

Margaret De Lisser

Senior Counsel

Washington, D.C.

Biography

For almost 30 years, Margaret de Lisser has worked with companies in a range of industries to allow them to focus and energize their employee talent with the use of skillfully implemented, competitively structured executive compensation and employee benefit arrangements.

Margaret is a solutions-oriented counselor to management and board committees, with comprehensive knowledge of the regulatory landscape impacting compensation and benefits and the ability to distill the information in a way that empowers clients to make smart decisions. No matter the workplace event, whether it is hiring executives, engaging in mergers, acquisitions, or divestitures, or planning executive succession, Margaret partners with clients and their other advisers to achieve the clients' objectives.

Spanning tax to securities law guidance, Margaret adeptly counsels clients on structuring, disclosing, benchmarking, and operating equity-based compensation arrangements, including stock options and stock appreciation rights, restricted stock and stock units, and employee stock purchase plans. Margaret negotiates employment, retention, and severance agreements on behalf of clients when much is at stake. Margaret's areas of focus extend to the design, restructure, and testing of, and fiduciary compliance for, retirement plans and deferred compensation programs. Margaret effectively advocates for clients under audit from the Internal Revenue Service or the Department of



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Practices

Executive Compensation, Employee Benefits, and Share Incentives

Corporate Governance and Public Company Representation

Pensions

REITs

Securities and Public Company Advisory

Tax

Industries

Energy and Natural Resources

Technology and Telecoms

Real Estate

Labor. Her work is concentrated in the media, hospitality, REIT, and technology spheres, for companies operating across the country.

Margaret joined Hogan Lovells as a partner in 2000 from the San Francisco office of an international firm. She has chaired the firm's pension committee for over 10 years. She is also a member of the Board of Trustees of The Dali Museum.

Representative experience

Representing Dell Inc. in its going-private transaction.

Representing The McClatchy Company in virtually all compensation and benefits matters for 17 years.

Representing a client in contributing employer real property into its pension plan.

Awards and rankings

- Labor and Employment: Employee Benefits, Executive Compensation and Retirement Plans: Transactions, *Legal 500 US*, 2011, 2014-2020

Latest thinking and events

- Hogan Lovells Publications
 - IRS issues initial guidance on application of Code Section 162(m) as amended by the Tax Cuts and Jobs Act *Employee Benefits and Executive Compensation Update*
- Hogan Lovells Publications
 - SEC increases Rule 701 disclosure threshold and issues concept release on updating compensatory offering rules *SEC Update*
- Hogan Lovells Publications
 - Three new acts change tax and employee benefit rules and might require employer action *Employee Benefits Update*
- Hogan Lovells Publications
 - Tax reform brings changes to executive compensation landscape
- Hogan Lovells Publications

Areas of focus

Compensation Committee

Stock and Cash Based Incentives

Education and admissions

Education

J.D., University of Pennsylvania Law School, 1988

B.A., University of Pennsylvania, 1984

Memberships

Board Trustee, The Dali Museum

Member, National Association of Stock Plan Professionals

Member, Tax Section, American Bar Association

Bar admissions and qualifications

District of Columbia

California

- SEC issues new and revised guidance on CEO pay ratio rule *SEC Update*
- Hogan Lovells Publications
 - SEC Adopts Final Rule to Implement Dodd-Frank CEO Pay Ratio Disclosure Requirement *SEC Update*