

My Company is being bought out. What should I do to prepare?

Client Advisory Report: Preparing for a Company Buyout

Prepared for: InVestra Clients

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Executive Summary

A company acquisition can create both opportunity and risk for employees. Outcomes vary widely depending on the buyer's strategy—some acquisitions lead to growth and investment, while others result in restructuring or layoffs.

The most effective approach is **proactive preparation**: protect your position, increase your options, and stay financially and professionally flexible.

1. Understand What Type of Acquisition This Is

Not all buyouts are the same. Your strategy depends heavily on the buyer's intent:

- **Growth acquisition** → expansion, hiring, new opportunities
- **Cost-cutting acquisition** → redundancies, layoffs likely
- **Talent/technology acquisition (“acqui-hire”)** → selective retention
- **Merger of equals** → role overlap and restructuring

What to do:

- Pay attention to leadership messaging, investor calls, and internal communications
 - Watch which departments are duplicated between companies
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2. Secure Your Immediate Position

Before making any big moves, stabilize where you stand.

Action steps:

- Document your achievements, metrics, and contributions
- Update your resume and LinkedIn (quietly)

- Identify how your role ties to revenue or critical operations
- Strengthen relationships with key decision-makers

Reality check:

Employees closest to revenue, clients, or critical systems are usually retained longer.

3. Review Compensation, Equity, and Benefits

Acquisitions often impact financial compensation significantly.

Key areas to review:

- Stock options or RSUs (vesting, acceleration clauses)
- Bonuses or retention incentives
- Severance policies
- Changes to healthcare, retirement, or perks

Tip: If you don't understand your equity package, get clarity now—don't wait until terms change.

4. Prepare for Multiple Scenarios

Assume uncertainty and plan accordingly.

Best Case

- Promotion opportunities
- Expanded role
- Better compensation

Neutral Case

- Same role, new management
- Cultural adjustment

Worst Case

- Role redundancy
- Layoff or forced transition

What to do:

- Build a 3–6 month financial buffer if possible
 - Start light networking (don't wait until layoffs begin)
 - Identify alternative roles internally and externally
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5. Be Strategic About Visibility

During acquisitions, perception matters as much as performance.

Do:

- Be reliable and solutions-oriented
- Show adaptability and openness to change
- Volunteer for transition-related projects

Avoid:

- Public negativity or speculation
 - Becoming disengaged or passive
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6. Watch for Early Warning Signs

These signals often precede restructuring:

- Hiring freezes
- Leadership exits
- Budget cuts
- Duplicate roles being evaluated
- Increased focus on “efficiency”

If multiple signals appear together, accelerate your contingency planning.

7. Network Before You Need It

The biggest mistake employees make is waiting too long.

Start now:

- Reconnect with former colleagues
- Engage recruiters quietly
- Explore market demand for your role

You don't need to leave—but you should **have options**.

8. Consider Legal or Contractual Protections (If Applicable)

For senior employees or those with contracts:

- Change-in-control clauses
- Retention bonuses
- Non-compete agreements

If stakes are high, consulting an employment attorney can be worthwhile.

9. Manage the Emotional Side

Uncertainty can lead to poor decisions.

Keep perspective:

- Most acquisitions don't result in immediate layoffs
 - Even in worst cases, strong performers land quickly
 - Staying calm and prepared gives you leverage
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Bottom Line

You don't control the acquisition—but you **do control your readiness**.

The winning approach:

- Stay informed
- Strengthen your position
- Prepare alternatives

- Act early, not reactively

Contact your advisor at [InVestra.com](https://www.investra.com) to schedule a meeting focusing on planning for your next steps in this scenario. We are ready and able to help you navigate this and any other financial issues you may be facing.