



### Nick Hipwell

**Partner**

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Nick has over 20 years' experience of advising companies on the design and implementation of employee incentive arrangements, including plans relating to cash, shares and other instruments.

- Employment
- Pensions and Reward

- Advising on the design and implementation of a multiple award winning incentive plan offered to all the employees of a global technology company in over 70 countries. Nick's work included reviewing the plan's compliance with local laws, the preparation of all plan documents, liaising with the plan's administrator and the closure of a suite of existing plans. Take-up of participation in the plan by employees was far higher than market norms.
- Design and implementation of executive share plans for a FinTech company listing on the UK main market. Nick advised the company, which was new to the UK market, on the key legal issues to be aware of, the disclosure requirements and the practical operation of the plans.
- Implementation of a suite of new share plans for a multinational asset management business. The advice included compliance with the remuneration rules which apply to the sector, local laws and the preparation of a comprehensive suite of implementation documents.
- Advising on the design of executive and all employee incentive plans in a number of countries for several listed life sciences companies. Nick's advice included advice on the design of novel executive and all employee plans which took account of the commercial needs of the businesses. The rate of participation by employees in the all-employee plan was exceptionally high and it won an industry award.
- Providing share plans advice to the buyer on a multi-billion dollar acquisition in the energy sector which included a wide range of employee share plans operated in approximately 40 countries.
- Advising a privately owned business on an appropriate tax efficient incentive plan for its senior management.

## Prior Experience

- 2011 - 2018 - Partner, Big 4 firm
- 1999 - 2011 - Solicitor, magic circle law firm

## Education

- College of Law, Diploma in Legal Practice, 1996
- Leicester University, LLB, 1995

## Memberships

- ProShare
- Share Plan Lawyers