



U.K. TAX

Executive Compensation Services

Helping clients navigate a complex landscape

As marketplace volatility continues, boards and management teams will look to re-evaluate their business strategy. Ensuring that changes to strategy are supported by the executive remuneration policy is an important factor in success.

Executive remuneration is under ever greater scrutiny and subject to an increasingly constraining governance framework. Effecting changes requires clear advice and effective action in order to quickly adapt to changing needs and strategies, especially at the most turbulent times.

At A&M, we assist companies and their Remuneration Committees and management teams to develop remuneration strategies and policies that align with business goals and culture while supporting the interests of their stakeholders.

Our Range of Services



1. Develop and document a reward strategy and policy that supports your goals and culture.
2. Provide access to market leading data and insights at all executive levels.
3. Design short- and long-term incentives for a wide range of businesses.
4. Offer unique insights into UK investor perspectives, allowing you to frame proposals and strategies for successful investor consultation.
5. Extend full support throughout the planning and implementation process.
6. Ensure companies comply with all remuneration legislation, regulation and reporting requirements.

Who We Work With

We support a variety of different businesses, listed and unlisted:



FTSE 100 / 250 / SmallCap



AIM-listed companies



Overseas-listed companies



Unlisted companies



Mutual / Co-operative Societies

Global Network

In addition to the services we provide from the UK, our team is complemented by A&M's US Compensation & Benefits group and the Global Taxand network. A&M Taxand is a founder of Taxand, the world's largest independent tax organisation, which provides high quality, integrated tax advice worldwide.

Why Choose Us?

1. Senior resource at every stage of delivery

All engagements are led by a senior member of A&M's Executive Compensation Services practice who attends all meetings and is actively involved in all deliverables. This ensures you always have access to the right level of advice, particularly when making critical decisions under time pressure. Our Managing Directors have a combined 80+ years of experience in advising on executive remuneration matters.

2. Independent and conflict-free

As A&M does not provide audit services, we are free of most conflicts and independence restrictions faced by accounting and actuarial firms.

3. Integrated approach across a breadth of services

A&M's broad professional services offering enables us to bring in specific expertise to help address the client's issues. We draw upon firm-wide capabilities in tax, accounting advisory, performance improvement and transactional diligence to provide comprehensive and robust advice on all aspects of executive pay. As we are one team working cohesively, the client has one point of contact for all their needs.

4. Leadership. Action. Results.™

A&M's approach has a bias towards action and the willingness to say what we think is needed. Our restructuring heritage sharpens our ability to act decisively, whilst embracing the toughest issues within the most challenging environments.

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ABOUT ALVAREZ & MARSAL

Companies, investors and government entities around the world turn to Alvarez & Marsal (A&M) for leadership, action and results. Privately held since its founding in 1983, A&M is a leading global professional services firm that provides advisory, business performance improvement and turnaround management services. When conventional approaches are not enough to create transformation and drive change, clients seek our deep expertise and ability to deliver practical solutions to their unique problems.

With over 6,000 people across four continents, we deliver tangible results for corporates, boards, private equity firms, law firms and government agencies facing complex challenges. Our senior leaders, and their teams, leverage A&M's restructuring heritage to help companies act decisively, catapult growth and accelerate results. We are experienced operators, world-class consultants, former regulators and industry authorities with a shared commitment to telling clients what's really needed for turning change into a strategic business asset, managing risk and unlocking value at every stage of growth.

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