

DIRECTOR, TAX AND STRUCTURING


Tamsin Nicholds

I am a Director in Tax and Structuring at Fieldfisher, specialising in incentive arrangements.


EMPLOYEE OWNERSHIP SOLUTIONS

TAX AND STRUCTURING

PROFESSIONAL SERVICES

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 LOCATIONS

[United Kingdom](#)



I work with clients to provide share incentive arrangements to recruit, motivate and retain employees. I advise on UK [tax](#) advantaged plans such as EMI, SAYE, SIP and CSOP, non-tax advantaged options, direct equity arrangements including bespoke growth shares and phantom plans. As well as providing legal and tax advice to assist in implementing plans, I also handle the incentives issues that arise on corporate transactions, including M&A deals, IPOs and private equity backed buy outs.

Fieldfisher is a market leader in [employee ownership](#) solutions and employee buyouts. I assist companies in adopting an employee ownership structure, from initial tax structuring through documenting the transaction to provide a sustainable ownership model for future generations. I also assist existing employee owned companies with corporate governance and implementing qualifying bonus plans.

I am a member of the Share Plan Lawyers Group and sit on the Corporate and Regulatory Committee. I speak on topical issues in equity incentivisation, most recently at the ProShare Annual Conference. I am a member of the Employee Ownership Association.