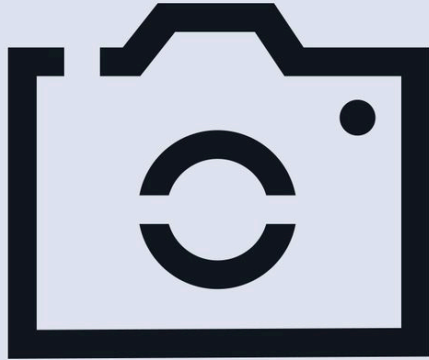




IAN FRASER

Partner

London

+44 20 8323 3190

Service Focus

- Counseling and Advice
- Employee Benefits and Tax

Industry Focus

- Financial Services

OVERVIEW

Ian Fraser advises employers on the UK aspects of executive compensation matters and broad-based employee incentive arrangements. He has more than 25 years of experience counseling privately held and stock exchange listed businesses, with a particular focus on the financial services sector. He works closely with clients on the design, drafting, implementation, and governance of UK equity and cash-based incentive arrangements, as well as the operation of global share plans and the employee incentives aspects of complex corporate transactions.

His practice includes advising on structuring employee benefits and equity programmes to achieve tax and operational efficiency, employee incentive/remuneration regulatory matters, workplace investigations, and senior executive issues. He also counsels clients on related disputes, compliance requirements and strategic workforce issues. He has extensive experience helping employers navigate the executive compensation/equity plan implications of mergers,

acquisitions, restructurings, and business transfers, including cross-border transactions and workforce integration matters.

A significant portion of Ian's practice focuses on advising UK financial institutions, asset managers, insurers, and other regulated entities on remuneration and incentive arrangements, including compliance with PRA/FCA remuneration requirements and related governance obligations. He regularly advises on the drafting and operation of employee bonus, share incentive, and deferred compensation plans, as well as carried interest and co-investment structures.

Ian previously was a partner with a Silver Circle City law firm and the London office of an Am Law 50 firm, and was a consultant in Reward & Employment with the advisory practice of a Big 4 accounting firm.

In addition to his client work, Ian is a frequent speaker on employee share schemes and executive compensation matters and has presented seminars and written articles on developments affecting employers and regulated businesses.

Credentials

Education

- University of Reading, B.A., with Honors

Admissions

- England and Wales