

Jake Downing

Partner
Corporate, Finance and Investments

Chicago: +1 312 764 6935
jdowning@kslaw.com



Mr. Downing is a partner in King & Spalding’s Corporate, Finance and Investments practice, advising employers on a broad range of executive compensation and employee benefit matters. Mr. Downing advises employers on how to design, implement and maintain their executive compensation and employee benefit programs on a global basis. Mr. Downing’s expertise includes executive compensation programs, retirement programs, health and welfare programs, fringe benefit programs and their related governance considerations. Mr. Downing has experience counseling clients on public and private company executive compensation matters, including the governance, securities, employment and tax law considerations involved in offering omnibus, multi-jurisdictional equity compensation programs.

Mr. Downing advises employers on the executive compensation and employee benefits considerations in mergers and acquisitions and public listings, as well as post-transaction integration and implementation of executive compensation and employee benefit programs. Because Mr. Downing has expertise covering the full scope of executive compensation and employee benefit programs on a global basis, he serves as a single point of contact for such matters, delivering efficiency and value to multi-national employers.

Matters

Mr. Downing advised a multi-national employer on the design, implementation and management of a global equity program, including 27 country specific addenda, securities registrations and disclosures and tax implications.

Mr. Downing advised an employer on resolving regulatory disputes for a multi-jurisdictional pension scheme. The advice covered multiple, country specific regulators and included coordinating the interests of the employer with the interests of the scheme’s trustees.

Credentials

EDUCATION

J.D., Loyola University Chicago, magna cum laude
B.A., University of Minnesota

ADMISSIONS

Illinois

ASSOCIATIONS

American Bar Association

Loyola University Chicago School of Law Alumni Association;

University of Minnesota Alumni Association (Chicago Chapter)

Recognition

Next Generation Partner, Employee benefits, executive compensation and retirement plans:
design

LEGAL 500, 2020

Insights

CLIENT ALERT

February 26, 2021

Tracking Employee Vaccinations Globally: Can You Obtain The COVID-19 Vaccination Status Of Your Employees Everywhere?

News

CASES & DEALS

March 2, 2021

QOMPLX Agrees to Combine with Tailwind Acquisition Corp.

IN THE NEWS

January 7, 2021 • Source: *Bloomberg Law, The American Lawyer, ICLG News and The Daily Docket*

Jake Downing, who specializes in global executive compensation and employee benefits issues, joins the firm's Corporate, Finance and Investments practice group as a partner in the Chicago office

PRESS RELEASE

January 6, 2021

King & Spalding's Global Human Capital and Compliance Practice Adds Partner in Chicago

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