



Elvira Camarasa Toural

Senior associate

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Human Capital Services

Elvira is a lawyer with extensive experience in the analysis, from a legal and tax perspective, of the design and implementation of remuneration policies for listed and unlisted companies. In particular, she is specialized in the design and implementation of medium and long-term incentive plans for employees and executive directors of national and multinational companies.

In addition, she provides recurring advice to boards of directors, remuneration committees and HR departments in relation to compliance with existing requirements on remuneration and the development of director remuneration policies.

Experience

Since Sep' 15 J&A Garrigues - Human Capital Services -

Senior associate at Garrigues Human Capital Services department, providing advisory services related to personal taxation and compensation and benefits.

Compensation and benefits: design and implementation of

- medium and long term incentives, both cash and share-based incentives;
- annual report on directors' remuneration;
- remuneration policies;
- flexible compensation systems;
- compensation structures, analyzing internal equity and external competitiveness (benchmarks);
- analyzing tax efficiency and legal aspects as well as the strategic implications for the company.

Job description: analysis of the current organizational structure and interviews with key professionals in order to define the real functions of each job. Identification of the differences detected with respect to the existing descriptions of each position. Updating the descriptions of each job based on the analysis carried out.

Evaluation of job positions and pay audit: diagnosis of the companies' pay situation and establishment of action plans to correct any pay inequities that may be detected based on the evaluation of job positions performed in a basis of "equal pay for work of equal value" based on, among other factors, the nature of the

functions entrusted, the academic, professional or training requirements for their performance and the working conditions under which the job is done.

Corporate governance and regulatory compliance: advice on compliance with legal obligations regarding remuneration and corporate governance; analysis of the recommendations of proxy advisors; recurring advice to boards of directors, remuneration committees and HR departments in relation to compliance with existing requirements on remuneration and the development of director remuneration policies.

Legal advice to Human Resources function: recurring advisory services to companies related to all stages of the relationship with their employees or directors (hiring, promotion, termination) in the area of tax, labour and corporate law, both nationally and internationally.

International Mobility: Optimization of the compensation of international assignees; international tax planning for executives; design and management of tax protection systems; management of expatriates/inbounds both at home and host companies; advice on labour, social security and immigration matters; coordination of compliance services.

Feb '14 - July '14 Job placement in J&A Garrigues - Human Capital Services -

Jun '13 - Jan '14 Internship in Ericsson - Mobile Broadband -

Feb '13 - May '13 Practicum in Capitán Consultores y Asociados

Academic background

2019 - 2019 Executive Compensation and Benefits Program (Advanced)

Centro de Estudios Garrigues, Madrid.

2014 - 2015 Master's in Corporate Law and Master's Degree in Access to the Legal Profession

Centro de Estudios Garrigues, Madrid.

2008 - 2014 Combined Degree in Law and Business Administration

Universidad Carlos III, Madrid.

1993 - 2008 Primary and Secondary Education

British Council School, Madrid.

Teaching activity

Centro de Estudios Garrigues

Business & Law School