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Webcast: Incentive Equity That Goes the Distance: Rethinking MIP Design for the Current Private Markets

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Join us for a recorded 30-minute briefing on Incentive Equity That Goes the Distance: Rethinking MIP Design for the Current Private Markets. The program is part of a quarterly Executive Compensation and Employee Benefits webcast series designed to provide quick insights into emerging issues and practical advice. Topics discussed include how standard management incentive plans are showing their limits as longer hold periods become more common and continuation funds reshape the private markets landscape; designing MIPs that actually work when a traditional exit may not be on the horizon; vesting mechanics for extended hold periods, structuring around continuation fund transactions, and the legal pressure points GCs and fund counsel need to anticipate; and structuring incentive equity across some of the non-traditional liquidity scenarios defining today's private markets.

MCLE CREDIT INFORMATION: This program has been approved for credit in accordance with the requirements of the New York State Continuing Legal Education Board for a maximum of 0.5 credit hour, of which 0.5 credit hour may be applied toward the areas of professional practice requirement. This course is approved for transitional/non-transitional credit. Gibson, Dunn & Crutcher LLP certifies that this activity has been approved for MCLE credit by the State Bar of California in the amount of 0.5 hour. Neither the Connecticut Judicial Branch nor the Commission on Minimum Continuing Legal Education approve or accredit CLE providers or activities. It is the opinion of this provider that this activity qualifies for up to 30 minutes toward your annual CLE requirement in Connecticut, including 0 hour(s) of ethics/professionalism. Application for approval is pending with the Colorado, Illinois, Florida, Texas, Virginia and Washington State Bars.

PANELISTS: Ekaterina (Kate) Napalkova is a partner in the New York office of Gibson Dunn 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. **Jamal Lama** is a partner in the New York office of Gibson Dunn. Jamal’s practice focuses on advising companies and private equity firms across a wide range of industries, with specific experience in energy and infrastructure investments across geographies and asset classes. His representations include domestic and cross-border public and private M&A, joint ventures, preferred equity financings and other strategic transactions. He also has substantial experience advising clients on corporate governance issues throughout the lifecycle of a company, including private equity portfolio companies. **Kristen Poole** is a corporate partner in the New York office of Gibson Dunn, where her practice focuses on mergers and acquisitions and private equity. Kristen represents both public and private companies, as well as financial sponsors, in connection with mergers, acquisitions, divestitures, minority investments, restructurings, and other complex corporate transactions. She also advises clients with respect to general corporate governance matters and shareholder activism matters. © 2026 Gibson, Dunn & Crutcher

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Executive Compensation and Employee Benefits

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