

Experts in incentives



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Incentives are a key focus for investors, management and employees of all businesses, from the smallest of start-ups to large listed multinationals. We recognise that effective share plans need to be designed to support long term business goals as well as the talent strategy. Our team is highly skilled at putting in place incentive plans which are right for the company, ensuring that they align with investor expectations and best practice, operate smoothly throughout the corporate lifecycle and anticipate any major legal, tax and regulatory issues upfront.

Our incentives practice advises on the full range of management and employee incentive arrangements, including all forms of long term incentive plans, option plans, cash incentives and tax favourable plans. We act for clients in a variety of sectors, including energy and infrastructure, technology and life sciences. We advise a number of large multinationals who regularly roll out share awards and other incentive arrangements across multiple jurisdictions, as well as clients expanding into other jurisdictions, including clients in the US and Canada expanding into the UK and Europe. We have built a substantial advisory practice based on our longstanding relationships with our clients and whilst we are an integral part of an international, full-service firm, we also have many standalone clients.

Our range of services includes advising listed and private companies on the design and implementation of their share plans; advising on the impact on incentives of corporate transactions, including M&A, IPOs, capital raising and private equity exits; advising on investor best practice and other corporate governance matters including reviewing directors' remuneration policies and reports; tax favoured plans in the UK and other jurisdictions; malus and clawback; EBT and other trust issues; regulatory remuneration; and executive hiring and terminations.

We are renowned for our proactive and creative approach to finding practical solutions for clients. Clients naturally expect technical expertise, but that isn't enough. It is our ability to combine the practical application of our extensive technical expertise with market knowledge and a clear understanding of our clients' business needs that our clients really value.

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**They are very knowledgeable,
responsible and creative.**

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