

PARTNER, TAX AND STRUCTURING

Mark Gearing


I am a partner in the Tax and Structuring team in Fieldfisher's London office.

EMPLOYEE EQUITY INCENTIVES


MEDIA


TAX AND STRUCTURING

TECHNOLOGY

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LOCATIONS

[United Kingdom](#)



I advise on the design, implementation and operation of executive and all employee share and option plans for a full range of private and quoted companies.

A significant number of my clients are listed on the London Stock Exchange's AIM market, but I also advise start-ups and high growth private companies looking for the most efficient ways to recruit and retain key talent.

The team provides legal and tax advice relating to equity based remuneration, including advice on establishing employee benefit trusts, and prepares and agrees share valuations with HM Revenue & Customs in connection with tax-advantaged plans such as EMI and CSOP.

My experience and expertise includes advising inward investment companies, particularly those from the US, on structuring their UK and European incentives.

The team also handles the equity incentives issues that arise on corporate transactions, including M&A deals and private equity-backed buy-outs.

I am also part of Fieldfisher's market leading Employee Ownership practice, which spans the firm's tax and corporate groups, and is recognised as the go-to team for employee buy-outs in the UK.

Legal 500 describes me as a "key practitioner" in the field of employee share schemes and

Chambers' client reviews highlight the "tremendous support" I offer clients and say that I am "friendly, empathetic and professional".