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Lynda Finan is a qualified solicitor and Chartered Tax Adviser (Chartered Institute of Taxation). Lynda advises a wide range of clients including public entities, public companies, privately owned businesses and individuals on all aspects of remuneration taxation. She has over 20 years' experience of advising public and private companies on all aspects of the design, implementation and operation of employee share plans and share-based incentive arrangements, including both management equity arrangements and all-employee share plans.

• Tax

- Advising a UK software company on its admission to AIM (now listed on the main market) on the development and implementation of various share plans, including EMI, CSOP and SAYE, and providing on-going support and assistance on the operation of all of its share plans including changes required following legislative changes such as changes to the age discrimination rules and tax changes affected "approved" schemes in Finance Act 2013 and Finance Act 2014
- Advising a construction company listed on the main list of London Stock Exchange on the establishment of approved CSOP and SAYE plans, and providing on-going support and advice including amendments of those schemes following Finance Acts 2013 and 2014
- Advising a company on its listing on the main market of the London Stock Exchange on the implementation of six share schemes, including CSOP, SAYE and tax-advantaged SIP
- Advising various listed companies on implementation of long term incentive plans for senior executives and providing ongoing support and advice
- Advising various UK listed companies on the implications of a takeover on their share plans in the context of both general offers and schemes of arrangement and drafting all relevant documents for dealing with such share plans on the takeover
- Advising various non-UK companies on the regulatory aspects of offering employee share participation in the UK, including the application of the Prospectus Directive and operation of the Financial Services & Markets Act 2000

Prior Experience

- 2012 to date, DLA Piper, Legal Director
- 2002 to 2012, DLA Piper, Associate (including a period as senior tax professional support lawyer)
- 1994 to 2002, DLA Piper, Partner
- 1987 - 1994, DLA Piper, Assistant Solicitor
- 1985 - 1987, DLA Piper, Trainee

Memberships

- Chartered Institute of Taxation
- Law Society of England & Wales
- UK Share Plan Lawyers Group

INSIGHTS

Publications

The Reward Agenda: March 2021 BEIS Consultation: Strengthening Malus and Clawback

26 March 2021

Our Remuneration and Incentives team have prepared the a briefing, which considers whether we should expect significant changes to market practice regarding malus and clawback in executive remuneration in light of the government's White Paper on "Restoring trust in audit and corporate governance", which was published earlier this month.

DLA Piper Employee Remuneration and Incentives Guide To Share Incentives

30 July 2020

Our Guide to Share Incentives provides a user-friendly and practical overview of the implementation and operation of the share incentive arrangements that are available to companies and is divided into ten sections

Taking Stock: Are Performance Conditions Working?

24 July 2020

Listed companies are increasingly challenged to simplify the structure of their executive remuneration. COVID-19 has brought some of the issues regarding more complex structures into sharper relief, including the way in which performance conditions function.

Share plans: Company cashflows and restructuring

1 July 2020

Managing cashflows will be a significant headache for many companies in the current COVID-19 environment and beyond. This briefing considers how share plan operation might be modified to support cash retention, and what impact more extreme cash management decisions may have on outstanding share plan awards.

Events

Previous

Share plan design – a whole new world

3 March 2020

Webinar

NEWS

DLA Piper advising PMI on its GBP1 billion competitive offer for Vectura Group plc

9 July 2021

DLA Piper is advising Philip Morris International (PMI) on its recommended public offer for Vectura Group plc, a public limited company whose shares are listed on the Official List of the London Stock Exchange (Vela). PMI's bid values Vectura at approximately GBP1 billion.
