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Webcast: Hot Topics in Private Company Compensation: Legal and Compensation Consultant Perspectives

Webcasts | September 10, 2025

Our lawyers deliver a 30-minute briefing covering several Executive Compensation practice topics. The program is part of a quarterly webcast series designed to provide quick insights into emerging issues and offer practical guidance. **Topics discussed:**

- Equity Compensation Trends
- Benchmarking Approaches
- Industry Considerations
- Exit Events / Change in Control Planning

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PANELISTS: Ekaterina (Kate) Napalkova is a partner in the New York office of Gibson, Dunn & Crutcher and a member of the Employee Benefits and Executive Compensation Practice Group. Kate advises public and private companies, private investment funds, boards of directors and management teams on a broad range of compensation and employee benefits matters. Her advice focuses on the human capital, compensation and employee benefits aspects of M&A, restructurings, IPO, cross-border, spin-offs, and other corporate transactions. She is experienced in the negotiation and implementation of benefit and compensation plans, as well as compensation-related securities reporting and corporate governance matters. **Lucy Hong** is an associate in the Dallas office of Gibson, Dunn & Crutcher and a member of Gibson Dunn's Employee Benefits and Executive Compensation Practice Group. Lucy received her Juris Doctor, with high honors, in 2020 from Emory University School of Law, where she served as a Notes and Comments Editor for the Emory Law Journal. Lucy received her Bachelor of Business Administration, Finance, summa cum laude, from Southern Methodist University in 2017. **Anna Natapova** brings over 20 years of experience to compensation and total rewards in consulting and corporate environments. She is known for designing and delivering executive, broad-based, and sales total rewards programs that align with company strategy and desired behaviors. She works with companies across all industries, with extensive experience in financial and professional services. Prior to joining Semler Brossy, Anna was a Global Head of Total Rewards at Russell Reynolds Associates (RRA), where she oversaw Compensation, Benefits & Wellness, and Corporate Citizenship. Before RRA, Anna was at State Street Corporation, leading its Global Compensation and Incentive Design groups. She has had multiple roles within the global rewards organization, including leading

Related People

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international total rewards while based in London. Earlier in her career, she was an executive compensation consultant with Mercer, Korn-Ferry, and Farient Advisors. Anna has been a speaker at World at Work events and Practising Law Institute (PLA) and co-authored articles in NACD publications. Anna holds a B.A. from Brandeis University in History and Psychology. © 2025 Gibson, Dunn & Crutcher LLP. All rights reserved. For contact and other information, please visit us at www.gibsondunn.com. Attorney Advertising: These materials were prepared for general informational purposes only based on information available at the time of publication and are not intended as, do not constitute, and should not be relied upon as, legal advice or a legal opinion on any specific facts or circumstances. Gibson Dunn (and its affiliates, attorneys, and employees) shall not have any liability in connection with any use of these materials. The sharing of these materials does not establish an attorney-client relationship with the recipient and should not be relied upon as an alternative for advice from qualified counsel. Please note that facts and circumstances may vary, and prior results do not guarantee a similar outcome.

Related Capabilities

Executive Compensation and Employee Benefits

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