SQUIRE PATTON BOGGS

Helen May

Director

Manchester
T +44 161 830 5114

helen.may@squirepb.com



About Helen

Helen May is a director in our Pensions Practice Group.

She has over 20 years of experience in advising trustees and employers on all aspects of the legal and regulatory framework that applies to UK occupational pension plans. Helen's clients have operated in a wide range of sectors, including consumer, financial services, manufacturing and the public sector. She has advised in relation to both defined benefit (DB) and hybrid (DB and defined contribution (DC)) pensions arrangements.

Helen was recognised in *Legal 500* 2025 as being "very bright, organised, and is always cool and measured even when things get difficult". Another client informed *Legal 500*: "Helen May is our key contact and is excellent at providing the support we need when we need it." Previous comments noted that Helen is a "very able and technical lawyer with strong presentation skills".

Helen has served as a committee member of the North West Regional Group of the Pensions Management Institute.

Experience

- Advising trustees in relation to an employer exit from a DB arrangement, including its entry into a deferred debt arrangement.
- Working closely with pensions managers to achieve the bulk transfer of the DC sections of their hybrid pension plans to various master trusts. In some cases, a surplus in the DB section of the plan was also transferred. Helen negotiated the transfer documentation and evolved the member communications.
- Advising two trustee boards regarding the merger of their plans into a third plan. Helen identified that certain member tax protections would be lost upon merger, advised on the options available and negotiated the terms of the compensation package made available to affected members.
- Helping various trustee clients to prepare for buy-in and buyout transactions, including producing and reviewing detailed benefit specifications.
- Reporting to an employer on the comprehensive review of a complex rules rewrite prepared by the trustee's legal advisers. The rewrite consolidated a long series of amending deeds and updated, restructured and refined the rules. Having identified the material proposed new changes built into the rewrite, Helen helped the employer to assess the associated potential risks.
- Helping a trustee board respond to an employer proposal to redesign the plan's benefit structure. This involved advising on the trustees' duties, evolving the member communications and drafting extensive rule amendments.
- Negotiating the terms of a parent company guarantee (and associated funding documents) provided to a trustee client by an overseas entity.
- Providing advice to trustees on legislative and regulatory developments and member complaints, as well as reviewing scheme booklets, retirement packs and other member literature.

Credentials

Education

- College of Law, Birmingham, Postgraduate Diploma in Legal Practice, 2003
- Sheffield Hallam University, LL.B. (Hons.), 2002

Admissions

- England and Wales, 2005

Memberships & Affiliations

- Member, Association of Pensions Lawyers

Recognitions

- Recognised by *Legal 500* as a key lawyer
- Holder of the Trustee Certificate of Essential Pensions Knowledge awarded by the Pensions Management Institute

Expertise

Services

- Pensions

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.