Our Mission

The primary objective of Alliance Holdings is to create a sustainable, diversified ESOP holding company that maximizes the value of our participants' ESOP retirement accounts.

At the core of this mission is the belief that employee ownership, through the use of a captive ESOP structure, provides the greatest benefits to both selling shareholders and their employees. To realize this mission, Alliance looks to partner, through acquisitions, with leading manufacturing companies that share our belief in the power of employee ownership.

Company Background

Who We Are

Alliance Holdings was founded and the Alliance Holdings ESOP was adopted in 1995. The Alliance Holdings ESOP owns all of the issued and outstanding capital stock of Alliance Holdings.

As a result of our teaming with exceptional companies from across the country, the Alliance Holdings ESOP has grown to be one of the largest in the United States.

Management of Alliance Holdings believes in employee ownership and that the value of employee ownership can be maximized through the use of a diversified holding company structure with the holding company, rather than the individual operating companies, acting as the sponsor of the ESOP. This structure diversifies participants' retirement benefits and shifts fiduciary responsibilities and ESOP administrative functions from the operating company to Alliance Holdings. Our structure affords management of the operating company the ability to focus on running their company and maximizing its value.

Investment Criteria & Current Portfolio

Investment Criteria

Alliance Holdings is seeking mature and profitable manufacturing companies with significant ESOP and non-ESOP ownership and stable operating results. Acquisition candidates must have a proven earnings history with sustainable cash flows. Retention of key management is an important factor in Alliance Holdings' strategy.

Alliance Holdings Invests in Companies That Are:

- Both ESOP and non-ESOP owned.
- In the industrial, construction products or commercial manufacturing sectors.
- Have stable operating results and sustainable cash flow.
- Operated by a strong management team.

If your company appears to be a candidate to join the Alliance Holdings family, we'd like to hear from you. Refer to the Contact Us page for more options.

Current Portfolio Companies

Our current portfolio reflects a continuous commitment to maximizing participant value through strategic acquisitions and investments in mature and profitable companies that have embraced ESOP ownership. Whether it has been through the acquisition of companies involved in our core industries for investment or companies that we have concluded complement and can add value to our core investments the objective has always been the same:

To build the premier diversified ESOP holding company for our ESOP participants.

ACCORD INDUSTRIES

Accord manufactures both static cast and spun cast concrete poles for street lighting, utilities and sports venues. The company began operations in 1963, producing static cast poles and expanded the product line to include spun cast poles in 1985. Accord offers the most complete line of concrete poles in the industry (with poles ranging up to a maximum length of 140 feet) and offers a variety of associated products to help streamline the installation process. All of Accord's poles are designed to meet standards adopted by the American Association of State Highway and Transportation Officials (AASHTO), the Southern Building Code Congress International (SBC), the National Electric Safety Codes (NESC), the pre-stressed Concrete Institute (PCI) and various standards developed by power companies.

SPENCER TURBINE COMPANY

Founded in 1892, The Spencer Turbine Company is a leading U.S. manufacturer of air and gas handling equipment used worldwide in critical industrial, municipal, commercial and institutional applications. The company operates its modern 200,000 sq. ft. world headquarters, engineering center and manufacturing facility in suburban Windsor, Connecticut. All research, engineering and manufacturing operations are conducted at this centralized facility to assure total compliance with the company's stringent quality standards.

Spencer is recognized for its leadership in developing low to high pressure blowers and vacuum systems that meet the demands of continuous-duty chemical processing and wastewater treatment, combustion air delivery, pulp and paper processing, petroleum desulfurization, and pharmaceutical processing. Significant innovations include the first gas boosters approved for use in nuclear breeder reactors and Power Mizer® blowers that feature uniquely-shaped cast aluminum impellers for increased energy efficiency. Spencer also pioneered the development of heavy-duty vacuum systems, including central and mobile vacuum systems for industrial and commercial applications. From clean rooms in high tech manufacturing to the auto body shop around the corner, Spencer vacuum systems handle the big cleaning jobs and provide "vacuum utility" for vacuum hold-down, vacuum-assisted sanding, welding fume removal, hospital waste removal, and pneumatic conveying applications.

Solving the engineering problems that others avoid

Over a century ago, Ira Hobart Spencer started his company by solving a tedious engineering problem: manually pumping a wind supply for the pipe organ at his church every Sunday. In search of a better idea, he invented a water-powered hydraulic engine to pump air. The flourishing business of installing "water motors" for church organs eventually grew to include electric-powered systems. Spencer's subsequent experiments on air handling and vacuum systems resulted in a multitude of new technologies and products.

Today, Spencer leads the industry with highly engineered, custom designs that meet the most demanding operating conditions, including the handling of corrosive and toxic gases at very high temperatures under extreme pressures. The company's engineering center offers comprehensive customer testing including ASME code testing, UL certified leak testing and finite element analysis. Research and development services feature an extensive database on product and material conveying characteristics ranging from tennis balls and pharmaceutical capsules to powders used in manufacturing processes.

Environmental Pipe) and now is the only manufacturer in the Southeast to inventory schedule 40 P.E.P., which plays a major role in supporting water reclamation projects.

UNIVERSAL 100

Universal 100, founded in 1972, manufactures PVC piping for a variety of applications, including agriculture, residential and commercial plumbing and water reclamation. The company manufactures 200 different products ranging from .5” to 12” in diameter. Universal employs up to 7 high-capacity extruders running 24 hours per day / 7 days per week to produce PVC pipe, ensuring a healthy supply of stocked inventory to meet the immediate demands of their customers. Over the years, Universal has been on the leading edge of innovation in the PVC business. For example, in response to environmental needs, Universal introduced P.E.P. (Purple Environmental Pipe) and now is the only manufacturer in the Southeast to inventory schedule 40 P.E.P., which plays a major role in supporting water reclamation projects.

SOUTHERN MANUFACTURING

Since 1939, Southern has been a leader in standard and custom metal fabrication, specializing in the fabrication of metal cabinets for traffic signal controls, LED illuminated street signs, lane control signs, decorative streetscapes, variable message signs and pedestrian signals. The company is the largest and most dynamic manufacturer of traffic control enclosures in the country and has developed a reputation for unsurpassed quality in its products. Southern recently introduced a new “thin line” LED illuminated street sign and is continually bringing new, innovative products to market. Their products are sold nationwide to support the traffic control needs of communities throughout the United States.

Prior Investments

Over its history, Alliance Holdings has invested in several market-leading companies. Alliance has played a key role in the development of these successful and dynamic enterprises. After closing on the sale of an investment, we are proud of the legacy we leave behind and grateful for the relationships and experiences.

Please review the below listing of our prior investments to gain a better understanding of Alliance's acquisition criteria:

LAZYDAYS RV SUPERCENTER
Founded in 1976 on a 1.75-acre lot and with an inventory consisting of two travel trailers, Lazydays RV SuperCenter now serves customers at a park-like 126-acre central Florida facility with over 700 employees, 273 service bays and over 1,200 RVs in stock.

TRACHTE BUILDING SYSTEMS
Founded in 1901, Trachte Building Systems is the leading manufacturer and supplier of pre-engineered steel building systems for the self-storage industry.

THE SHARON COMPANIES
The Sharon Companies, Ltd. Designs and produces steel stair and railing systems used in commercial, high-rise residential and industrial construction projects.

ALEXANDER MARKETING SERVICES
Founded in 1965, Alexander Marketing Services is one of the oldest, largest and most successful marketing agencies in the business-to-business communications niche.

Understanding ESOP'S

I. What is an ESOP?

An Employee Stock Ownership Plan ("ESOP") is a "qualified" employee retirement plan that is designed to invest primarily in stock of the sponsoring company. The federal income tax laws promote the use of ESOPs both as an employee benefit and as a technique of corporate finance. Because an ESOP is a "qualified" plan, it must satisfy the discrimination, participation, vesting, distribution and other requirements of the Internal Revenue Code of 1986 ("IRC") and the Employee Retirement Income Security Act of 1974 ("ERISA"). An ESOP is a "defined contribution" plan. It consists of either (i) a stock bonus plan, or (ii) a combination stock bonus and money purchase pension plan.

An ESOP must be designed to invest primarily in "employer securities". Basically, an "employer security" is common stock of the sponsoring company that (i) is readily tradeable on an established U.S. securities market, or (ii) is not readily tradeable, but has a combination of voting power and dividend rights at least equal to any other securities of the sponsoring company.

An ESOP has two components: (i) the plan document itself, which sets forth in writing the terms of the ESOP, and (ii) the trust agreement, which sets forth in writing the powers, duties and other rights and responsibilities of the trustee of the ESOP participants. Corporate officers of the sponsoring company often serve as the trustees. The sponsoring company may, however, appoint a corporate trustee.

A. Leveraged ESOPs

A leveraged ESOP borrows funds to purchase employer securities. The loan to the ESOP can be made by the sponsoring company, or it can be made by a bank or financial institution and guaranteed by the company. The stock purchased with the loan proceeds is held in trust by the ESOP trustee in a separate "suspense" account, as collateral for the loans.

As the loan is repaid, the trustee allocates stock from the suspense account to separate accounts established for each employee participating in the ESOP. The amounts allocated to each participant's account remain in trust. Subject to the ESOP's vesting schedule, the amount allocated to each participant's account is distributed in accordance with the distribution provisions in the plan upon termination of employment, death, disability or retirement.

The employer makes contributions to the leveraged ESOP that are then used to repay the principal of the ESOP loan. These contributions are deductible to the employer in an amount up to 25% of the aggregate compensation of all ESOP participants.

Contributions used to pay interest on the loan are fully deductible to the employer, provided certain allocation tests are met. Loans to the ESOP by the employer or loans guaranteed by the employer are exempted under the IRC and ERISA from being "prohibited transaction".

B. The ESOP As An Employee Benefit Plan
ESOPs, like all tax-qualified retirement plans, must meet certain minimum requirements set forth in the IRC. The ESOP must provide a trust which will hold all of the assets of the plan. The ESOP must operate for the exclusive benefit of participants and their beneficiaries. The sponsor must intend the plan as a permanent plan (although it may terminate the plan at any time for a valid business reason) and it must intend to have the trust's assets and income distributed to the plan participants and their beneficiaries. The plan must cover at least 50 employees or 40% of the company's employees, whatever is less. Also, a plan must comply with specific "coverage" and "non-discrimination" rules designed to assure that the plan does not operate in a manner which favors officers and other highly compensating employees.

ESOP assets (cash and employer stock) acquired during each year (including any employer securities released from a suspense account) are allocated at year end to individual bookkeeping accounts established by the trustee for each employee participating in the ESOP. These accounts are part of the ESOP trust and are administered by the trustee, who is responsible for protecting the interests of employees and their beneficiaries.

An employee's ownership interest in his account in the ESOP trust is called his "vested interest", and the formula which determines his vested interest is set out in the ESOP's "vesting schedule". An ESOP, like most employee benefit plans, is designed to benefit employees who remain with the company the longest and contribute the most to the employer's success. Therefore, an employee's vested interest in the cash and employer securities held in his account in the ESOP trust is usually based on his number of years of employment. The minimum vesting standards which an ESOP must generally provide are either:

(i) 100% vesting after five years of service; or

(ii) a vesting schedule no less favorable than:

Years of Service	Percentage Vested
Less than 3	0%
3	20%
4	40%
5	60%
6	80%
7 or more	100%

If an employee terminates employment for any reason other than retirement, death or disability, his vested interest under the ESOP is determined by referring to the ESOP's vesting schedule. If the employee has not worked long enough to have a vested interest in all of the stock and cash in his account, he forfeits the cash and employer securities in which he does not have a vested interest. The cash and stock that is forfeited is allocated among the accounts of the remaining ESOP participants in the same way that employer contributions are allocated.

If an employee retires or, in most cases, if he dies or is disabled, he will be 100% vested in all of the cash and employer securities in his account. Each employee who participates in the ESOP may designate a beneficiary who will be entitled to the participant's vested interest on the participant's death. A participant may receive his ESOP benefit in a lump sum distribution during a single taxable year or in several annual installments.

The ESOP must begin to distribute vested benefits to a participant who has terminated his employment no later that the later of (i) the sixth year after the participant's termination, unless the participant consents to deferral to a later date, or (ii) the repayment in full of any loan used by the ESOP to finance its purchase of the employer securities.

An ESOP may make distributions either in cash or in employer securities, provided that each participant must have the right to demand that his benefits be distributed in shares of employer securities. However, if the sponsoring employer's corporate charter or by-laws restrict ownership of "substantially all" outstanding employer securities to employees or to a qualified trust, cash distributions may be made without granting participants the right to demand stock.

Participants receiving employer securities of a private company as a distribution have a right to "put" those securities to the employer during certain specified time periods.

II. How an ESOP Works

A. Typical Situations Where an ESOP May Be Used.
There are a variety of circumstances in which an ESOP may be an advantageous employee retirement plan and a useful corporate finance technique. The following is a list of a few circumstances in which ESOPs have been used:

- Corporations seeking to sell a subsidiary or a division.
- Public company desiring to go private.
- Private company whose principals desire liquidity.
- Founder of business desires to retire and wants to sell business to employees.
- Estate of a deceased shareholder desires to sell stock.
- Collective bargaining over wage or work rule concessions in exchange for stock ownership.
- Defense to a hostile takeover bid.

B. Loan Directly to ESOP
The ESOP may borrow directly from a bank, with a guarantee from the sponsoring company. The benefits to the company are the same. This transaction is typically structured as follows:

- The company establishes an ESOP.
- The ESOP enters into a contract to purchase a specified number of shares of employer securities from the existing shareholders or the company for a specified price.

- The ESOP borrows the purchase price of the employer securities from a bank, and signs a non-recourse promissory note to evidence the loan (the "ESOP Note"). As a condition of the ESOP Note, the company gives a written guarantee (and generally other security) to the bank to secure the ESOP's obligation. In addition, the company promises that it will cause the ESOP to repay the ESOP Note and that each year the company will contribute to the ESOP sufficient money to permit the ESOP to make its annual repayment of the ESOP Note to the bank. These arrangements are illustrated in Figure 1.

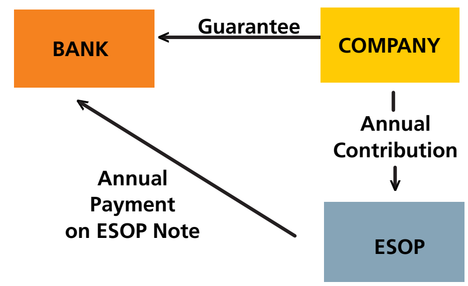

Figure 1

The ESOP then uses the proceeds of the ESOP to purchase the stock from the existing shareholders or the company as illustrated in Figure 2.

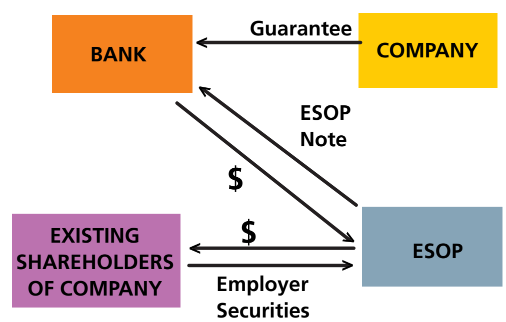

Figure 2

Each year, the company makes a tax deductible contribution to the ESOP, sufficient to enable the ESOP to make its annual debt repayment on the ESOP Note to the bank, as illustrated in Figure 3.

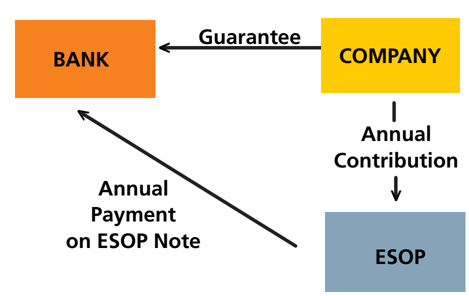

Figure 3

III. Selected ESOP Tax Incentives

A. Deduction of Principal

Because of federal income tax incentives designed to promote the leveraged use of ESOPs, a company may effectively repay both the principal and interest of an ESOP loan with pre-tax dollars. Contributions by the employer to an ESOP are deductible as retirement plan contributions. These amounts are then used to repay the principal of the ESOP loan. By contrast, only the interest paid on a conventional, non-ESOP loan is deductible. Assuming an effective income tax rate of 40%, a company would have to earn approximately $17 million pre-tax to amortize the principal of a $10 million loan. Pre-tax income of only $10 million, however, would be needed to amortize the principal of a $10 million loan through an ESOP. Thus, cash flow available to repay the debt is increased substantially with a properly structured leveraged ESOP. This enhanced cash flow makes an ESOP transaction easier to finance than a comparable non-ESOP transaction.

This ability to amortize the principal of the ESOP loan with pre-tax dollars is what is frequently referred to as the “magic” of ESOPs.

B. Nonrecognition of Gain on Sale of Employer Securities to an ESOP

Under Section 1042 of the IRC, an individual shareholder of a private company who sells “qualified securities” to an ESOP can defer paying federal income tax on his gain as long as he acquires “qualified replacement property” within the period beginning three months before the sale and ending twelve months after the sale.

Nonrecognition of gain is available for a sale to an ESOP only if, after the sale, the ESOP holds at least 30% of the total value of the qualified securities outstanding as of the time of the sale. “Qualified securities” for this purpose are employer securities which (i) are issued by a domestic operating corporation which has not had securities tradeable on an established securities market for at least twelve months prior to the sale, (ii) have been held by the seller for more than three years, and (iii) were not acquired by the seller in a distribution from a qualified employee benefit plan or pursuant to the exercise of an option or similar program.

“Qualified replacement property” means securities issued by a public or private domestic operating corporation. A corporation is not an operating corporation if its passive income exceeds certain limits.

For nonrecognition treatment to be available, the company must consent to the imposition of a 10% excise tax on any amount realized by the ESOP if it sells the qualified securities within three years of having acquired them in a Section 1042 transaction. The excise tax does not apply to any distributions made by the ESOP by reason of a participant's death, retirement after age 59-1/2, disability or other separation from service. Also, the company must consent to the imposition of an excise tax on certain prohibited allocations by the ESOP to selling shareholders who have taken advantage of the recognition treatment, their relatives, and 25% shareholders of the company.

Furthermore, the ESOP plan document must specify that during the "non-allocation period", employer securities purchased from a selling shareholder electing nonrecognition treatment under Section 1042 may not be allocated to the account of (i) the selling shareholder or any person related to the selling shareholder (except lineal descendants who may be allocated up to 5% of such employer securities in the aggregate), or (ii) persons owning directly or indirectly more than 25% of the employer's stock. The "non-allocation period" is a period beginning on the date of the sale and ending on the later of (i) ten years after the date of sale, or (ii) the date that employer securities are released from the suspense account and allocated to participants' accounts attributable to the final payment of any acquisition debt incurred in connection with the sale.

The selling shareholder must file certain notarized forms with the IRS to ensure nonrecognition treatment. This is a trap for the unwary, and the selling shareholder should proceed with great care to be sure that all appropriate filings are made. Nonrecognition of gain under Section 1042 should be very attractive to individual shareholders of a private company who desire to sell their stock to the company's employees. If the shareholder holds the qualified replacement property until death, a step-up in basis will occur, and income tax on the gain will be avoided completely.

IV. ESOP Valuation

All assets held by an ESOP, including employer securities, must be valued at least once a year on a specified date, generally the last day of the plan year. If any assets in the ESOP are employer securities that are not publicly traded, the annual valuation of such securities must be done by an independent appraiser.

The factors that an independent appraiser will consider at the appraised value of non-publicly traded securities are:

(i) The nature of the business and the history of the enterprise.

(ii) The economic outlook in general and the condition and out-look of the specific industry.

(iii) The book value of the stock and the financial condition of the company.

(iv) The historical earnings and future earnings capacity of the company.

(v) The dividend-paying capacity of the company.

(vi) Whether or not the enterprise has goodwill or other intangible value.

(vii) Recent sales of the stock and the size of the block sold.

(viii) The market price of stock of publicly traded corporations engaged in the same or similar lines of business.

(ix) The marketability of, or lack of a market for the securities. Even if there is no public market for stock purchased by an ESOP, the employer must make a market during specified periods of time by providing "put rights" to former ESOP participants and their beneficiaries. This repurchase obligation may reduce or eliminate the discount for lack of marketability. If "put" rights are taken into account in reducing the discount for lack of marketability, the appraiser will consider the extent to which such rights are enforceable, as well as the company's ability to meet its future obligations to repurchase the stock.

Contact Us

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Company Background

Our Growth

A proven record of execution and resulting value accretion illustrates our success in implementing Alliance Holdings' business model. Today, we rank in the top third of ESOP companies as measured by the number of participants.

Management Team

Our dedicated management team has a depth of experience in structuring and financing acquisitions, as well as working with companies to monitor performance and determine strategic direction.

David Fenkell
David B. Fenkell is President and a Director of Alliance Holdings. Mr. Fenkell has over 21 years of experience in structuring the financing of and acquisition of small to medium sized businesses. As a practicing attorney with Reed Smith Shaw and McClay, Mr. Fenkell was responsible for negotiating and documenting over $1 billion worth of commercial loan transactions while representing such institutional lenders as GECC, CIGNA and Mellon Bank.

Mr. Fenkell also served as a Loan Representative for GECC where he underwrote over $300 million of commercial loans. In 1993, Mr. Fenkell joined St. John Holdings, Inc. an employee owned diversified holding company, as General Counsel. In such capacity he structured and closed in excess of $250 million of leveraged ESOP loans. Mr. Fenkell left St. John Holdings, Inc. in 1994 to form Alliance Holdings.

Mr. Fenkell holds a J.D. degree from the University of Michigan School of Law and a B.S. in Economics from the Wharton School of the University of Pennsylvania.

Eric Lynn
Eric M. Lynn is Director, Portfolio Management. Prior to joining Alliance Holdings in 2001, Mr. Lynn was President of I/O Solutions and Controls, an industrial automation system and component supplier. Mr. Lynn joined I/O Solutions in 1984 as a branch manager, and eventually became President of the company and then acquired a majority interest in the company. During Mr. Lynn's tenure at I/O Solutions, he restructured the company's core businesses and grew regional revenue an average of 12% per annum. Mr. Lynn successfully sold I/O Solutions in February 2000 to an electrical industry leader.

Prior to working for I/O Solutions, Mr. Lynn was General Manager of Power Electro Supply. Under Mr. Lynn's guidance, PESCO revenue growth exceeded 15% per annum in a declining industrial market. While at PESCO, Mr. Lynn successfully secured new franchised lines and negotiated national supply contracts.

Mr. Lynn holds a B.S. in Management Science from the University of Buffalo (1980).

Barbie Spear
Barbie L. Spear is Director of Human Resources. Prior to joining Alliance in January of 2004, Mrs. Spear held the position of Benefits Manager at Alliance Consulting Group, an Information Technology Consulting Firm servicing Fortune 1000 companies. Mrs. Spear was responsible for the management and administration of all employee benefit programs for over 800 employees in 10 states. During Mrs. Spear's tenure with Alliance Consulting Group she successfully completed "post-merger" integrations of four separate 401(K) Plans with over $25 million in plan assets into one cohesive plan in addition to rolling out numerous supplemental and voluntary benefit programs. Prior to focusing on benefits management, Mrs. Spear gained 3 years of Human Resource Generalist experience with Alliance Consulting Group focusing on employee communications, stock option administration and human capital evaluation.

Mrs. Spear currently serves on the Board of Directors for the Society for Human Resources Management SEPA Chapter.

Mrs. Spear holds a Masters Degree in Human Resources Management from Holy Family University (2005) and a Bachelor of Arts Degree in English and History from Albright College (1998). Mrs. Spear has also received her PHR (Professional in Human Resources Management) Certification from Villanova University (2001) as well as her CEBS (Certified Employee Benefits Specialist) Designation (2003) from the International Foundation of Employee Benefits.

Kenneth J. Wanko
Ken Wanko is Director, Acquisitions where he is responsible for sourcing and evaluating potential acquisition candidates for Alliance Holdings. Prior to joining Alliance in 2005, Ken was a founding member of the ESOP corporate finance group in the investment banking group of Houlihan Lokey Howard and Zukin. During his tenure at Houlihan Lokey, Mr. Wanko advised on some of the largest and most innovative employee buyouts in history, including the 100% employee buyouts of Appleton Papers and IIT Research Institute.

Prior to Houlihan Lokey, Mr. Wanko was Vice President for Century Capital Group, a middle-market mergers & acquisitions firm, where he provided mergers & acquisitions advice to privately-held enterprises. While at Century, Mr. Wanko opened and led the firm's Chicago office.

Mr. Wanko holds a Master of Business Administration from Duke University's Fuqua School of Business (1998) and a Bachelor of Science in aerospace engineering (cum laude) from The University of Michigan (1992).

TJ Haas
TJ Haas is Manager, Acquisitions where he is responsible for sourcing and evaluating potential acquisition candidates for Alliance Holdings. Prior to joining Alliance in 2007, he was a Vice President in the Special Situations Group of National City Investment Banking (formerly SSG Capital Advisors) where he worked with clients on a wide range of transactions including mergers and acquisitions, Plans of Reorganization, corporate divestitures, financial restructurings, and the private placement of senior debt, subordinated debt, and various equity securities. He worked with both publicly traded and privately held middle market companies in diverse industries including automotive, consumer products, direct marketing, distribution, food, manufacturing, retail, specialty chemicals, technology, and telecommunications.

Prior to joining National City, Mr. Haas was associated with Berwind Financial, L.P., a regional middle market investment banking firm, and advised both healthy and distressed companies in M&A engagements as well as in the private placement of senior debt and equity. He gained operational experience while working as General Manager at the Gordon Biersch Brewing Company, a California-based microbrewery. His management responsibilities included monthly P&L performance, cash flow and inventory management, annual budgeting, same-store revenue growth and production forecasting.

Mr. Haas holds a Master of Business Administration (cum laude) from the University of Notre Dame's Mendoza College of Business (2000) and a Bachelor of Science from Cornell University's School of Hotel Administration (1994).

AnaLuisa Shaw
AnaLuisa Shaw is the Controller for Alliance Holdings. She oversees Alliance's financial reporting and assists with acquisitions and portfolio management. Prior to joining Alliance, AnaLuisa was a Director in KPMG's Transaction Services Group. She has also worked for DuPont, PricewaterhouseCoopers and a private company.

AnaLuisa has conducted buy-side due diligence engagements for both publicly traded and privately-held companies and has consulted on the divestiture of carved-out businesses (including Day One Readiness programs). Some of the companies she has worked with in the past include: BP, DuPont, Sara Lee, Saudi Basic Industries Corporation, United Phosphorus, Tata Brothers, Hindalco, The Wicks Group and several industry consolidators that executed roll-up transactions.

AnaLuisa has a Master of Business Administration from the Roy E. Crummer Graduate School of Business (Rollins College), and a Bachelor of Science in Accountancy from Miami University. She is a Certified Public Accountant.