

## Nicola Squire

Partner



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Compensation and Benefits  
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Nicola Squire is a partner in the compensation & benefits practice group in Cooley's London office. Nicola focuses her practice on the establishment and operation of equity incentive plans by public and private companies and the consequences of corporate transaction thereon.

Nicola advises on a broad range of UK, US, and multi-national companies on equity incentives issues, including in connection with IPOs, M&A, and other corporate transactions. She also advises on the establishment of incentive plans, employee benefit trusts and associated corporate governance issues.

Nicola is recommended in the UK Legal 500 and recognised as an Associate to Watch by UK Chambers & Partners. Sources' comments include: 'Nicola Squire was exceptional. She's responsive, communicates well, and delivers exceptional client service. and 'She's absolutely fantastic - she's very commercial, extremely responsive and excellent technically.'

Nicola's experience includes:

- Setting up new global share plans (including tax-advantaged plans) for operation in the UK and internationally, including in connection with IPOs.
- Advice in relation to ongoing administration of, and amendments to, established global share plans.
- Advising on the impact of public and private M&A on options and other equity awards.
- Providing management incentive plan advice and implementation for private equity backed portfolio companies, both in connection with M&A and on an ongoing basis.
- Unwinding historic management incentive plans for companies preparing to IPO.
- Providing corporate governance advice for listed company clients and companies preparing to IPO, including UK directors' remuneration reporting requirements and other director-level issues.
- Establishing and advising on the ongoing operation of employee benefit trusts and nominee arrangements.

## Education

BPP University Law School  
LPC, 2009

Oxford University  
BA, Jurisprudence (Law), 2008

## Admissions & Credentials

England and Wales

## Rankings & Accolades

The Legal 500 UK: Employee Share Schemes (2022)

Chambers & Partners UK - Associate to Watch: Employee Share Schemes & Incentives (2022)

## Memberships & Affiliations

National Employment Lawyers Association

Share Plan Lawyers