

CHALLENGES & DESIRED OUTCOMES (2/2)

Lender Challenge	Our Role	Outcome
What critical actions and decisions must be taken to execute turnaround and exit?	Identify and quantify critical levers to add value and mitigate risks to be approved by lenders	Drive consensus around key actions and milestones to exit on favorable terms
What is management's wealth creation opportunity?	Evaluate management compensation, design aligned incentives tied to outcomes	Lessen reliance on cash compensation in favor of long-term equity
Where can critical needed expertise be obtained?	Leverage network of vetted execs and advisers to complement or backstop management	Accelerate pace of change with interim talent and, if needed, ease management change
How to create a roadmap to drive change and manage performance restructuring?	Implement value creation planning, closely monitor actions outcomes	Prioritize and track rigorously actions required to optimize investment returns
How will lenders know if performance is on track?	Distill key performance indicators and report to investors on progress against VCP	Offer investors early warning radar with greater visibility and board accountability for outcomes