

Employee Share Incentives

Share and equity incentive plans can be a vital tool for any company in attracting and retaining key employees. We guide our clients on the establishment and maintenance of tailored share-based incentive plans.

We identify and implement effective equity incentive arrangements consistent with your commercial needs. If issues arise with plans, our specialist lawyers resolve them quickly.

Our Expertise

- Designing equity incentive plans
- Drafting plan documentation
- Obtaining Revenue approval, if relevant
- Tax advice
- Implementation and communication of plans to employees
- Administration and edits of plans



Our Experience

Our highlights include:

- Obtained Irish Revenue approval for a new “Save As You Earn” (SAYE) scheme for a UK listed company
- Analysed the impact of a US corporate spin off on their Irish share incentive arrangements
- Advised a global technology business on the Irish tax implications of a bespoke share option arrangement for key employees
- Involved in a cutting edge case relating to the complex rules of an international stock option
- Advising a large global resources business on the implementation of a new Key Employee Engagement Programme (KEEP)

About Us

We are a business law firm with 90 partners and offices in Dublin, London, New York and San Francisco.

Our legal services are grounded in deep expertise and informed by practical experience. We tailor our advice to our clients’ business and strategic objectives, giving them clear recommendations. This allows clients to make good, informed decisions and to anticipate and successfully navigate even the most complex matters.

Our service is award-winning and innovative. This approach is how we make a valuable and practical contribution to each client’s objectives.

What Others Say About Us

Our Pension Team

“exemplary knowledge of pension legislation”

Legal 500, 2019

Recent Awards



Our Team



Stephen Gillick

Partner

+353 1 614 2198

sgillick@mhc.ie



Niamh Keogh

Partner

+353 1 614 5848

nkeogh@mhc.ie

Dublin

London

New York

San Francisco

