

Martha N. Steinman

Partner

New York

Biography

Martha Steinman's practice focuses on corporate governance, disclosure, securities, and tax matters, with an emphasis on advising boards of directors, compensation committees, and senior management.

As Co-Chair of the Employee Benefits and Executive Compensation practice, she counsels clients in diverse industries, including luxury brands, to navigate the rough seas they face as they strive to develop sensible and effective compensation programs in the face of potential criticism from shareholders and outside commentators. Martha's goal is to offer her clients pragmatic advice to find solutions that will meet their business needs, reflect evolving best practices, and withstand external scrutiny.

Martha has widespread experience in executive compensation, employee benefits, qualified and non-qualified plans, and welfare plans. She also works with clients to address employee benefit issues in the context of mergers, acquisitions, and divestitures, guides them through the transaction itself, and advises them on post-closing transition issues.

A significant portion of Martha's practice is in the area of equity and incentive compensation. Additionally, she works with clients to negotiate employment and severance agreements, design compensation packages, and determine retirement planning. Martha also advises companies on traditional employee benefit plan matters. She works with her clients to insure the qualified status of their plans under IRS rules and



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Practices

Corporate Governance and Public Company Representation

Executive Compensation, Employee Benefits, and Share Incentives

Pensions

Securities and Public Company Advisory

Tax

Industries

Consumer

Insurance

Areas of focus

Disclosure and Reporting

advises retirement plan committees on ERISA fiduciary matters. Where her clients face challenges, she works with them to defend audits and negotiate settlements with the IRS and the Department of Labor.

Martha is a frequent speaker on matters relating to executive compensation, corporate governance, and ethics. She is active in bar association and other industry groups and has held numerous leadership positions.

Representative experience

Advised LabCorp on benefits issues in connection with its US\$1.2bn acquisition of UK-based Chiltern.

Advised Celgene Corporation on its US\$9bn acquisition of Juno Therapeutics.

Advised 21st Century Fox on benefits issues in connection with corporate transactions.

Advised GE Healthcare on the sale of GE Healthcare Dharmacon, Inc. to Horizon Discovery Group plc.

Advised DuPont Fabros Technology on its \$7.6bn merger with Digital Realty.

Awards and rankings

- Employee Benefits Law, *The Best Lawyers in America*, 2007-2022
- Employee Benefits & Executive Compensation (New York), *Chambers USA*, 2017-2022
- Labor and Employment: Employee Benefits and Executive Compensation (Transactions), *Legal 500 US*, 2013-2022
- Employee Benefits Law, *New York Super Lawyers*, 2006-2019

Latest thinking and events

- Hogan Lovells Events
 - Retail buzz: A coffee chat with the Hogan Lovells NY team
- Hogan Lovells Events

Obligations

Fashion and Luxury Brands

Retail and Consumer Goods

Defined Contribution Schemes

Stock and Cash Based Incentives

Food and Beverages

Management Incentive Plans

Education and admissions

Education

J.D., New York University School of Law, 1989

B.A., University of Pennsylvania, magna cum laude, distinction in Political Science, 1986

Memberships

Board Member (and past President), New York/New Jersey Chapter of the NASPP

Board of Governors, American College of Employee Benefits Counsel

Immediate Past Chair, Employee Benefits Committee of the ABA Section of Taxation

Vice Chair, Executive Compensation Subcommittee of the Employee Benefits and Executive Compensation Committee of the ABA Section of Business Law

Bar admissions and qualifications

New York

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- Pay equity in the spotlight How employers should respond to pay transparency laws and trends
 - Press Releases
 - Hogan Lovells advises IMACTIS on its acquisition by GE HealthCare
 - Sponsorships and Speaking Engagements
 - American Bar Association - Navigating Murky Waters: Ethics for ERISA and Executive Compensation Lawyers
 - Sponsorships and Speaking Engagements
 - ABA Executive Compensation National Institute 2022
 - Sponsorships and Speaking Engagements
 - 2022 Proxy Disclosure & 19th Annual Executive Compensation Conferences