

## Martha N. Steinman

Partner  
New York

### Biography

Martha Steinman's practice focuses on corporate governance, disclosure, securities, and tax matters, with an emphasis on advising boards of directors, compensation committees, and senior management.

As Co-Chair of the Employee Benefits and Executive Compensation practice, she counsels clients in diverse industries, including luxury brands, to navigate the rough seas they face as they strive to develop sensible and effective compensation programs in the face of potential criticism from shareholders and outside commentators. Martha's goal is to offer her clients pragmatic advice to find solutions that will meet their business needs, reflect evolving best practices, and withstand external scrutiny.

Martha has widespread experience in executive compensation, employee benefits, qualified and non-qualified plans, and welfare plans. She also works with clients to address employee benefit issues in the context of mergers, acquisitions, and divestitures, guides them through the transaction itself, and advises them on post-closing transition issues.

A significant portion of Martha's practice is in the area of equity and incentive compensation. Additionally, she works with clients to negotiate employment and severance agreements, design compensation packages,



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### Practices

Corporate Governance

Executive Compensation, Employee Benefits, and Share Incentives

Pensions

Securities and Public Company Advisory

Tax

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### Industries

Consumer

Insurance

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### Areas of focus

and determine retirement planning. Martha also advises companies on traditional employee benefit plan matters. She works with her clients to insure the qualified status of their plans under IRS rules and advises retirement plan committees on ERISA fiduciary matters. Where her clients face challenges, she works with them to defend audits and negotiate settlements with the IRS and the Department of Labor.

Martha is a frequent speaker on matters relating to executive compensation, corporate governance, and ethics. She is active in bar association and other industry groups and has held numerous leadership positions.

## Representative experience

Advised LabCorp on benefits issues in connection with its US\$1.2bn acquisition of UK-based Chiltern.

Advised Celgene Corporation on its US\$9bn acquisition of Juno Therapeutics.

Advised 21st Century Fox on benefits issues in connection with corporate transactions.

Advised GE Healthcare on the sale of GE Healthcare Dharmacon, Inc. to Horizon Discovery Group plc.

Advised DuPont Fabros Technology on its \$7.6bn merger with Digital Realty.

## Awards and rankings

- Employee Benefits Law, *The Best Lawyers in America*, 2007-2020
- Employee Benefits & Executive Compensation (New York), *Chambers USA*, 2017-2020
- Fellow, *American College of Employee Benefits Counsel*
- Labor and Employment: Employee Benefits and Executive Compensation (Transactions), *Legal 500 US*, 2013-2020

Disclosure and Reporting  
Obligations

Fashion and Luxury Brands

Retail and Consumer Goods

Defined Contribution Schemes

Stock and Cash Based Incentives

Food and Beverages

Management Incentive Plans

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## Education and admissions

### Education

J.D., New York University School of Law, 1989

B.A., University of Pennsylvania, magna cum laude, distinction in Political Science, 1986

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### Memberships

Board Member, New York/New Jersey Chapter of the NASPP

Fellow, American College of Employee Benefits Counsel

Chair, Employee Benefits Committee of the ABA Section of Taxation

Vice Chair, Executive Compensation Subcommittee of the Employee Benefits and Executive Compensation Committee of the ABA Section of Business Law

Board Member, Runway of Dreams Foundation

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- Employee Benefits Law, *New York Super Lawyers*, 2006-2019

## Latest thinking and events

- Hogan Lovells Publications
  - Payroll Tax Credits under the Families First Coronavirus Response Act *All in a Day's Work Blog*
- Hogan Lovells Publications
  - Hogan Lovells publishes Corporate Governance Outlook 2020 *Corporate Governance Alert*
- Sponsorships and Speaking Engagements
  - Executive Compensation National Institute
- Press Releases
  - Hogan Lovells represents Novartis in Collaboration and Exclusive Option Agreement with IFM Therapeutics
- Sponsorships and Speaking Engagements
  - Talking to Your Comp Committee About Pay Equity and Diversity
- Sponsorships and Speaking Engagements
  - Essentials for the Benefits Practitioner: Demystifying Executive Compensation

## Bar admissions and qualifications

New York

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