



## YOUR TAXAND GLOBAL COMPENSATION TEAM



Taxand's global team of compensation advisors brings you the benefit of extensive knowledge and experience in nearly 50 countries. To give you a flavour of the quality of our people, highlighted here are some of their profiles.



### SPAIN

#### Jaime Sol

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Jaime is the leader of Taxand's global compensation team. Jaime is based in Taxand Spain where he is a partner at Garrigues and is in charge of the Compensation and Benefits practice area within Human Capital Services. With more than 17 years of experience, he has advised numerous Spanish and international companies from a range of industries on the design and implementation of compensation schemes for executives, managers and employees.



### INDIA

#### Nitin Bajjal

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Nitin is the key Indian member of Taxand's global compensation team. Nitin is based in Taxand India where he is a director with BMR Advisors. Nitin has over 15 years of work experience and has been extensively involved in advising expatriates on taxation, corporate law and exchange control related matters, advising on corporate-tax and cross border related issues for clients in FMCG, Oil and Gas, Telecom companies and various Japanese companies.



### CANADA

#### Gloria Geddes

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Gloria is the key Canadian member of Taxand's global compensation team. Gloria is based in Taxand Canada where she is a partner in the tax department of Gowlings and is the national leader of the Executive Compensation Group. In her taxation of executive compensation practice she is involved in all aspects of the design and implementation of tax-effective executive compensation plans for public and private sector employers. Gloria has extensive experience in advising Canadian and international clients on how to deal with stock option plans in the context of corporate and domestic and cross-border mergers and acquisitions, divestitures, reorganisations and other transactions. Gloria is also involved in the creation and structuring of innovative and tax-effective financial products for clients in the investment industry.



### NETHERLANDS

#### Chris van Wijngaarden

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Chris is the key Dutch member of Taxand's global compensation team and the head of the employment tax team. He is based in Taxand Netherlands where he specialises in employee benefits and equity incentive plans as well as cross border taxation and social security issues involving employees. His extensive experience also includes advising on and implementing SARs plans, stock options and other equity related plans as well as employee / executive salary splits and consulting services on structuring international operating employees. Chris advises several multinational and domestic listed and non-listed companies in several specific industries. Chris graduated in Tax Law from the University of Amsterdam.

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**CHINA****Kevin Wang**

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Kevin is the key Chinese member of Taxand's global compensation team. Kevin is based in Taxand China where he is a corporate tax partner of Hendersen Taxand. Kevin has 17 years' experience in local and international tax. He has particular experience advising expatriates and Chinese nationals with regards to the design and implementation of tax-efficient packages to minimise individual income tax in China. Kevin also has become a corporate tax expert across all stages of doing business in China from setting up business vehicles to assisting in M&A transactions; and advising on the disposal of Chinese investments.

**USA****Brian L. Cumberland**

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Brian is the key US member of Taxand's global compensation team. He is based in Taxand US where he leads Alvarez & Marsal Taxand's Compensation and Benefits practice. With more than 20 years of experience, Brian provides advice to corporate clients in the area of executive compensation, covering issues related to stock, non-qualified retirement plans, deferred compensation, global compensation strategies, golden parachute rules, the one million deduction limitation and Key Employee Incentive Programs ("KEIPs"). He has partnered with Fortune 1000 companies to develop and deliver human resources services. Previously he led KPMG's Compensation & Benefits Group for the Southwest and was with KPMG's Washington National Tax Practice.

**RUSSIA****Andrey Tereschenko**

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Andrey is the key Russian member of Taxand's global compensation team. Andrey is based in Taxand Russia where he is a tax advisor with Pepeliaev Group. He focuses on tax law and has a high level of expertise in providing advice to major Russian and foreign companies on a wide range of tax issues but especially the implementation of compensation arrangements. Andrey has participated in projects to set up businesses in Russia, including assessment of the tax environment in the chosen business region, investment agreements with regional authorities and tax support for due diligence. Andrey has been directly involved in tax structuring of investment projects, particularly in the sphere of construction, land and real estate acquisition.

**ABOUT TAXAND**

Taxand provides high quality, integrated tax advice worldwide. Our tax professionals, nearly 400 tax partners and over 2,000 tax advisors in nearly 50 countries—grasp both the fine points of tax and the broader strategic implications, helping you mitigate risk, manage your tax burden and drive the performance of your business.

We're passionate about tax. We collaborate and share knowledge, capitalising on our collective expertise to provide you with high quality, tailored advice that helps relieve the pressures associated with making complex tax decisions.

We're also independent—ensuring that you adhere both to best practice and to tax law and that we remain free from time-consuming audit-based conflict checks. This enables us to deliver practical advice, responsively.

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