

## Fiona Bantock

Counsel  
London

### Biography

Fiona Bantock has a unique practice spanning corporate tax, individual tax, employee benefits and executive compensation. Working closely alongside Hogan Lovells' specialist transfer pricing and valuation team, this enables Fiona to provide both UK and international clients with a one-stop shop for all tax and structuring aspects of complex private equity transactions and employee incentives.

Fiona advises across the whole employee incentive spectrum from bespoke management equity planning for private equity and venture capital clients to domestic and multi-national employee share plans. Her employee incentive advice is underpinned by her broad transactional experience in both an M&A and private equity context.

### Representative experience

Advising Senior Management of Iglo group on the EUR 2.6bn sale by Permira of Birds Eye Iglo to Nomad Holdings, and new management incentive plan arrangements.

Advising Optimal Payments Plc on the EUR 1.1 bn acquisition of Sentinel Topco Limited and its subsidiaries (Skrill Group) from Sentinel Group Holdings S.A.



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### Languages

English  
Spanish  
French

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### Practices

Executive Compensation, Employee Benefits, and Share Incentives

Tax

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### Industries

Automotive and Mobility

Consumer

Education

Seconded to Lloyds Development Capital as acting head of tax, responsible for tax and structuring advice for new and existing private equity investments.

Advising an insurance company in relation to restructuring a management incentive plan to mitigate valuation issues arising out of monetisation of scheme arrangements.

Advising UK and international clients on structuring and operating employee share incentive plans, including LTIPs, option plans and HMRC tax-advantaged plans.

Advising UK and international clients in relation to the establishment and ongoing operation of phantom plans and other long-term cash incentive plans.

## Latest thinking and events

- Webinar
  - Changes to IR35 – What should employers do to prepare?
- Blog Post
  - Approaches to valuing growth shares
- Blog Post
  - The Buyout Board: Impact of UK Budget 2018 proposals on Private Equity
- Press Releases
  - Hogan Lovells advises The Craftory on its incorporation and capitalisation by managers and investors
- Hogan Lovells Publications
  - International Tax Newsletter - Issue 2, 2010 *Tax Alert*

Energy and Natural Resources

Financial Institutions

Insurance

TMT

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## Areas of focus

Buy-ins and Buy-outs

International Tax Planning

Investment Funds and Tax

M&A and Tax

Compensation Committee

Management Incentive Plans

Securities and Financial Regulatory Advice

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## Education and admissions

### Education

LPC, BPP University Law School, 2004

Pg.D.L., BPP University Law School, 2003

M.A., University of Cambridge, 2001

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## Memberships

Law Society of England and Wales

Share Plan Lawyers

Global Equity Organization

ProShare

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