective decision-making.

#2 Prepare, Plan and Pre-Commit

Behavioral Finance is a very interesting and real concept. All you really have to do is ask someone who has sold a business and gone entirely through the process. Ask them about the emotional journey they went on and ask about the process they went through. Don't just ask how much they got when they sold. They rarely answer this question accurately and you can never validate the answer short of seeing the closing statement, so why ask? The greatest myth in the pest control industry is that sellers get paid a multiple on their revenue. Sellers get a range of values when they sell, and that range is not just a multiple of revenue. The purchase price also factors in route density, the value of tangible assets (are your trucks new and in good condition), service territory/geography, employee retention, customer retention, service mix, and on and on. Sellers are put through a process from meeting buyers, getting offers, due diligence, legal and integration on the back end. It's a process and buyers know about behavioral finance and when you are not represented many can use it to their advantage.

Behavioral finance teaches us to invest by preparing, by planning, and by making sure we prepare and pre-commit to a process. Remember the Warren Buffett quote, “Risk comes from not knowing what you're doing.”

CERTUS ACQUIRES DONOVAN'S PEST CONTROL IN CALIFORNIA

Certus broadens their footprint in the Bay Area with the acquisition of Donovan's Pest Control.

Founded by owner Jim Donovan, Donovan's Pest Control services San Francisco, The Peninsula and North San Jose areas.

Jim Donovan was and raised in the City and County of San Francisco. After graduating from Mission High School, he entered the job market and was hired by the University of California, San Francisco as an Animal Caretaker for the Animal Care Facility in the research department. Soon he moved up the ladder to become a pre- and post-surgical technician in the Experimental Research Department.

In early 1982, Jim returned to school, earning his Associate's degree in Administration of Justice. He was hired by the City and County of San Francisco as a Police Officer and soon realized that

police work was not for him and his family.

Looking for a win-win opportunity, Jim became interested in the pest management industry after meeting several local entomologists; he began studying pest biology and behavior. He worked with Berkeley Professor Art Slater and his students. Jim studied the biology and behavior of insects, rodents, chemicals, chemical safety, pest management philosophies, sales, and leadership. The University of California hired him to work as a Pest Management Technician, solving pest issues at the U.C.S.F. campus. Under the direct supervision of Berkeley entomologists, he mastered the complexities of pest management at the university that had many environments such as student housing, medical facilities, research departments, animal care facilities, restaurants, student union facilities, and hospital and clinics. Jim soon realized

that the private sector had many positive opportunities. So he studied and passed the California State Board exams, passing his Operator's/Contractor's license. This led to managing a family-owned business in San Mateo, California, which later sold to Terminix.

After the sale, Jim decided he had to strike out on his own -- and Donovan's Pest Control was born. For over 30 years, Donovan's has provided Integrated Pest Management (IPM) services for

“Thank you, Kemp and Theresa, for understanding my position and not just the industry's position... I cannot thank you enough for leading me into my next phase of life.”

- Jim Donovan

ROLLINS ACQUIRES SEVEN HULETT ENVIRONMENTAL SERVICES BRANCH OFFICES

THE PURCHASED BRANCHES WILL BE REBRANDED DURING 2022 AND BECOME PART OF NORTHWEST EXTERMINATING'S

ATLANTA - Rollins announced it recently completed the purchase of seven branches in Southeast and Southwest Florida from Hulett Environmental Services. Based in West Palm Beach, Hulett retained its core operations and will continue to serve communities from Palm Beach County to Vero Beach.

This expansion into South Florida will be an acquisition under Northwest Exterminating. Commenting on this matter, Tim Hulett said “I was pleased to team up with Northwest Exterminating

to achieve my goals. While this was a difficult decision, this transaction allows me to balance the demands of continuing to lead Hulett with my strong desire to spend more time with my family.”

The purchased branches will be rebranded during 2022 and become part of Northwest Exterminating's southeastern platform business led by Stanford Phillips and his team.

“Our strategy of connecting with leading companies like Hulett to create a future that is good for customers, teammates,

and their families, continues to be the foundation of our acquisition success. Liz and Tim Hulett have built an exceptional family pest control business, and we are thankful that they chose to work with us to achieve all of their goals,” said Stanford Phillips, Co-President of Northwest Exterminating.

Kemp Anderson Consulting acted as the exclusive financial advisor to Hulett.



“I want to thank you for the care and respect you had for my family and I. Being one of the single hardest decisions I have had to make. I appreciate the diligence and attention to detail you and your team provided. I would highly recommend your services to anyone considering this new chapter in life.”

- Chris Murphy
Owner of Inman-Murphy

RENTOKIL ACQUIRES JP PEST SERVICES

The beginning of JP Pest Services began with J. Justin Pestana, known to many as “Jack”. He was a first-generation Portuguese immigrant who arrived in New England when he was a small child around 1901. He was ambitious to succeed, selling newspapers and apples on the streets of Boston. His ambition only grew with age and Jack founded JP Chemical Company in 1923.

Along with other siblings and family members, Jack’s son Justin was raised in the business. He attended college at the University of New Hampshire and transferred to Purdue University to enroll in their newly formed Urban Entomology program. He also participated in Purdue’s ROTC program while attending college. Justin graduated from Purdue in 1955 with his degree in urban entomology and a strong interest in joining the United States Marine Corps. After fulfilling his active-duty service in the Marine Corps, Justin returned to the family business in 1958 to work alongside his father, his sister Arlene, and his brother-in-law Ralph. He showed great potential as a businessman and leader at a young age, and his entomological experience along with his Marine Corps’ education in organizational structure, discipline, and protocol, enabled JP Chemical Company to continue on its pathway to success.

Following Jack’s untimely passing in 1964, Justin took over the daily operations for JP Chemical. Justin immediately



implemented a new level of standards in customer service and employee values that remain the foundation of the company today. Justin had three children and raised his 2 sons in the family business. Justin mentored and enjoyed watching his sons Joe and Chris work their ways up through the organization with the same passion, drive, and commitment that he possessed. In 1995 the business was moved from the founding location in Amherst, NH to a new corporate office in Milford, NH, where it remains today.

In 1998 Joe was promoted to President and a few years later Chris assumed a new role of VP of Sales and Marketing.

As the business continued to expand, they recognized the need to rebrand JP Chemical Co. In 2007, to better reflect the service offerings they provided, JP Chemical Co became JP Pest Services LLC. Most family business decline with each passing of the baton, but JP Pest Services thrived under its 3rd generation leadership in ways Jack and Justin Pestana could have only dreamed about. They built an incredible culture and became a bedrock in the community.

Kemp Anderson Consulting had to extreme pleasure of representing Joe, Chris, and the team at JP Pest Services on their recent sale to Rentokil.



PCT VIRTUAL CONFERENCE MERGERS & ACQUISITIONS

This August Kemp is sharing his in-depth thoughts on the business challenges PCO’s face in 2022 and beyond, as part of PCT’s Mergers & Acquisitions virtual event. Pest control operators learned to pivot and, in many cases, reinvent their business model during the COVID-19 era. While PCOs are optimistic for brighter days, they need to be aware of the next set of business challenges, namely tax issues, inflation and interest rates. Whether or not PCOs are considering selling, they’ll need a plan in place to weather this upcoming storm.

Follow me on LinkedIn for link to my presentation, for free, after the event.

www.linkedin.com/in/kempanderson/

OUR TEAM

KEMP ANDERSON – kemp@kempanderson.com • (407) 466-5859

Kemp Anderson is the driving force behind Kemp Anderson Consulting. The business provides expert navigation to business owners and executive leadership on a number of initiatives including Divesting and all M & A development through post-integration activities, business strategy and implementation, due diligence when buying, selling or investing in any business, as well as transaction negotiation, negotiating from a seat of experience and knowledge, practicality and savvy personal presence to deliver the best value for all clients. Working tirelessly in the residential and commercial services industry sectors, Kemp works with private and public companies as well as private equity firms to drive growth and deliver increased profits.

Kemp possesses a keen vision of how to successfully run a business and reinforces his actions with financial expertise, common sense, and leadership capabilities including how to motivate, develop and manage employees to align with the goals of the enterprise and share in the rewards of success. Kemp has owned and operated his own company's, so he understands the challenges of day-to-day business, and yet can look at operations from a strategic perspective to guide future actions needed to stay current, profitable and in business.

Previously Kemp was the VP Business Development at Scotts Lawn Service (SLS), a division of Scotts MiracleGro (NYSE: SMG), the world's largest

marketer of branded consumer lawn and garden products. His responsibilities included leading all merger and acquisition (M&A) activity, developing new service lines, growing existing service lines, as well as the expansion of the franchise operations including service offerings and growth in a new geography.

As a business leader with SLS, he delivered an acquisition in less than 2 years of the defined strategic initiative. It was the 56 largest pest control company in the US launching Scotts into an entirely new service sector. Additionally, in 2013-2015, he was responsible for and grew the franchise network of over \$65MM in domestic revenue with 1,000+ employees to the largest organic growth in over 5 years for the enterprise. He also spearheaded new consumer service program offerings that produced record new service line revenue and profits for the enterprise.

Prior to joining SLS, Kemp was Director of Acquisitions for Rollins, Inc. (NYSE: ROL), parent of Orkin, responsible for expanding the company via merger and acquisition activity throughout North America and the Caribbean. In that role, he led Orkin into Puerto Rico and USVI helping take the organic footprint International.

At Middleton Lawn and Pest Control, Inc. (NASDAQ: SNR, a holding of Royal Palm Capital Partners – a PE Firm), Kemp was both Director of Business Development and Manager

of Legal Affairs. He was responsible for growing the company organically and via acquisitions, with oversight and negotiation of all acquisitions. The entire enterprise doubled in 5 years. As Manager of Legal Affairs, Kemp oversaw M&A, customer, and employee-related legal action as well as facility and environmental oversight to approximately 30 locations regarding leases and environmental guidance. As Founder and President of America's Pest Solutions and NOT1BUG.COM, he started and built a pest control and termite company from the ground up, offering the consumer a choice between conventional home services or do-it-yourself products purchased via an internet site, shipping products to the 48 contiguous states in the U.S., Mexico, and Canada. This endeavor included privately funded M&A activity.

He began his service industry experience at Sears Termite and Pest Control in Branch Operations, then Customer Service Leadership, District Operations Management and Leadership and later Director of Business Development company-wide. This is where Kemp first worked in M&A leading an effort to expand with patented products and processes from Australia. Kemp holds a bachelor's degree in Political Science from Rollins College (92) as well as an MBA from The Roy E. Crummer Graduate School of Business at Rollins College (94). Kemp and his wife live in Florida and are the proud parents of four sons.

THERESA CHILDS – theresa@kempanderson.com

For nearly a decade, Theresa was the Brand Manager for Rollins, Inc. a premier global consumer and commercial services company (NYSE: ROL). Rollins provides essential pest control services and protection to more than two million customers from more than 700 locations around the globe. Theresa held marketing responsibilities for several wholly owned subsidiaries including Orkin LLC., Critter Control, Inc., and Trutech LLC.

Her responsibilities included creating brand affinity among target consumers while improving sales and market share, leading content strategy and execution, managing the development and maintenance of iPad sales applications, and she was a member of the new product development team; bringing new concepts, services and service enhancements to market. During her tenure at Rollins (2008 – 2017) there were 9 consecutive years of improved earnings, 12 major company acquisitions in the US and overseas, and the rollout of 5 major enterprise-level sales applications.

Prior to Rollins, Theresa worked in several marketing agencies. Her clients included The American Diabetes Association, Home Depot, Paralyzed Veterans of American, BellSouth, the State of Georgia, American's Second Harvest, SunTrust, Coca-Cola, Solvay, Merck, Arby's, Cracker Barrel, Cingular Wireless, Philips Electronics and Cox Communications.

Theresa holds both a bachelor's degree in Graphic Communications (2003) and an MBA (2016) in Entrepreneurship and Innovation from Clemson University. She and her family split their time between Greenville, SC and Atlanta, GA.

5 CRITICAL STEPS TO A SUCCESSFUL TRANSACTION

1. A mergers and acquisition consultant is absolutely critical. And I'm not just saying that because that's our area of expertise. Most people have never sold a business before; selling your greatest asset is not the time to learn through trial and error. An M&A consultant should help you prepare to sell. As such, this person or team should know the pest management industry and your business inside and out in order to add value to you as you begin to prepare to exit while positioning your enterprise in its best light, taking time on the front end prior to going to market. However, it will pay large dividends as this work will help you and your family achieve a premium for your company. Skipping this step and not making this critical hire can literally cost millions of dollars in value as the offers for your company come in.
2. A specialized acquisition attorney is key to the process. Simply put, attorneys who specialize in M&A know what to focus on in an acquisition and will not waste everyone's time and your money focusing on silly things like font size or formatting or, worse yet, simply making a material error an experienced M&A attorney would not. A specialized acquisition attorney will make the process smoother and efficient for all involved while advocating for you, your family and the company that you built and are selling. A specialized M&A attorney is crucial.
3. CPAs are critical in this process. Some business owners do their accounting themselves or use bookkeepers. If owners or bookkeepers make mistakes in their work, it can be extremely costly as you exit your business. We believe it is critical to have high-caliber CPAs involved in this critical decision prior to selling and certainly post transaction to minimize exposure. Non-pest management industry CPAs and bookkeepers should not drive your acquisition process as service industries like ours are typically not their specialization.
4. Wealth management firms. Wealth management, family trust, and other critical family and life decisions should be considered as well as wealth management firms and estate attorneys (which is typically different from an M&A attorney) as you move to the end of the selling process. Typically, these transactions create more wealth than most people have ever dealt with in their life and as a result, having a professional team including, but not limited to, a wealth manager and estate planning specialist is the key piece to your team.
5. Ultimately, when the business is completely prepared to go to market, you go; however, starting the process before you and the business are prepared is a costly mistake that should be avoided. At this point in the process, your team should be in place and ready for the frantic months ahead. This will ideally include multiple buyers and multiple offers as a result of the preparation and work, and the right team will be ready for due diligence, legal work, schedules and exhibits, and onboarding in integration that sellers should plan to support.

After meeting with multiple buyers, and reviewing multiple offers, you choose your offer (price and terms are critical), you choose your buyer and you execute. Choosing the offer and buyer often comes down to price, terms, and a fit between the buyers and sellers' cultures, merging what both value and believe in as business principles.

WHY CHOOSE KEMP ANDERSON CONSULTING?

Selling your pest control company will probably be one of the most significant decisions you will ever make. Why go it alone? We can help bring direction to a complicated process. Here are a few of the reasons we hope you will consider Kemp Anderson Consulting when you sell:

Kemp Anderson is not an industry outsider:

- Kemp Anderson actually started in a truck in 1998
- Worked through operations and entered M&A at Sears Termite & Pest Control
- M&A experience ranges from
 - Privately held pest control companies both at Sears and Middleton
 - Public companies both at Orkin and Scotts
 - Private equity at Royal Palm
- Owned and sold his own pest control company

To confidentially learn more, please do not hesitate to call Kemp Anderson directly at 407-466-5859 or email at kemp@kempanderson.com

Relationships: With over 20 years in Pest Control mergers and acquisitions, I maintain relationships that benefit our clients with qualified buyers, CPA's, specialized M&A attorney's, wealth management, and more.

Results: Our clients only have one chance to exit their life's work, so it's critical that we get it right the first time. Kemp Anderson Consulting has a long, proven, track record of achieving both high revenue and earnings multiples for our clients.

Knowledge: I've spent over half my career representing some of the top buyers in our industry and I'm able to leverage that unique expertise for our clients from pre-sale preparation work to close and beyond. There is no other industry consultant, broker or investment banker with similar qualifications.

Combined Firm Experience

- Over 35 years of combined industry experience in the firm
- Master's degrees in Business and Entrepreneurship
- Representing some of the most prominent owners and company's in our industry

References: don't just take my word for it. We can connect you with other clients so that you can determine the best fit for you, your family and your business.

KEMP ANDERSON

Kemp Anderson is a veteran in the pest control industry. In 1995, he started his career at Sears Termite and Pest Control in branch operations.

He later started his own pest control company, which he sold to Terminix. He transitioned to Middleton Lawn and Pest Control as the director of business development and manager of legal affairs before moving on to Rollins as its director of acquisitions. His success in expanding organizations through mergers and acquisitions, both in North America and overseas, led to an opportunity as the vice president of business development at Scotts Lawn Service, where his responsibilities included leading all mergers and acquisitions activity, developing new service lines, growing existing service lines and expanding the franchise operations to include new service offerings in new locations. Kemp has a degree in political science from Rollins College and an MBA in finance and operations management from The Roy E. Crummer Graduate School of Business.

Company: Kemp Anderson

Company Bio: Kemp Anderson Consulting brings direction to the acquisition process, helping owners maximize their opportunity when selling.

Years in Business: 7

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