

AN INTRODUCTION TO

Forsters' Senior Executives Advisory Team

Our Senior Executives Advisory team provides holistic advice and support to internationally mobile senior executives on tax, employment and immigration.

TAX

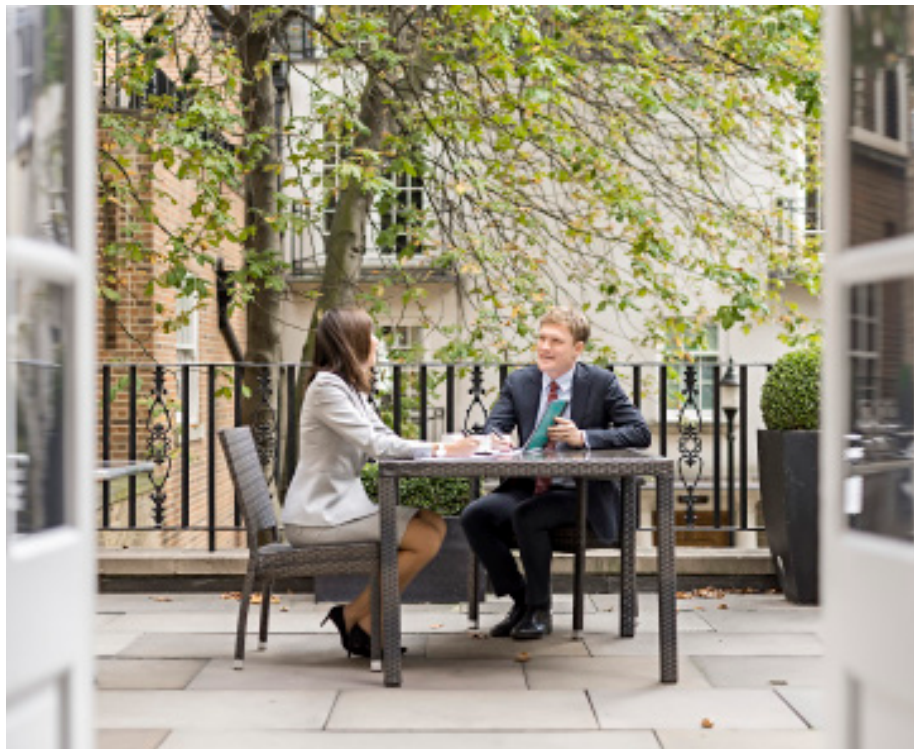
Our team advises on the impact of the UK's connecting factors to the UK tax regime, domicile and residence, and ensures that full advantage is taken of pre-arrival planning to ensure a tax-efficient move for executives (and their families and household staff) moving to or leaving the UK.

Where executives are based in the UK already, we advise on how to optimise their UK tax position with regards their position, such as creating trusts to hold shares, carried interest, and other parts of their remuneration package.

Our advice covers all aspects of an executive's remuneration, including any employment, co-investment, or carried interest arrangements they may have, to secure the best tax outcome in negotiating, for example, bonuses, share incentives, carried interest and good and bad leaver provisions.

"THEY ARE RESPONSIVE, TECHNICAL, PRACTICAL AND PROFESSIONAL. I HAVE NO RESERVATIONS SENDING A HIGH OR ULTRA-HIGH NET WORTH CLIENT TO THEM TO TAKE MATTERS FORWARD FROM A UK PERSPECTIVE - THEY'RE A SAFE PAIR OF HANDS."

Chambers HNW Guide



Track record:

We have recently advised the CEO of a Singapore bio tech company on his move to the UK. Pre-arrival planning included negotiating the terms of his termination agreement and his new consultancy agreement and agreeing the terms of an issue of restricted shares. Split year tax treatment was obtained for his arrival in the UK so that we were able to assist in a tax-efficient restructuring of his personal and family affairs, including the settlement of a Jersey trust. On arrival, the client entered into a further consultancy agreement with a different bio tech company in India and we negotiated the terms of the agreement which took into account the impact of the UK/India double tax treaty, UK NICs and overseas' workday relief. Tax efficiency was maintained through careful use of the remittance basis of taxation.

FORSTERS' SENIOR EXECUTIVES TEAM

IMMIGRATION

The team advises on the UK's immigration rules most relevant to internationally mobile business executives and entrepreneurs. We assist clients by planning and co-ordinating their applications for the relevant UK visa especially those under more business-centric immigration routes such as the Skilled Worker Visa. We also advise European nationals on how they can protect their position and retain their right to remain and work in the UK following Brexit.

Track record:

- Assisting a client of dual French and US citizenship obtain a UK passport.
- Helping a Brazilian national businessman to relocate to the UK with his family under the former Tier 1 (Investor) Visa.
- Assisting a Hong Kong Chinese national employed by an international investment manager to obtain a UK spouse visa on the basis of her British national husband.



EMPLOYMENT

We advise senior executives on all matters relating to their employment. At the start, we are there to negotiate the best terms, including those relating to equity and other financial incentives such as carried interest, often in situations where complex cross-border issues arise. The team is used to handling these negotiations in a way which protects our clients' interests, whilst maintaining good relations with their new employer. At the end, we are there to secure the best possible exit: whilst securing a good financial deal is important, so too is protecting other interests, such as reputation. Separately, if senior executives are being seconded to the UK by an overseas employer, it is important for those secondment arrangements to be reviewed to ensure that, for example, at the end of the secondment he or she has the right to return to their original role.

Track record:

- Assisting a US/Argentinian national negotiate her service agreement and equity arrangements with a UK Plc.
- Advising a Spanish national on his new employment with a private equity fund.
- Advising a French national on his contentious exit from a financial services institution, including advising on his carried interest arrangements.

“THEY HAVE CONTINUALLY SATISFIED EXPECTATIONS FOR RELIABILITY AND EFFICIENCY AND ARE ALWAYS DEDICATED TO DELIVERING A QUALITY SERVICE.”

Chambers HNW Guide

PRIVATE EQUITY

We give corporate structuring and transactional advice to a range of private equity clients, both to the executives and the underlying funds, and, working closely with our tax colleagues, have years of experience in structuring and advising on these matters. Our expertise ensures that we offer solutions, rather than problems, and that we work together with clients to achieve the desired end-result.

Track record:

- The Forsters team advised Blandford Capital on its acquisition of G2 Energy, a civil engineering firm specialising in high voltage electrical work, and its subsequent investment into the business. The matter involved advising on shareholding arrangements including ratchet provisions, bespoke exit provisions and a management incentive plan, as well as financing for the company.



FORSTERS' SENIOR EXECUTIVES TEAM



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“THERE IS A GENUINE SENSE THAT THE FIRM CARES ABOUT ITS CLIENTS AND VALUES THEM AND THEIR WELL BEING.”

The Legal 500



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