

Paul Randall

Partner
London

Biography

Paul Randall heads our Employee Share Incentives practice. He brings nearly 30 years of City experience. Over this time, he has advised numerous UK and overseas companies, listed and unlisted, on the corporate, tax and regulatory aspects of the design, implementation and operation of domestic and multi-national employee share plans, employee benefit trusts and executive remuneration. He has also advised in the context of many corporate transactions, including IPOs, takeovers, reverse takeovers, buyouts and general M&A.

Paul is chairman of the Corporate and Regulatory Committee of the Share Plan Lawyers Organisation and a member of the editorial board of Executive Compensation Briefing.

Representative experience

Advising Time Out Group on their IPO

Advising Virgin Media on their merger with Liberty Global

Advising SABMiller on their merger with ABInBev

Advising SoftCat on their IPO

Advising Cambian Group on their IPO

Advising Domino Printing Sciences on their acquisition by Brother Industries



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Languages

English

Practices

Executive Compensation, Employee Benefits, and Share Incentives

Industries

Aerospace, Defense, and Government Services

Automotive and Mobility

Consumer

Diversified Industrials

Education

Advising Atlantis Resources on their IPO
Advising Xchanging on multiple hostile bids
Advising Vectura on their acquisition of Skypharma
Advising Markit on their IPO
Advising Aveva on their proposed reverse takeover by Schneider Electric
Advising Merlin Entertainment on their IPO

Awards and rankings

- Employment: Share Schemes & Incentives, *Chambers UK*, 2019
- Employee Share Schemes & Incentives, Band 2, *Chambers UK*, 2016

Latest thinking and events

- ■ A Year of Corporate Governance: Remuneration
- Press Releases
 - Hogan Lovells advises The Craftory on its incorporation and capitalisation by managers and investors
- Blog Post
 - Enterprise Management Incentive option plans following expiry of EU State Aid approval – playing the waiting game
- Published Works
 - Trust record-keeping and registration - Cutting through red tape *Executive Compensation Briefing*
- Published Works
 - The Soul of Discretion...? *Executive Compensation Briefing*

Energy and Natural Resources
Financial Institutions
Insurance
Life Sciences and Health Care
Real Estate
TMT

Areas of focus

Pension Issues Connected With Business Critical Reorganizations
Business Restructuring and Tax
Buy-ins and Buy-outs
Buy Outs
Capital Markets and Tax
Company Formation
Compensation Committee
Corporate and Commercial Transactions
Corporate Group Structures
Corporate Trusts
Initial Public Offerings
Institutional Investors
International Regulatory Compliance
International Tax Planning
M&A and Tax
Management Incentive Plans
M&A and Joint Ventures
Private Equity and Venture Capital
Securities and Financial Regulatory Advice

Stock and Cash Based Incentives

Stock Exchange Listings and
Regulatory Compliance

Trustee Good Decision Making

Education and admissions

Education

King's College London

The University of Law

Memberships

City of London Lawyers

ESOP Centre

Global Equity Organisation

ifsProshare

Law Society

Share Plan Lawyers

Accolades

Paul Randall is known for his "pragmatic, down-to-earth and easy to get on with" approach to his instructions, with clients adding that they value his responsiveness.

Chambers UK 2016

Sources stress his skill in managing and creating executive remuneration schemes, and his excellent technical knowledge.

