

The Best in Italy

# LABOUR 2018

## Report





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# METHODOLOGY



Rankings A, B and C correspond to law firms specialising in labour ranked by the **international directories** (Chambers & Partners and Legal 500).

**A.** Band 1

**B.** Band 2

**C.** Band 3


Rankings A, B and C are based on the average assessment (A, B and C) of qualities/expertise in the different practice areas (industrial/trade union relations, litigation, non-contentious/advisory (includes m&a), agency agreements, top management, restructuring and reorganisation, pension and social security, public sector employment, sports law, criminal employment law).

## More specifically:

**A.** The firm has a well-established presence in the market with a wide range of operations carried out for leading clients in the corporate sectors; the team has transversal skills and is active in all corporate sub specializations; wide recognition and "high" reputation according to clients, peers and in general by all market observers contacted by the Research Center, including competitors.


**B.** The law firm is present and active in the market; the team has excellences in one or more – but not all – sub specializations; well-established and partially widespread reputation. Recommendations mostly received by clients and counterparties.

**C.** The law firm is present and active in the market, the team's expertise has a primary focus on a specific practice area; recommendations are mostly received by clients.

The following signs ▲ ■ ▼ indicate whether the firm ranking has changed compared to last year, i.e. whether it is moving up, moving down or is stable. The  symbol indicates that the firm is included in the Report for the first time.

## MARKET OPINION AND LAWYERS RANKING

- ★ They are "Star Lawyers" with established reputation in the market and exceptional recommendations in their field by clients, competitors and counterparties.
- AA** They are the most-recommended and widely cited lawyers by eminent business operators, including other lawyers/competitors.
- A** Extensive and well-established reputation. They have received a high level of positive recommendations by clients and counterparties.
- B** Established reputation. They have received a high level of positive recommendations by their clients and sometimes by counterparties and market observers.
- C** Mostly recommended by clients.



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## A YEAR FULL OF CHANGES... AND CHALLENGES

GDPR and data privacy, smart working, whistleblowing, electronic monitoring of employees, digitalisation, gig economy: hot topics in Italy's labour market

by tania carola meyer

### Estimated total revenue: 198+ mln €

*Legalcommunity's research center* estimates that turnover for the 2017 fiscal year - with a sample of 73 firms participating in the study - amounted to about € 198 million.

Of the 73 firms analyzed in the report, only 10 have an estimated turnover in terms of Employment and Labour law practice greater than 6 million euros. These 10 firms alone are able to generate 52% of overall business.



According to estimates from the research center, these same 10 firms generate turnover of about € 103,2 million, equal to about 52% of overall turnover in this area.

## The most-cited firms and lawyers

We spoke with all the firms involved in the research this year in an effort to highlight employment and labour law firms and lawyers that are considered (by their direct competitors and by the market) as exemplifying excellence in the industry regardless of individual area of specialization.

### The most-cited firms and lawyers according to the market

**Toffoletto De Luca Tamajo e Soci** is the most-cited firm. Second place goes to **LabLaw**. Tied for third place are **BonelliErede** and **Ichino Brugnattelli**.

The top lawyers: first place goes to **Luca Failla**, followed by **Francesco Rotondi** and **Franco Toffoletto**, all tied for second place.



• Toffoletto De Luca Tamajo e Soci

• Lablaw

• BonelliErede  
• Ichino Brugnattelli



• Luca Failla

• Francesco Rotondi  
• Franco Toffoletto

### The most-cited firms and lawyers according to peers

The most-cited firm is **BonelliErede** followed by **Toffoletto & Partners**, with **Trifirò & Partners** in 3rd place.

As for the top lawyers, first place is shared by **Marcello Giustiniani** and **Renato Scorcelli**, followed by **Giacinto Favalli** and **Angelo Zambelli** in second place, with **Lorenzo Cairo**, **Antonella Negri**, **Franco Toffoletto** and **Paola Tradati** all sharing third place.

• BonelliErede

• Toffoletto De Luca Tamajo e Soci

• Trifirò & Partners



• Marcello Giustiniani  
• Renato Scorcelli

• Giacinto Favalli  
• Angelo Zambelli

• Lorenzo Cairo  
• Antonella Negri  
• Franco Toffoletto  
• Paola Tradati

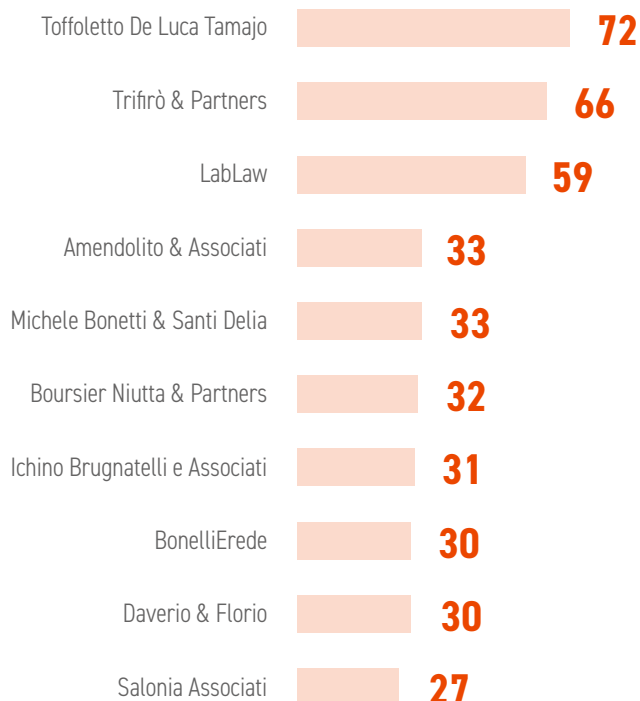


## Teams

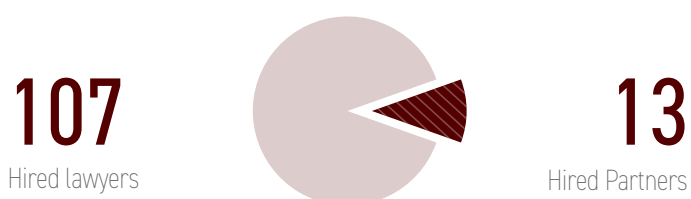
There are approximately 1043 professionals (Partners, Counsel/Of Counsel, Associates, Trainees) working part-time or full-time in Employment and Labour departments; 278 of them are Partners.



### The labour teams with more members are



107 professionals have been hired this year (Partners, Counsel/Of Counsel, Associates, Trainees), 13 of them are Partners.



New partners	From	New law firm
Marco Binetti	Studio Binetti	Amendolito & Associati
Domenico Costantino	Studio Costantino	Amendolito & Associati
Luigi Giuseppe Decollanz	Studio Decollanz	Amendolito & Associati
Francesco Perchinunno	Studio Perchinunno	Amendolito & Associati
Davide Boffi	Ughi e Nunziante	Dentons
Nicola Bonante	Gianni Origoni Grippo Cappelli & Partners	Gatti Pavesi Bianchi
Paola Tradati	Gianni Origoni Grippo Cappelli & Partners	Gatti Pavesi Bianchi
Andrea Bozza	Guardamagna e Associati	Osborne Clarke (Sports law)
Pierfilippo Capello	Guardamagna e Associati	Osborne Clarke (Sports law)
Simone Brun	Studio Individuale Brun	Menichetti Studio Legale
Enrico Maria Mancuso	Baker McKenzie	Pedersoli Studio Legale (White-Collar Defense and Investigations)
Francesco Simoneschi	Gatti Pavesi Bianchi	Pedersoli Studio Legale
Sergio Barozzi*	Lexellent	SZA

\*Sadly, Sergio Barozzi passed away tragically and unexpectedly on 31 August 2018.

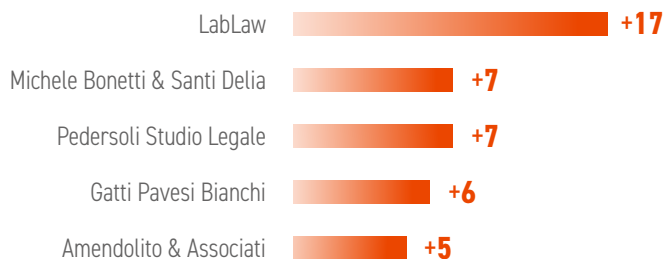
### Promotions

- **Carnelutti Studio Legale Associato:** in January 2018, Marco Sartori was promoted to Partner.
- **Chiomenti:** Emanuele Barberis was appointed Head of the Employment Department as of 1st January 2018.
- **Dentons:** in May 2018, Aldo Calza, Head of the Italian Employment and Labour Practice, was appointed as Global Co-Chair of the Employment and Labour Practice.
- **Menichetti Studio Legale:** in January 2018, Gilda Pisa was promoted to Partner.

### The fastest growing teams

In 2017, there were 5 firms that saw the highest number of new hires. LabLaw is out front with 17 new professionals, followed by Michele Bonetti & Santi Delia and Pedersoli Studio Legale with 7 new hires, Gatti Pavesi Bianchi with 6 and Amendolito & Associati with 5.

## The teams which have been growing more



### New teams

- **Littler.** In January 2018, Littler opened its first Italian office in Milan, led by experienced employment law experts Carlo Majer, previously Partner with Lexellent, and Edgardo Ratti, joining from Trevisan & Cuonzo.
- **Gatti Pavesi Bianchi.** In April 2018, Paola Tradati and Nicola Bonante and their teams moved from Gianni Origoni Grippo Cappelli & Partners to Gatti Pavesi Bianchi, where they took the position of Equity Partners.
- **Pedersoli Studio Legale.** In March 2018, Francesco Simoneschi joined Pedersoli as new Equity Partner from Gatti Pavesi Bianchi with a team of two experienced lawyers (Alessandro Crosta, Counsel and Andrea Scarpellini, Associate). The department works in close alignment with the new White-Collar Defence and Investigations department, which was launched in January 2018 and is led by Enrico Maria Mancuso, who joined from Baker McKenzie.
- **SZA.** In April 2018, SZA boosted its employment team with the appointment of highly experienced Partner Sergio Barozzi, who joined from Lexellent together with Associate Sofia Bargellini and trainees Tommaso Raco and Claudia Di Biase. Also, Luca Borghi's promotion to Partner earlier this year reflects the ongoing commitment of SZA to grow its employment practice. Sadly, Sergio Barozzi passed away tragically and unexpectedly on 31 August 2018.

## Market trends

Due to well-known reforms, last year was characterised by a continuation of a general decrease of litigation in "typical" employment relationship issues (such as demotions, transfers, layoffs, etc.), as most termination cases are settled out of courts. On the contrary, cases of litigation with a more "collective" dimension are increasingly frequent, for example in corporate restructuring and reorganisation or criminal cases of environmental damage or asbestos.

As for out of court assistance, more and more emphasis is given to top managers and their compensation packages (both during and at the termination of the relationship) and to the employment aspects of M&A transactions and reorganization/restructuring processes (including cross-border operations).

### Market trends/hot topics:

- impact of GDPR and data protection;
- new whistleblowing laws and new flexible working policies;
- debate about workers in the Gig economy and how their rights/entitlements (e.g.: minimum wage or paid annual leave, right to sick pay, protection from unfair dismissal) may change;
- use of technologies and electronic monitoring of employees as the impact of the amendments made to the 1970 Workers' Statute begins to emerge.

Labour law profiles of corporate **compliance and regulatory matters** such as GDPR implementation, internal investigations and whistleblowing policies are increasingly critical subjects:

- the last 12 months have seen an increase in clients' requests for advice in relation to data privacy issues, with particular reference to compliance with the new EU General Data Protection Regulation which came into force on 25 May 2018;
- many companies have also begun to implement and/or integrate their 231 organisation models, following the introduction of the so-called Whistleblowing Law. Some firms (eg: Toffoletto De Luca Tamajo) have created dedicated groups to Whistleblowing.

### Increased workload in the field of Smart Working.

Understandably, following the implementation of Smart Working in Italy through Lavoro Agile regulation, there has been a great deal of attention for actions meant to adapt working conditions to smart/agile work (e.g.: drafting and implementation of smart-working agreements and "welfare plans").

Advising on the new frontiers in subordination qualification (e.g., Gig Economy and platform workers) is another hot topic in Italy, as digital labour platforms are facing employment issues about the classification and the legal protection of the so-called "taskers".

Also, assistance on the potential effects of Brexit on Human Resources and employment is still a major issue, with many firms advising large international groups to reorganise their businesses facing Brexit or carry out cross-border mergers.

Finally, the request of assistance in the field of Health & Safety has grown significantly, leading to the creation of dedicated occupational safety departments (eg.: Lexellent).



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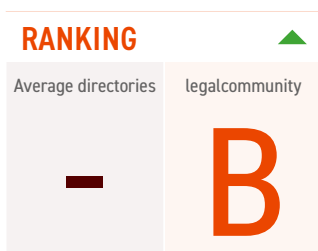
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# ALBÈ & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



The employment team has a long-time expertise in all aspects of labour and social-security issues, advising on employment related matters and representing clients both out of court and in judicial proceedings.

## MARKET FEEDBACK ON THE FIRM\*

«Very well-structured firm providing high quality services. Experience, great technical and negotiation skills. An area for improvement would be creating an international network».

«We started working with this firm in 2011 and they fully satisfy our needs. They take care of multiple aspects of our company life: from unions relationships, agency and distribution agreements to M&A and restructuring procedures. The team is reliable, problem-solving oriented and extremely responsive».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Giorgio Albè:** «He is a brilliant and experienced lawyer. Great relational skills in court and out of court. He has also great negotiation skills, especially with trade unions».

«He is very concrete, pragmatic, precise, reliable and rich with tips».

**Gabriele Gianduia:** «Excellent work. Maximum availability and dedication».

«Experienced, skilled and always available».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Giorgio Albè	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Anna Albè	<b>C</b>	✓	✓	✓		✓	✓	✓	✓	✓		✓
Gabriele Gianduia	<b>C</b>	✓	✓	✓	✓	✓	✓	✓			✓	
Other notable lawyers according to market sources	Valentina Castelli (Senior Associate) - Daniela Barela (Associate)											

\*summary of interviews with clients

# ALBÈ & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT  
**GIORGIO ALBÈ**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the Partners;
5. cost-effective services.

3

33,3%  
Partners

4

44,4%  
Associates

2

22,2%  
Counsels

-

-  
Trainees

## NAMES OF PARTNERS

Giorgio Albè, Anna Albè, Gabriele Gianduia

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Andrea Pittarello** (Junior Associate)  
JOINED FROM. **SCF Law Firm**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	20%
Litigation	15%
Non-contentious/advisory**	20%
Agency agreements	5%
Top management	10%
Restructuring/Reorganisation	15%
Pension and Social security	5%
Public sector employment	5%
Sports law	2%
Criminal employment law	3%

TOTAL REVENUES IN ITALY

2 € mln

EMPLOYMENT ACTIVITIES

40 %

\*according to clients and market observers - \*\*includes m&a

# ALBÈ & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>5</b> • 55,5%	<b>3</b> • 100%	Giorgio Albè, Anna Albè, Gabriele Gianduia
Litigation	<b>B</b>	<b>7</b> • 77,7%	<b>3</b> • 100%	Giorgio Albè, Anna Albè, Gabriele Gianduia
Non-contentious/ advisory	<b>B</b>	<b>7</b> • 77,7%	<b>3</b> • 100%	Giorgio Albè, Anna Albè, Gabriele Gianduia
Agency agreements	<b>C</b>	<b>4</b> • 44,4%	<b>2</b> • 66,6%	Giorgio Albè, Gabriele Gianduia
Top management	<b>B</b>	<b>5</b> • 55,5%	<b>3</b> • 100%	Giorgio Albè, Anna Albè, Gabriele Gianduia
Restructuring and reorganisations	<b>C</b>	<b>5</b> • 55,5%	<b>3</b> • 100%	Giorgio Albè, Anna Albè, Gabriele Gianduia
M&A and employment- related issues	<b>C</b>	<b>5</b> • 55,5%	<b>3</b> • 100%	Giorgio Albè, Anna Albè, Gabriele Gianduia
Pension and Social security	<b>B</b>	<b>3</b> • 33,3%	<b>2</b> • 66,6%	Giorgio Albè, Anna Albè
Public sector employment	<b>B</b>	<b>3</b> • 33,3%	<b>1</b> • 33,3%	Anna Albè
Sports law	<b>C</b>	<b>2</b> • 22,2%	<b>1</b> • 33,3%	Gabriele Gianduia
Criminal employment law	<b>C</b>	<b>3</b> • 33,3%	<b>1</b> • 33,3%	Anna Albè

The lawyers may have an active role in different practice areas.

# ALBÈ & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Polioli S.p.A.



TYPE OF MATTER

Industrial/trade union relations - Restructuring



LEAD PARTNER

Giorgio Albè



COUNTERPARTY

-

Assisting Polioli, prior to the transfer of a business unit to Polialcoli, in the composition with creditors with a business continuity plan and in the negotiation with trade unions at Vercelli Valsesia Confindustria.

## Caterline S.p.A.

480.000 €



TYPE OF MATTER

Industrial/trade union relations - Litigation



LEAD PARTNER

Anna Albè



COUNTERPARTY

-

Assisting Caterline S.p.A., a leading company in the trading of food, for employment law aspects related to the transfer of 40 employees from a company, operating in the Lucca and Varese areas which had been declared bankrupt.

## Tecnocasa Holding S.p.A.

1,5 € mln



TYPE OF MATTER

Litigation



LEAD PARTNER

Giorgio Albè



COUNTERPARTY

-

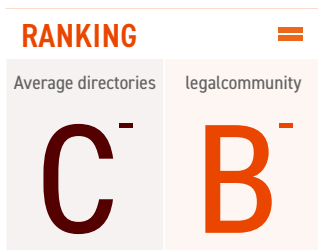
Assisting Tecnocasa Holding S.p.A. in a lawsuit filed by a former freelance consultant claiming there was an employment relationship with Tecnocasa and a so-called "common center of business" between his companies and Tecnocasa. The Employment Court of Naples rejected all the consultant's claims.

**Other clients:** I.V.N.G. S.p.A., Betafence Italia S.p.A. and other Italian and multinational companies of different industry sectors.



# ALLEN & OVERY

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



During the last twelve months Allen & Overy has been actively involved in major M&A transactions which have presented complex employment law issues, both at a domestic and a cross-border level. The firm has also advised on the labour law aspects of corporate reorganisation and restructuring processes, in addition to acting as trusted legal adviser to leading companies and financial institutions for general employment issues and in several disputes before Italian employment courts. During the last year the firm has seen an increase in clients' requests for advice in relation to data protection issues, with particular reference to compliance with the new European General Data Protection Regulation. The firm also provided assistance to several clients on the potential effects of Brexit on HR and employer issues.

## MARKET FEEDBACK ON THE FIRM\*

«Very high quality firm. Deep employment law knowledge and quick answers. We chose to work with this firm for their capacity to provide multi-jurisdiction advice».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Livio Bossotto:** «He is a brilliant lawyer. Professional, punctual, precise, reliable and always available».

«Competent, deep knowledge and practical approach, excellent interpersonal and foreign language skills».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Livio Bossotto	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Giorgia Giorgietti	<b>C</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Claudio Chiarella	<b>C</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Giorgia Giorgetti (Senior Associate)											

\*summary of interviews with clients

# ALLEN & OVERY

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

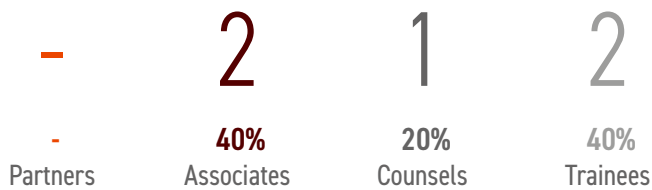


HEAD OF DEPARTMENT

**LIVIO BOSSOTTO**  
(Counsel - Local partner  
equivalent)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. presence and availability of the partners;
6. international network and presence in Italy.



## NAMES OF PARTNERS

Livio Bossotto (Counsel - Local partner equivalent)

## TOTAL REVENUES IN ITALY

**34,5 € mln**

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Giorgia Giorgetti** (Senior Associate): "Giorgia plays a pivotal role with key clients: for example, she has recently advised the Italian branch of a global financial services group in relation to the negotiations for the termination of one of its executives, who is one of the most important bankers in Italy".

**Claudio Chiarella** (Associate): "Claudio is actively contributing to the development of the firm's data protection offering in Italy. He advises domestic and international clients on the review of privacy policies and compliance with European and Italian laws and regulations, including GDPR".



\*according to clients and market observers - \*\*includes m&a

# ALLEN & OVERY

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
Litigation	<b>B</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
Non-contentious/ advisory	<b>A</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
Agency agreements	<b>B</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
Top management	<b>B</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
Restructuring and reorganisations	<b>C</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
M&A and employment- related issues	<b>B</b>	<b>5 • 100%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)
Pension and Social security	<b>C</b>	<b>1 • 20%</b>	-	Livio Bossotto (Counsel - Local partner equivalent)



The lawyers may have an active role in different practice areas.

# ALLEN & OVERY

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Playtech

846 € mln (estimated value)



### TYPE OF MATTER

M&A and employment-related issues - Top management



### LEAD PARTNER

Livio Bossotto (lead counsel for the employment aspects) - Paolo Ghiglione (lead partner for the overall transaction)



### COUNTERPARTY

Lombardi Segni e Associati assisted the seller; Simmons & Simmons and Chiomenti assisted the issuer

Advising Playtech, a leading listed company in the gambling industry, on the employment law aspects connected to its acquisition of a 70% stake in the share capital of Italian betting company Snaitech from Global Games and OI Games. This transaction creates a vertically integrated 'B2B2C' operator in Italy, which is Europe's largest gambling market.

## ESAB Saldatura



### TYPE OF MATTER

Industrial/trade unions relations



### LEAD PARTNER

Livio Bossotto



### COUNTERPARTY

BonelliErede assisted Sandvik Italia

Advising ESAB Saldatura S.p.A., an international company active in the welding consumable and equipment sector, on the employment law aspects connected to the transfer of the welding business branch as a going concern from Sandvik Italia S.p.A.; in particular, the team advised ESAB on the information and consultation procedure with the trade unions carrying out the related negotiation process.

## Antonio Giuffré



### TYPE OF MATTER

Top management



### LEAD PARTNER

Livio Bossotto



### COUNTERPARTY

Baker McKenzie assisted Giuffré Editore

Advising Antonio Giuffré, the former MD of Dott. A. Giuffré Editore, in the negotiation of his exit from the company. This matter followed the recent acquisition of Dott. A. Giuffré Editore by Editions Lefebvre Sarrut (ELS), a premium French publishing company.

**Other clients:** Twentieth Century Fox Italy and other Italian and multinational companies of different industry sectors.

# AMENDOLITO & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B

Amendolito & Associati is recognized for its deep experience in the field of Industrial/trade union relations and Restructuring/Reorganisation.

## NEWS

In 2017 and 2018 the team welcomed 4 Partners and 1 new Associate.



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Francesco Amendolito	B	✓	✓	✓			✓	✓		✓	✓	
Maria Di Biase	B	✓	✓	✓	✓	✓	✓	✓	✓			

\*summary of interviews with clients

# AMENDOLITO & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FRANCESCO AMENDOLITO**  
(photo),  
**MARIA DI BIASE**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

13

39,4%  
Partners

10

30,4%  
Associates

2

6%  
Counsels

8

24,2%  
Trainees

## NAMES OF PARTNERS

Francesco Amendolito, Maria Di Biase, Grazia Fazio, Lucia Spinelli, Valentina Giacalone, Annamaria Grasso, Annamaria Sardano, Fabrizia Dadone, Luigi Giuseppe Decollanz, Marco Binetti, Domenico Costantino, Francesco Perchinunno, Marina Fiore

## HIRES IN THE LAST 12 MONTHS

5

NAME. **Luigi Giuseppe Decollanz** (Business Partner)

JOINED FROM. **Studio Decollanz**

NAME. **Domenico Costantino** (Partner)

JOINED FROM. **Studio Costantino**

NAME. **Francesco Perchinunno** (Partner)

JOINED FROM. **Studio Perchinunno**

NAME. **Marco Binetti** (Partner)

JOINED FROM. **Studio Binetti**

NAME. **Rossella Camapanale** (Associate)

JOINED FROM. **Studio De Gennaro-D'Ambrosio**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	17%
Litigation	28%
Non-contentious/advisory**	28%
Agency agreements	1,5%
Top management	1,5%
Restructuring/Reorganisation	17%
Social security	1,5%
Public sector employment	1,5%
Sports law	1,5%
Criminal employment law	2,5%

TOTAL REVENUES IN ITALY (ESTIMATE)

2,4 € mln

EMPLOYMENT ACTIVITIES

90 %

\*according to clients and market observers - \*\*includes m&a



# AMENDOLITO & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	20 • 60,6%	8 • 61,5%	Francesco Amendolito, Maria Di Biase, Grazia Fazio, Lucia Spinelli, Valentina Giacalone, Annamaria Grasso, Annamaria Sardano, Marina Fiore
Litigation	A	22 • 66,6%	13 • 100%	* Francesco Amendolito, Maria Di Biase, Grazia Fazio, Lucia Spinelli, Valentina Giacalone, Annamaria Grasso, Annamaria Sardano, Fabrizia Dadone, Luigi Giuseppe Decollanz, Marco Binetti, Domenico Costantino, Francesco Perchinunno, Marina Fiore
Non-contentious/ advisory	A	30 • 91%	13 • 100%	*
Agency agreements	C	12 • 36,3%	6 • 46,1%	Maria Di Biase, Grazia Fazio, Marina Fiore, Fabrizia Dadone, Luigi Giuseppe Decollanz, Francesco Perchinunno
Top management	C	14 • 42,4%	7 • 53,8%	Maria Di Biase, Grazia Fazio, Fabrizia Dadone, Fabrizia Dadone, Luigi Giuseppe Decollanz, Francesco Perchinunno, Domenico Costantino
Restructuring and reorganisation	B	28 • 84,8%	12 • 92,3%	Francesco Amendolito, Marco Binetti, Domenico Costantino, Fabrizia Dadone, Luigi Giuseppe Decollanz, Maria Di Biase, Grazia Fazio, Valentina Giacalone, Annamaria Grasso, Francesco Perchinunno, Annamaria Sardano, Lucia Spinelli,
M&A and employment-related issues	B	20 • 60,6%	11 • 84,6%	Francesco Amendolito, Maria Di Biase, Grazia Fazio, Lucia Spinelli, Valentina Giacalone, Annamaria Sardano, Fabrizia Dadone, Luigi Giuseppe Decollanz, Marco Binetti, Domenico Costantino, Francesco Perchinunno
Pensions and social security	C	10 • 30,3%	6 • 46,1%	Maria Di Biase, Annamaria Sardano, Fabrizia Dadone, Marina Fiore, Domenico Costantino, Francesco Perchinunno
Public sector employment	C	11 • 33,3%	6 • 46,1%	Francesco Amendolito, Fabrizia Dadone, Domenico Costantino, Luigi Giuseppe Decollanz, Lucia Spinelli, Francesco Perchinunno
Sports law	C	8 • 24,2%	5 • 38,4%	Francesco Amendolito, Domenico Costantino, Luigi Giuseppe Decollanz, Marco Binetti, Francesco Perchinunno
Criminal employment law	C	6 • 18,1%	3 • 23%	Luigi Giuseppe Decollanz, Marco Binetti, Francesco Perchinunno

The lawyers may have an active role in different practice areas.

# AMENDOLITO & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## EXPRIVIA S.P.A.

200,000 € mln



### TYPE OF MATTER

Industrial/trade union relations – Litigation - Non-contentious/  
advisory - M&A and employment-related issues - Restructuring/  
Reorganisation



### LEAD PARTNER

Francesco Amendolito



### COUNTERPARTY

-

Assisting in connection with the acquisition of the listed company Italtel Spa and in the contract renewal of a company-level collective agreement.

## MAFRAT S.p.A.



### TYPE OF MATTER

Industrial/trade union relations – Non-contentious/advisory - M&A  
and employment-related issues - Restructuring/Reorganisation



### LEAD PARTNER

Francesco Amendolito



### COUNTERPARTY

-

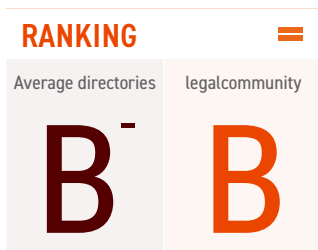
Advising on the 2018-2022 new business plan, also through the reorganization and restructuring of the corporate debt.



**Other clients:** Magneti Marelli, FCA Melfi - Fiat Chrysler Automobiles and other Italian and multinational companies of different industry sectors.

# BAKER McKENZIE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



During the past year Baker McKenzie has continued to devote much attention to the preparation and implementation of reorganization/restructuring plans, as well as contentious matters and consulting activities. There has been a great deal of attention for actions meant to adapt working conditions to smart/agile work, as well as large projects to align to the GDPR. Also, mobility (and therefore immigration matters, secondments, Pension and Social security aspects) has been on the rise. There have also been several efforts to elaborate on contractual formats for "digital economy".

## MARKET FEEDBACK ON THE FIRM\*

«We started working with this firm 10+ years ago. Professional team with a broad offering of legal services. Technical skills, understanding of the business and great expertise for top management issues».

«Excellent team. High level of competency, precision and accuracy. We have a very strong business relationship».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Uberto Percivalle:** «Excellent and reliable. Precision, Timeliness, responsiveness».

«Strong technical skills and employment expertise».

**Massimiliano Biolchini:** «Technical and legal skills, presence, availability, knowledge of business».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Uberto Percivalle</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			✓
<b>Massimiliano Biolchini</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			✓
<b>Gianfranco Di Garbo</b>	<b>B</b>	✓		✓	✓	✓		✓	✓			✓
Other notable lawyers according to market sources	<b>Carlo Marinelli (Counsel), Lorenzo Zanotti (Associate), Maddalena Lebro (Junior Associate)</b>											

\*summary of interviews with clients

# BAKER McKENZIE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**UBERTO PERCIVALLE**

3

**17,6%**  
Partners

9

**53%**  
Associates

4

**23,5%**  
Counsels

1

**5,8%**  
Trainees

## NAMES OF PARTNERS

Uberto Percivalle, Massimiliano Biolchini, Gianfranco Di Garbo

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Alessia Raimondo** (Counsel): "She has a primary role within the team and has shown astonishing coordination and tireless championing of the Stella McCartney deal".

**Edoardo Maria Ceracchi** (Associate): "He is an intelligent and vigorous litigator, able to pick up thin threads to build up a winning strategy, even in the most difficult and seemingly hopeless situations. He is an excellent strategist and effective presenter of arguments in court".

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. presence and availability of the partners;
6. international network and presence in Italy;

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>5%</b>
Litigation	<b>25%</b>
Non-contentious/advisory**	<b>30%</b>
Agency agreements	<b>10%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>20%</b>
Social security	
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**46,8 € mln**

EMPLOYMENT ACTIVITIES

**12,5 %**

\*according to clients and market observers - \*\*includes m&a

# BAKER McKENZIE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>7</b> • 41,1%	<b>3</b> • 100%	Uberto Percivalle, Massimiliano Biolchini, Gianfranco Di Garbo
Litigation	<b>B</b>	<b>12</b> • 70,5%	<b>2</b> • 66,6%	Uberto Percivalle, Massimiliano Biolchini
Non-contentious/ advisory	<b>A</b>	<b>17</b> • 100%	<b>3</b> • 100%	Massimiliano Biolchini, Gianfranco Di Garbo, Uberto Percivalle
Agency agreements	<b>C</b>	<b>8</b> • 47%	<b>3</b> • 100%	Massimiliano Biolchini, Gianfranco Di Garbo, Uberto Percivalle
Top management	<b>C</b>	<b>7</b> • 41,1%	<b>3</b> • 100%	Uberto Percivalle, Massimiliano Biolchini, Gianfranco Di Garbo
Restructuring and reorganisations	<b>C</b>	<b>5</b> • 29,4%	<b>2</b> • 66,6%	Uberto Percivalle, Massimiliano Biolchini
M&A and employment- related issues	<b>B</b>	<b>8</b> • 47%	<b>3</b> • 100%	Uberto Percivalle, Gianfranco Di Garbo, Massimiliano Biolchini
Pension and Social security	<b>C</b>	<b>5</b> • 29,4%	<b>3</b> • 100%	Uberto Percivalle, Gianfranco Di Garbo, Massimiliano Biolchini
Criminal employment law	<b>C</b>	<b>3</b> • 17,6% + *	<b>3</b> • 100%	Uberto Percivalle, Gianfranco Di Garbo, Massimiliano Biolchini

The lawyers may have an active role in different practice areas. - \* practitioners of the criminal practice of Baker McKenzie

# BAKER McKENZIE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Dott. A. Giuffrè Editore S.p.A.



TYPE OF MATTER  
**Top Management**



LEAD PARTNER  
**Massimiliano Biolchini**



COUNTERPARTY  
-

Advising in connection with the negotiation of the termination of the general manager Antonio Giuffrè, the heir of the family who founded Giuffrè Editore, the oldest and most reputable professional publishing company in Italy.

## Stella McCartney



TYPE OF MATTER  
**Labour M&A**



LEAD PARTNER  
**Massimiliano Biolchini**



COUNTERPARTY  
-

Assisting Stella McCartney in EMEA in all employment activities related to the spin-off of their operations from the Kering Group. This is a major and complex deal whereby Stella McCartney shall regain independence from the Kering Group which acquired it in 2001. Spin-off activities are ongoing and are mainly concentrated in Italy and Switzerland.



**Other clients:** Italian and multinational companies of different industry sectors.





# LC Publishing Group

[lcpublishinggroup.it](http://lcpublishinggroup.it)



INFORMATION



EVENTS



INTELLIGENCE



PUBLICATIONS

**LC Publishing Group** leads the digital information market in Italy  
for the legal, tax, finance and food industries  
and is the main source for trusted and timely news with a business angle

[legalcommunity.it](http://legalcommunity.it)

[financecommunity.it](http://financecommunity.it)

[inhousecommunity.it](http://inhousecommunity.it)

[inhousecommunityus.com](http://inhousecommunityus.com)

[foodcommunity.it](http://foodcommunity.it)

[foodcommunitynews.com](http://foodcommunitynews.com)

[mag](http://mag)

[unbuonavvocato.it](http://unbuonavvocato.it)

# BIRD & BIRD

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING



Average directories

legalcommunity

B<sup>-</sup>

B

## MARKET FEEDBACK ON THE FIRM\*

«Strong employment team, high competence in all fields».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

Amedeo Rampolla: «Extremely competent, accurate and quick».

Carlo Quaranta (Counsel): «Excellent lawyer. Extremely competent, professional and cordial».

Riccardo Corbani (Senior Associate): «Excellent. Great problem-solving skills».



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

Ranking

### PRACTICE AREAS

Industrial/trade union  
relations

Litigation

Non-contentious/  
advisory

Agency agreements

Top management

Restructuring  
and reorganisation

M&A and employment-  
related issues

Pension and Social  
security

Public sector  
employment

Sports law

Criminal  
employment law

Amedeo Rampolla

B

✓

✓

✓

✓

✓

✓

✓

✓

\*summary of interviews with clients

# BIRD & BIRD

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**AMEDEO RAMPOLLA**

1

**12,5%**  
Partners

5

**62,5%**  
Associates

2

**25%**  
Counsels

–

–  
Trainees

## NAMES OF PARTNERS

Amedeo Rampolla

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Cristiano Pambianchi** (Counsel)

**Carlo Quaranta** (Counsel)

**Riccardo Corbani** (Senior Associate)

**Luigi Molteni** (Senior Associate)

**Daphne Diorio Borri** (Associate): “Extremely committed and business-oriented, 24/7 availability and ready to provide both complex legal opinion and quick advices on all employment related matters”.

**Giulia Bianchini** (Associate): “Giulia is terrific in immediately understanding clients’ expectations and requests and in finding practical solutions helping them to quickly solve their issues”.

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. international network and presence in Italy;
6. presence and availability of the partners.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>15%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>20%</b>
Agency agreements	<b>5%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>25%</b>
Pension and Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**25 € mln**

EMPLOYMENT ACTIVITIES

**40 %**

\*according to clients and market observers - \*\*includes m&a

# BIRD & BIRD

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>4</b> • 50%	<b>1</b> • 100%	Amedeo Rampolla
Litigation	<b>A</b>	<b>4</b> • 50%	<b>1</b> • 100%	Amedeo Rampolla
Non-contentious/ advisory	<b>A</b>	<b>4</b> • 50%	<b>1</b> • 100%	Amedeo Rampolla
Agency agreements	<b>C</b>	<b>4</b> • 50%	<b>1</b> • 100%	Amedeo Rampolla
Top management	<b>B</b>	<b>5</b> • 62,5%	<b>1</b> • 100%	Amedeo Rampolla
Restructuring and reorganisations	<b>B</b>	<b>5</b> • 62,5%	<b>1</b> • 100%	Amedeo Rampolla
M&A and employment- related issues	<b>B</b>	<b>4</b> • 50%	<b>1</b> • 100%	Amedeo Rampolla
Pension and Social security	<b>C</b>	<b>2</b> • 25%	<b>1</b> • 100%	Amedeo Rampolla



The lawyers may have an active role in different practice areas.

## RANKING

Average directories

legalcommunity

A

A

Regarding judicial proceedings, in the last 12 months the team has been involved in very complex and high-profile cases of termination for misconduct (e.g. top managers). Also cases of litigation with a “collective” dimension are increasingly frequent, for example in corporate restructuring and reorganisation (company transfers, outsourcing, etc.). As for out-of-court assistance, more and more emphasis is given to assistance to top managers and their compensation packages, especially for listed companies and companies operating in regulated sectors (banks, insurance companies, etc.).

## MARKET FEEDBACK ON THE FIRM\*

«Outstanding employment team. High level of professionalism and technical skills. Availability 24/7. Great interpersonal skills».

«They are the best employment team. Competence, balance, emotional intelligence, understanding of our business, great commitment, responsiveness and strong business acumen».

«Prestige, technical skills and preparation. Strong problem-solving skills and ability to understand our business needs. They are always business oriented».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Marcello Giustiniani:** «Truly brilliant». Great technical skills and availability, quick answers, timeliness and responsiveness».

**Marco Maniscalco:** «Excellent work. Extremely accurate. Extraordinary analytical skills». «Strong business acumen and negotiation skills».

**Antonella Negri:** «Excellent approach and interpersonal skills». «She is an outstanding lawyer: skilled, always very responsive and original in her approach to cases».

**Vittorio Pomarici:** «Outstanding. Great commitment and understanding of our business».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Marcello Giustiniani	★	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Marco Maniscalco	A	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Antonella Negri	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Vittorio Pomarici	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Chiara Careri (Associate), Maria Giovanna Conti (Associate), Luca De Menech (Associate): “Professional, empathy skills”, Tiffany D'Ottavio (Associate), Martino Ranieri (Associate), Stefania Maglienti (Associate), Alessia Varesi (Trainee)											

\*summary of interviews with clients

# BONELLIEREDE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MARCELLO GIUSTINIANI**

4

**13,3%**  
Partners

16

**53,3%**  
Associates

1

**3,3%**  
Counsels

9

**30%**  
Trainees

## NAMES OF PARTNERS

Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici

## HIRES IN THE LAST 12 MONTHS

4

NAME. **Federico Carolla** (Trainee)  
JOINED FROM. **Freshfields**

NAME. **Francesca Rovescala** (Trainee)

NAME. **Elettra Marta Massimilla** (Trainee)

NAME. **Simona Siciliani** (Trainee)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. presence and availability of the partners;
6. international network and presence in Italy;

TOTAL REVENUES IN ITALY (ESTIMATE)

**166,32 € mln**



\*according to clients and market observers - \*\*includes m&a

# BONELLIEREDE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Litigation	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Non-contentious/ advisory	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Agency agreements	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Top management	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Restructuring and reorganisations	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
M&A and employment- related issues	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Pension and Social security	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Public sector employment	A	30 • 100%	4 • 100%	Marcello Giustiniani, Marco Maniscalco, Antonella Negri, Vittorio Pomarici
Sports law	A	11 • 36,6%	1 • 25% +6	Marco Maniscalco + Francesco Anglani (Antitrust), Giovanni Guglielmetti (IP), Mario Olivieri (Corporate), Riccardo Ubaldini (Tax), Enrico Vaccaro (Corporate), Gianfranco Veneziano (Corporate)
Criminal employment law	A	7 • 23,3%	1	Francesco Sbisà

The lawyers may have an active role in different practice areas.

## Banca Monte dei Paschi di Siena



TYPE OF MATTER  
**Top management**



LEAD PARTNER  
**Marcello Giustiniani**



COUNTERPARTY  
-

Assisting the Bank (benefiting of state aids) in all restrictions on executive remuneration arising from the regulations on state aid. The matter is significant because of the limited precedents and because it entails a very delicate balancing act between the salary/contractual rights of the executives and the need to comply with the applicable regulations as well as an ongoing dialogue with Italian and European authorities.

## Telecom Italia S.p.A.



TYPE OF MATTER  
**Top management**



LEAD PARTNER  
**Marcello Giustiniani**



COUNTERPARTY  
-

Assisting the company in the CEO succession. The matter is significant because: (i) it involves one of the most important companies operating in Italy; (ii) of the very significant amount of the severance package of the former CEO; (iii) because of the complex and structured dialogue with many different interlocutors involved (Board of Directors, Remuneration Committee, Statutory Auditors, Authorities, internal legal and HR functions, counterparty lawyers, etc.).





# MICHELE BONETTI & SANTI DELIA

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B

The firm has a unique know-how on public sector class-action lawsuits (1,000 – 10,000 claimants) before all jurisdictions, including the European Court of Justice (ECJ) and the European Court of Human Rights (ECHR).

In particular the team is mostly involved in the annulment of ministerial decrees concerning armed forces, health law, university application process and admission to courses with limited access, school law and teachers' mobility.

All lawsuits receive extensive media coverage.

## NEWS

In 2017 the team welcomed 7 new associates ("Senior lawyers" and "Junior lawyers").

## MARKET FEEDBACK ON THE FIRM\*

«Extensive public sector employment expertise».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Santi Delia:** «Outstanding work. Professional, always available, technical skills and legal knowledge. He has been a great support for us».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Santi Delia</b>	<b>B</b>	✓	✓	✓				✓	✓	✓		
<b>Michele Bonetti</b>	<b>B</b>	✓	✓	✓				✓	✓	✓		✓

\*summary of interviews with clients

# MICHELE BONETTI & SANTI DELIA

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**SANTI DELIA**

## THE FIRM'S STRENGTHS\*

1. expertise in public sector class-action lawsuits;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

2

6%  
Partners

6

18,1%  
Associates

1

3%  
Counsels

24

72,7%  
Trainees

## NAMES OF PARTNERS

Michele Bonetti, Santi Delia

## HIRES IN THE LAST 12 MONTHS

7

NAME. **Silvia Antonellis** (Senior lawyer)

NAME. **Roberto Frisone** (Junior lawyer)

NAME. **Marco Pellegrini** (Junior lawyer)

NAME. **Alberto Maria Carelli** (Junior lawyer)

NAME. **Francesco Moscariello** (Junior lawyer)

NAME. **Rosario Cannata** (Senior lawyer)

JOINED FROM. **Studio Legale Saitta**

NAME. **Silvia Antonellis** (Senior lawyer)

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

5%

Litigation

95%

Non-contentious/advisory\*\*

5%

Agency agreements

Top management

Restructuring/Reorganisation

Pension and Social security

Public sector employment

Sports law

Criminal employment law

## EMPLOYMENT ACTIVITIES

100 %

\*according to clients and market observers - \*\*includes m&a

# MICHELE BONETTI & SANTI DELIA

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	C	5 • 15,1%	2 • 100%	Michele Bonetti, Santi Delia
Litigation	A	20 • 60,6%	2 • 100%	Michele Bonetti, Santi Delia
Non-contentious/ advisory	B	10 • 30,3%	2 • 100%	Michele Bonetti, Santi Delia
M&A and employment-related issues	C	2 • 6%	1 • 50% + 1	Santi Delia, Rosario Cannata
Pension and Social security	C	5 • 15,1%	2 • 100%	Michele Bonetti, Santi Delia
Public sector employment	A	30 • 90,9%	2 • 100%	Michele Bonetti, Santi Delia
Criminal employment law	C	2 • 6%	1 • 50%	Michele Bonetti



The lawyers may have an active role in different practice areas.

# MICHELE BONETTI & SANTI DELIA

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## ADIDA (Associazione Docenti Invisibili da Abilitare)



### TYPE OF MATTER

Litigation, Public sector employment



### LEAD PARTNERS

Santi Delia, Michele Bonetti



### COUNTERPARTY

-

Annulment of ministerial decrees concerning public labour law, school law and teachers' mobility.

## UDU - Unione degli Universitari



### TYPE OF MATTER

-



### LEAD PARTNERS

Santi Delia, Michele Bonetti



### COUNTERPARTY

-

Annulment of ministerial decrees concerning admission to limited number courses.

## MIDA Precari



### TYPE OF MATTER

Litigation, Public sector employment



### LEAD PARTNERS

Santi Delia, Michele Bonetti



### COUNTERPARTY

-

Annulment of ministerial decrees concerning public labour law, school law and teachers' mobility, work safety.

**Other clients:** S.N.A.M.I. Sindacato Nazionale Autonomo Medici Italiani, Università degli Studi "Magna Græcia" di Catanzaro, Università telematica Leonardo da Vinci.

# BOURSIER NIUTTA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B<sup>+</sup>

«More than 40 years of experience have made the Firm a true benchmark, also internationally, when it comes to Labour, Industrial Relation and Social Security Law»

## CONTACTS

Viale Giulio Cesare 23  
00192 Rome

T. +39 06 3759151

F. +39 06 37500561

[studioroma@boursierniutta.it](mailto:studioroma@boursierniutta.it)

[www.boursierniutta.it](http://www.boursierniutta.it)

During the last 12 months, while the litigation cases have remained consistent, the firm is shifting its focus to consultancy and out of court assistance significantly owing to new clients' acquisitions. The firm has also acquired new clients in different sectors that were previously uncovered (such as the so-called third sector) and is significantly expanding its presence and expertise in such fields.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent team. Specific employment expertise, international profile, continuous assistance and client dedication/care. I chose to work with this firm because in my opinion it is one of the best employment law firms in Italy and also because they are able to build collaborative relationships with the partners».

The team is recognised for its «litigation skills, maximum availability and quick answers».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Luca Garramone:** «Technical skills, reliability and availability. His international profile is very much appreciated».

**Carlo Boursier Niutta and Enrico Boursier Niutta:** «Outstanding work. They are responsive and always willing to discuss strategy and technical/legal aspects with us».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Carlo Boursier Niutta</b>	<b>A</b>	✓	✓	✓	✓		✓	✓				
<b>Enrico Boursier Niutta</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓			✓	
<b>Luca Garramone</b>	<b>B</b>	✓	✓	✓		✓	✓	✓	✓		✓	
<b>Sergio Alberto Codella</b>	<b>C</b>	✓	✓	✓		✓	✓	✓		✓		
Other notable lawyers according to market sources	<b>Mattia Gruppiso (Associate)</b>											

\*summary of interviews with clients

# BOURSIER NIUTTA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**CARLO BOURSIER NIUTTA**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

7

**21,9%**  
Partners

20

**62,5%**  
Associates

1

**3,1%**  
Counsels

4

**12,5%**  
Trainees

## NAMES OF PARTNERS

Carlo Boursier Niutta, Enrico Boursier Niutta, Luca Garramone, Antonio Armentano, Patrizio Maria Raimondi, Sergio Alberto Codella e Federico D'Aiuto

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Antonio La Bella** (Associate): "Antonio participates in every major litigation the firm is involved in. He is fully dedicated to litigation and to the assistance of the clients in courts and demonstrates skills both in managing the clients, handling the judges and solving difficult litigation cases".

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	30%
Non-contentious/advisory**	20%
Agency agreements	5%
Top management	10%
Restructuring/Reorganisation	10%
Pension and Social security	10%
Public sector employment	2%
Sports law	1%
Criminal employment law	2%

TOTAL REVENUES IN ITALY

**4,4 € mln**

EMPLOYMENT ACTIVITIES

**98 %**

\*according to clients and market observers - \*\*includes m&a

# BOURSIER NIUTTA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>13</b> • 40,6%	<b>5</b> • 71,4%	Carlo Boursier Niutta, Enrico Boursier Niutta, Luca Garramone, Patrizio Maria Raimondi, Sergio Alberto Codella
Litigation	<b>A</b>	<b>27</b> • 84,3%	<b>7</b> • 100%	Carlo Boursier Niutta, Enrico Boursier Niutta, Luca Garramone, Antonio Armentano, Patrizio Maria Raimondi, Sergio Alberto Codella, Federico D'Aiuto
Non-contentious/ advisory	<b>A</b>	<b>27</b> • 84,3%	<b>5</b> • 71,4%	Carlo Boursier Niutta, Enrico Boursier Niutta, Luca Garramone, Patrizio Maria Raimondi, Sergio Alberto Codella
Agency agreements	<b>B</b>	<b>9</b> • 28,1%	<b>3</b> • 42,8%	Carlo Boursier Niutta, Enrico Boursier Niutta, Patrizio Maria Raimondi
Top management	<b>B</b>	<b>6</b> • 18,7%	<b>4</b> • 57,1%	Enrico Boursier Niutta, Luca Garramone, Sergio Alberto Codella, Federico D'Aiuto
Restructuring and Reorganisation	<b>B</b>	<b>20</b> • 62,5%	<b>6</b> • 85,7%	Carlo Boursier Niutta, Enrico Boursier Niutta, Luca Garramone, Antonio Armentano, Patrizio Maria Raimondi, Sergio Alberto Codella
M&A and employment-related issues	<b>B</b>	<b>18</b> • 56,2%	<b>4</b> • 57,1%	Carlo Boursier Niutta, Enrico Boursier Niutta, Luca Garramone, Sergio Alberto Codella
Pension and Social security	<b>A</b>	<b>6</b> • 18,7%	<b>2</b> • 28,5%	Luca Garramone, Sergio Alberto Codella
Public sector employment	<b>C</b>	<b>4</b> • 12,5%	<b>1</b> • 14,2%	Antonio Armentano
Sports law	<b>C</b>	<b>4</b> • 12,5%	<b>2</b> • 28,5%	Enrico Boursier Niutta, Luca Garramone
Criminal employment law	<b>C</b>	<b>3</b> • 9,3%	<b>1</b>	Eduardo Boursier Niutta

The lawyers may have an active role in different practice areas.

# BOURSIER NIUTTA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Primary non-profit organization



### TYPE OF MATTER

Litigation



### LEAD PARTNERS

Luca Garramone, Sergio Alberto Codella



### COUNTERPARTY

-

Assistance in several litigation procedures following the dismissal of an employee who had abused of his right to permits pursuant to Law No. 104/92. This case is extremely relevant for the following reasons: the different courts have ruled with reference to the ruled with reference to (i) the employee's boundaries and limits in using his permits pursuant to Law no. 104/92 and the true concept of assisting a disabled person; (ii) the possibility and the limits for an employer to avail itself of private investigators to control the employee's activity while on permit.



**Other clients:** Italian and multinational companies of different industry sectors.



# CARNELUTTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B<sup>+</sup>

The experienced team led by Giuseppe Bulgarini D'Elci routinely handles sophisticated mandates across a comprehensive range of employment law matters and has an exceptional industry sector experience, most notably in the following sectors: Automotive; Food & Beverage, Manufacturing, Retail, Technology and online businesses, Pharmaceuticals and medical devices.

## MARKET FEEDBACK ON THE FIRM\*

«Top quality firm. Competence, responsiveness, precision. We have an easy, transparent and loyal relationship».

«We chose to work with this firm for its strong reputation. Quick and efficient team. Speed, business-oriented approach and maximum availability are the team's strengths».

## NEWS

In January 2018 **Marco Sartori** was promoted to partner, reflecting his excellent performance of recent years, including a high standard recognition from the clients of the department and of the firm.

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Giuseppe Bulgarini D'Elci**: «Excellent work. Great technical and problem-solving skills. He is quick, accurate and always fair».

«Quality, speed, business-tailored answers».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Giuseppe Bulgarini d'Elci</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Marco Sartori</b>	<b>C</b>	✓	✓	✓	✓	✓	✓	✓				
Other notable lawyers according to market sources	<b>Roberta Cristaldi</b> (Associate): "She is very competent".											

\*summary of interviews with clients

# CARNELUTTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**GIUSEPPE  
BULGARINI D'ELCI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

2

**33,3%**  
Partners

3

**50%**  
Associates

-

-  
Counsels

1

**16,6%**  
Trainees

## NAMES OF PARTNERS

Giuseppe Bulgarini d'Elci, Marco Sartori



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>25%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>25%</b>
Agency agreements	<b>10%</b>
Top management	<b>5%</b>
Restructuring/Reorganisation	<b>10%</b>
Social security	<b>2%</b>
Public sector employment	<b>3%</b>
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**23,5 € mln**

EMPLOYMENT ACTIVITIES

**7 %**

\*according to clients and market observers - \*\*includes m&a

# CARNELUTTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
Litigation	<b>A</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
Non-contentious/ advisory	<b>A</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
Agency agreements	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
Top management	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
Restructuring and reorganisations	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
M&A and employment- related issues	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Giuseppe Bulgarini d'Elci, Marco Sartori
Pension and Social security	<b>C</b>	<b>4</b> • 66,6%	<b>1</b> • 50%	Giuseppe Bulgarini d'Elci
Public sector employment	<b>C</b>	<b>4</b> • 66,6%	<b>1</b> • 50%	Giuseppe Bulgarini d'Elci

The lawyers may have an active role in different practice areas.

## Alphabet Italia Fleet Management S.P.A.

1,2 € mln



TYPE OF MATTER  
Top management



LEAD PARTNER  
Giuseppe Bulgarini d'Elci



COUNTERPARTY  
Morpurgo e Associati

Assisting Alphabet, part of BMW Group, in managing the exit process of the Italian General Manager and Chairman of the Company. The settlement procedure was extremely complex as it involved the negotiation of: (i) a "golden handshake" incentive to leave (ii) a complex package of medical care and Pension and Social security insurance (iii) a specific indemnity related to personal healthcare damages.

## Royal Unibrew A/S



TYPE OF MATTER  
-



LEAD PARTNERS  
Giuseppe Bulgarini d'Elci, Marco Sartori



COUNTERPARTY  
Allen and Overy

Assisting in the process of Royal Unibrew's acquisition of a business owned by Davide Campari Milano S.p.A. The matter involved: (i) providing a due diligence activity and report on labour and trade union issues relating to the deal; (ii) drafting documents for the compulsory information and consultation procedure with the unions; (iii) drafting several settlement agreements with the employees whose job was transferred, as well as secondment agreements from Davide Campari Milano to a newco owned by Royal Unibrew.

## ITT Italia S.R.L.



TYPE OF MATTER  
Industrial/trade union relations – Non-contentious/advisory



LEAD PARTNER  
Giuseppe Bulgarini d'Elci



COUNTERPARTY  
-

Carnelutti provides ongoing support and recently assisted with the drafting of plant-level agreements and internal policies concerning the installation of audio-visual equipment and the use of working tools, the introduction of tools recording access to certain areas through badges or passes and also the implementation of IT systems for managing business machinery.

**Other clients:** Smith and Nephew S.r.l., Krizia International, Du Pareil au Même, Giesecke & Devrient Italia S.r.l., Triumph International Rome S.p.A., Fratelli Branca Distillerie S.r.l., Grandi Stazioni Retail S.p.A., Società Cattolica di Assicurazione, Conbipel S.p.A., Comarch S.r.l., Monterosa S.p.A., Cameron Italy S.r.l.

SAVE THE DATE

# legalcommunity week

Milan • 10-14 June 2019

Partners of the Week



#legalcommunityweek



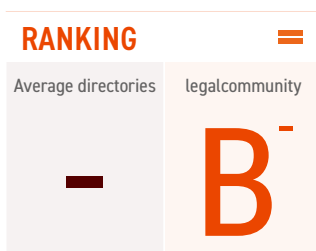
Photogallery  
2018 edition



Videogallery  
2018 edition

# CBA STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



Extensive judicial and extra-judicial consultancy employment expertise with a multidisciplinary approach.

## MARKET FEEDBACK ON THE FIRM\*

«We have an excellent business relationship. We appreciate the team's constant availability and its specific expertise and presence in Germany».

«High level firm. Great professionalism and understanding of the client's business and needs».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Gianvito Riccio:** «Excellent work. He is extremely professional, accurate and responsive».

«Experience, availability, technical skills and employment expertise».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Gianvito Riccio	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Valentina Barzotti (Associate), Anna Iorio (Trainee), Roberta Toschi (Trainee)											

\*summary of interviews with clients

# CBA STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**GIANVITO RICCIO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

1

**16,6%**  
Partners

3

**50%**  
Associates

-

-  
Counsels

2

**33,3%**  
Trainees

## NAMES OF PARTNERS

Gianvito Riccio



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>10%</b>
Litigation	<b>30%</b>
Non-contentious/advisory**	<b>30%</b>
Agency agreements	<b>5%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>10%</b>
Pension and Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

## EMPLOYMENT ACTIVITIES

**15 %**

\*according to clients and market observers - \*\*includes m&a

# CBA STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
Litigation	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
Non-contentious/ advisory	<b>A</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
Agency agreements	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
Top management	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
Restructuring and reorganisations	<b>C</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
M&A and employment- related issues	<b>C</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio
Pension and Social security	<b>C</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Gianvito Riccio



The lawyers may have an active role in different practice areas.



# CHIOMENTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

C

B<sup>+</sup>

## NEWS

**Emanuele Barberis** was promoted as Head of the Employment Department as of 1st January 2018.

Chiomenti's highly specialised employment team is characterised by a multidisciplinary and internationally oriented approach:

- multidisciplinary/integrated approach: the entire employment team works together with colleagues of other areas (eg.: Corporate, Tax, Regulatory, IP, antitrust etc...), hence combining the specialization of labour law with a business counsel approach;
- international perspective: very strong presence in the international arena and multinational clientele. The firm also enjoys privileged relations with leading foreign partners thanks to the Lex Mundi group (the World's Leading Law Firm Network) and its offices abroad.

## MARKET FEEDBACK ON THE FIRM\*

«Top-rated firm. Fantastic business relationship. Pro-active and highly skilled team».

«Excellent business relationship. Competencies, quick replies, in-depth analysis».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Emanuele Barberis:** «Efficient and pro-active. Great communication skills, empathy and feeling towards the client's needs».

**Annalisa Reale:** «Excellent work: she is competent and has a very much appreciated pragmatic approach».

«Technical skills and legal knowledge. She is quick and efficient and has an excellent understanding of our company's needs».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Emanuele Barberis</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Annalisa Reale</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	<b>Nelly Vascello</b> (Senior Associate)											

\*summary of interviews with clients

# CHIOMENTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT  
**EMANUELE BARBERIS**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. presence and availability of the partners;
6. international network and presence in Italy;

2

**15,4%**  
Partners

11

**84,6%**  
Associates

—

—  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Emanuele Barberis, Annalisa Reale

TOTAL REVENUES IN ITALY (ESTIMATE)

**127 € mln**



\*according to clients and market observers - \*\*includes m&a

# CHIOMENTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Litigation	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Non-contentious/ advisory	<b>A</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Agency agreements	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Top management	<b>A</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Restructuring and reorganisations	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
M&A and employment- related issues	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Pension and Social security	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Public sector employment	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Emanuele Barberis, Annalisa Reale
Sports law	<b>B</b>	NUMBER VARIES	<b>2</b>	Marco Nicolini, Antonio Sascaro (Sports & Entertainment)
Criminal employment law	<b>C</b>	NUMBER VARIES	<b>2 • 100% + 2</b>	Emanuele Barberis, Annalisa Reale + Francesco D'Alessandro, Stefano Manacorda (Of counsels)

The lawyers may have an active role in different practice areas.

## De Agostini Editore S.p.A., DeA Capital S.p.A. and DeA Capital Real Estate SGR S.p.A.



TYPE OF MATTER

Non-contentious/Advisory



LEAD PARTNER

Emanuele Barberis



COUNTERPARTY

-

Providing day to day support to De Agostini/DeA Capital Groups for all employment-related issues; in particular, Chiomenti's assistance involved the creation, analysis and implementation of a global welfare plan (i) for all employees of the Group companies participating in a performance bonus provided for by a collective agreement at company level and (ii) for top line management of the Group companies participating in a performance bonus provided by incentive plans.

## Ralph Lauren



TYPE OF MATTER

Non-contentious/Advisory – Restructuring and reorganisations



LEAD PARTNER

Annalisa Reale



COUNTERPARTY

-

Advising in relation to the finalization of the restructuring of its corporate functions following a large redundancy plan; the team also provides day to day work for Italian officers of the company and also works with the company's legal departments in Geneva and NY when requested.

## BNP Paribas Securities Italia



TYPE OF MATTER

Restructuring/Reorganisation



LEAD PARTNER

Annalisa Reale



COUNTERPARTY

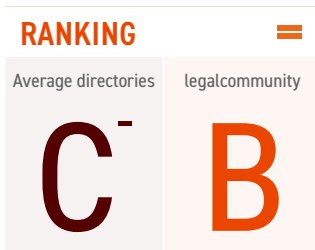
Legance

After BNP Italia acquired a business for depository bank services from another bank, BPM, the team advised the HR managers and the Managing Director in connection with the crucial employment profile of the transaction, and on triggering the transfer of employment contracts to the buyer. The team also provided assistance with the trade unions' procedure, which was finalised with an agreement including specific pension, rebalancing compensation and geographical relocation provisions.

**Other clients:** Etihad Airways, Alitalia, Gianni Versace S.p.A., Swarovski S.P.A., CNS, Borusan, Android, Findomestic, Investindustrial, Synergo SGR, Dolce & Gabbana, Cavalli, Ermenegildo Zegna, Pomellato, BMW Group, Volkswagen, Edison, Proenza Schouler, Porsche, Italdesign Giugiaro, Peck, Brioni, Fondo Strategico Italiano/Cassa Depositi e Prestiti, Allianz, DNV GL, Prada S.P.A.

# CLIFFORD CHANCE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



Strong mix of domestic and international expertise: Clifford Chance's employment practice combines a strong Italian expertise with the benefits of a global firm and a wide network of offices and resources worldwide. Clifford Chance advises employers on all aspects of employment law with a specific focus on M&A, Restructuring and Litigation. The team has also developed an extensive expertise on labour issues related to compliance and regulatory matters such as GDPR implementation, internal investigations, whistleblowing policies, remuneration policies in banking and financial services sectors and employees' IP claims. In the last 12 months the firm also advised large international groups in the reorganization of their businesses facing Brexit and in carrying out cross-border mergers.

## MARKET FEEDBACK ON THE FIRM\*

«Clifford Chance is an international law firm with an outstanding experience in employment and corporate matters».

«Excellent business relationship. They are a highly trustable partner to work with. The Labour team is very knowledgeable on a number of areas, spanning from compliance issues to internal investigations, both at a national and international level».

«Outstanding firm and business relationship. In labour field, the firm has no weak points».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Simonetta Candela:** «Her work is truly outstanding: she is one of the best in her field. She is able to immediately grasp the bigger picture, understanding our needs and providing us with the best solutions thanks to her wide and always up-to-date knowledge and expertise. She always has a "can-do" attitude which is extremely helpful for a client in need, especially when dealing with highly complex cases as ours».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Simonetta Candela	<b>A</b>	✓	✓	✓	✓	✓	✓	✓				✓
Other notable lawyers according to market sources	Marina Mobiglia (Senior Associate) and Alessio Amorelli (Associate): "They are both extremely good and resourceful lawyers. They are both very reliable and always well-prepared".											

\*summary of interviews with clients

# CLIFFORD CHANCE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**SIMONETTA CANDELA**

1

**12,5%**  
Partners

5

**62,5%**  
Associates

-

-  
Counsels

2

**25%**  
Trainees

## NAMES OF PARTNERS

Simonetta Candela

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Marina Mobiglia** (Senior Associate): "Marina has held prominent roles in numerous high-profile labour law controversies, assisting important companies with cross-border and national acquisitions".

**Alessio Amorelli** (Associate): "Alessio is an Associate from the Corporate M&A department, he is specialized in labour law and has been working on some of the most relevant transactions over the last 12 months involving regulatory and compliance issues related to remuneration in the credit and financial sector".

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. presence and availability of the partners;
6. international network and presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>25%</b>
Litigation	<b>10%</b>
Non-contentious/advisory**	<b>35%</b>
Agency agreements	<b>8%</b>
Top management	<b>8%</b>
Restructuring/Reorganisation	<b>10%</b>
Pension and Social security	
Public sector employment	
Sports law	
Criminal employment law	<b>4%</b>

TOTAL REVENUES IN ITALY (ESTIMATE)

**55 € mln**

EMPLOYMENT ACTIVITIES

**5 %**

\*according to clients and market observers - \*\*includes m&a

# CLIFFORD CHANCE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	-	NUMBER VARIES	1 • 100%	Simonetta Candela
Litigation	-	NUMBER VARIES	1 • 100%	Simonetta Candela
Non-contentious/ advisory	-	NUMBER VARIES	1 • 100%	Simonetta Candela
Agency agreements	-	NUMBER VARIES	1 • 100%	Simonetta Candela
Top management	-	NUMBER VARIES	1 • 100%	Simonetta Candela
Restructuring and reorganisations	-	NUMBER VARIES	1 • 100%	Simonetta Candela
M&A and employment- related issues	-	NUMBER VARIES	1 • 100%	Simonetta Candela
Criminal employment law	-	NUMBER VARIES	1 • 100% + WHITE COLLAR TEAM	Simonetta Candela + Antonio Golino + Jean-Paule Castagno



The lawyers may have an active role in different practice areas.

# CLIFFORD CHANCE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## ITV Studios



TYPE OF MATTER

Labour M&A



LEAD PARTNER

Simonetta Candela



COUNTERPARTY

-

Advising ITV Studios, the TV production division of ITV plc, in relation to all labour-related matters concerning the managers' contract in the acquisition of a 51% stake in Cattleya, one of the major independent producers in Italy, which counts with, amongst others, its main international hits TV dramas "Gomorra" and "Romanzo Criminale". The acquisition is particularly significant, as it will enable ITV to expand its international content business in Italy and meet the growing demand for European drama, particularly amongst SVOD platforms. This acquisition, along with others in Europe, place ITV Studios in a strong position to take advantage of the many opportunities for locally produced content with global appeal.



**Other clients:** Clarins Italia, Trinseo, Toshiba and other Italian and multinational companies of different industry sectors.



## RANKING

Average directories

legalcommunity

—

B<sup>+</sup>

## MARKET FEEDBACK ON THE FIRM\*

«Very positive business relationship. Very good team: great preparation and commitment».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Fabrizio Spagnolo	B	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Other notable lawyers according to market sources	Giulia Camilli (Senior Associate): “She is very professional and dedicated and has good interpersonal skills”.											

\*summary of interviews with clients



HEAD OF DEPARTMENT

**FABRIZIO SPAGNOLO****THE FIRM'S STRENGTHS\***

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

1

**16,6%**  
Partners

5

**83,4%**  
Associates

—

 —  
Counsels

—

 —  
Trainees
**NAMES OF PARTNERS**

Fabrizio Spagnolo

**ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS**

Industrial/trade union relations	<b>19%</b>
Litigation	<b>19%</b>
Non-contentious/advisory**	<b>24%</b>
Agency agreements	<b>1%</b>
Top management	<b>9%</b>
Restructuring/Reorganisation	<b>24%</b>
Pension and Social security	<b>1%</b>
Public sector employment	<b>1%</b>
Sports law	<b>1%</b>
Criminal employment law	<b>1%</b>

\*according to clients and market observers - \*\*includes m&amp;a

# CMS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Litigation	<b>B</b>	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Non-contentious/ advisory	<b>C</b>	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Agency agreements	-	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Top management	<b>C</b>	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Restructuring and Reorganisation	<b>C</b>	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
M&A and employment- related issues	<b>C</b>	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Pensions and Pension and Social security	-	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Public sector employment	-	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Sports law	-	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo
Criminal employment law	-	<b>6</b> • 100%	<b>1</b> • 100%	Fabrizio Spagnolo

The lawyers may have an active role in different practice areas.

## NMS Group - Nerviano Medical Sciences



### TYPE OF MATTER

Restructuring and reorganisation – Labour M&A



### LEAD PARTNER

Fabrizio Spagnolo



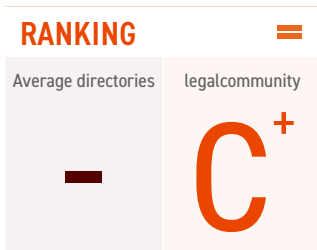
### COUNTERPARTY

-

Assisting NMS Group in the restructuring of its debt and in the sale process of its share to the Chinese company Hefei Sari V-Capital Management Co. Ltd. The CMS Employment team has assisted in relation to this complex transaction which involved various employment related issues and for all the aspects regarding personnel management and the negotiation of individual settlement agreements.



**Other clients:** Italian and multinational companies of different industry sectors.



In 2017 the employment law department has shown its ability to provide a competent, multidisciplinary, effective and widespread legal assistance both in litigation and complex advisory matters. With respect to litigation, the team lead by Marco Guilizzoni has dealt with complex disputes, involving cross-border aspects, especially in top-level employment relationships. As for extrajudicial activity, the team has been mostly involved in complex M&A/corporate and employment-related transactions.

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Marco Guilizzoni:** «Extremely efficient and reliable. He coordinates the team by focusing its attention to the client interests and by looking each problem from various angles in order to find the best solution in terms of costs and benefits».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Marco Guilizzoni	<b>B</b>	✓	✓	✓	✓	✓	✓	✓		✓		

\*summary of interviews with clients

# CURTIS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

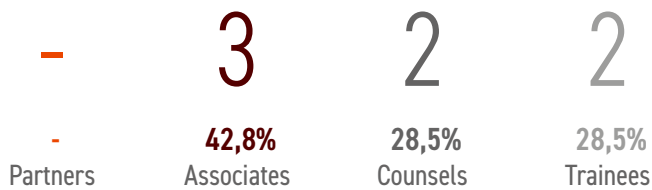


HEAD OF DEPARTMENT

**MARCO GUILIZZONI**  
(Counsel)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. cost-effective services.

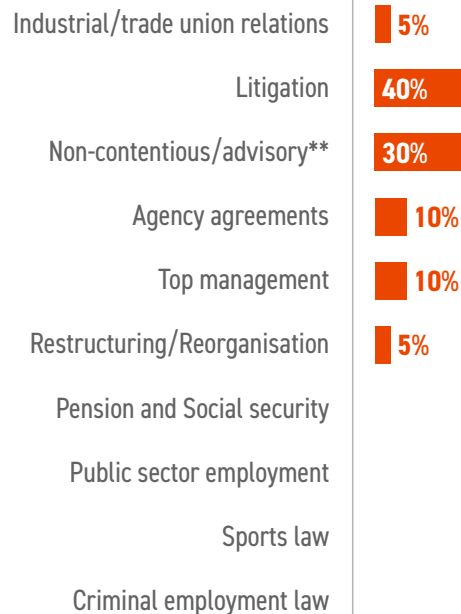


## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Valerio Salvatori** (Associate): «He is involved in the firm's most important employment deals. He has shown multidisciplinary expertise and great ability to deal with cross-border employment law issues, both in litigation and advisory matters».



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS



TOTAL REVENUES IN ITALY (ESTIMATE)

**12,5 € mln**

EMPLOYMENT ACTIVITIES

**4 %**

\*according to clients and market observers - \*\*includes m&a

# CURTIS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	C	5 • 71,4%	-	Marco Guilizzoni (Counsel)
Litigation	A	5 • 71,4%	-	Marco Guilizzoni (Counsel)
Non-contentious/ advisory	A	5 • 71,4%	-	Marco Guilizzoni (Counsel)
Agency agreements	B	5 • 71,4%	-	Marco Guilizzoni (Counsel)
Top management	C	5 • 71,4%	-	Marco Guilizzoni (Counsel)
Restructuring and reorganisations	C	5 • 71,4%	-	Marco Guilizzoni (Counsel)
M&A and employment- related issues	C	5 • 71,4%	-	Marco Guilizzoni (Counsel)
Public sector employment	C	5 • 71,4%	-	Marco Guilizzoni (Counsel)



The lawyers may have an active role in different practice areas.

## Fidia Farmaceutici SpA



TYPE OF MATTER

Non-contentious/Advisory – Labour M&A



LEAD PARTNER

Marco Guilizzoni



COUNTERPARTY

-

The firm is assisting Fidia Farmaceutici SpA, a major Italian pharmaceutical company, in the negotiation and execution of agreements for the acquisition of Sooft, a group active in the Italian ophthalmic market. The employment law assistance is focusing especially on employment contracts with top executives.

## Watercross Marine Inc.



TYPE OF MATTER

M&A and employment-related issues



LEAD PARTNER

Marco Guilizzoni



COUNTERPARTY

-

Advising US group Watercross on the sale of the Group Precetti for the De Wave Group, controlled by the Xenon Private Equity. The team has performed a substantial due diligence of all the employment and agency agreements of the involved multinational company, hence demonstrating its international approach in complex employment matters.

## Hiwin S.r.l.



TYPE OF MATTER

Non-contentious/advisory - Litigation



LEAD PARTNER

Marco Guilizzoni



COUNTERPARTY

-

Assisting Hiwin S.r.l., a company operating in the industrial engineering market: supervision on employment relationships, drafting of employment agreements with agents, executives and directors. Curtis has recently assisted the company in a complex disciplinary proceeding concerning the misuse of electronic currencies (Bitcoin) by an employee.

**Other clients:** Italian and multinational companies of different industry sectors.



# SAVE THE DATE

inhousecommunity  
Awards

15.10.2018 • Milan

foodcommunity  
Awards

29.10.2018 • Milan

financecommunity  
Awards

19.11.2018 • Milan

2018  
savethebrand  
by LC Publishing Group

27.11.2018 • Milan

inhousecommunity  
Awards  
SWITZERLAND 2018

13.12.2018 • Switzerland

Energy 2019  
Awards  
by legalcommunity

31.01.2019 • Milan

Finance 2019  
Awards  
by legalcommunity

21.02.2019 • Milan

Tax 2019  
Awards  
by legalcommunity

25.03.2019 • Milan

IP&TMT 2019  
Awards  
by legalcommunity

13.05.2019 • Milan

legalcommunity  
week

10-14.06.2019 • Milan

Corporate MUSIC  
contest

12.06.2019 • Milan

Corporate 2019  
Awards  
by legalcommunity

13.06.2019 • Milan

# DAVERIO & FLORIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

—

B

Daverio & Florio is exclusively devoted to assisting clients in employment and labour law matters. In 2017 the team has been mostly involved in the following matters:

1. breach of non-competition clauses;
2. agency agreements;
3. whistleblowing;
4. request of advice from/to international employment law firms (for banks, multinational companies of various sector, healthcare groups);
5. subordinate/self-employment issues in healthcare groups.

## MARKET FEEDBACK ON THE FIRM\*

«Professionalism, competence, maximum availability and dedication to client».



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Fabrizio Daverio	AA	✓	✓	✓	✓	✓	✓	✓		✓		
Other notable lawyers according to market sources	Stefano Piroso (Equity Partner)											

\*summary of interviews with clients

# DAVERIO & FLORIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**SALVATORE FLORIO,**  
**FABRIZIO DAVERIO** (photo),  
**BERNARDINA CALAFIORI,**  
**TERESA FLORIO**  
(Founding Partners)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

12

40%  
Partners

17

56,6%  
Associates

1

3,3%  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Salvatore Florio, Fabrizio Daverio, Bernardina Calafiori, Teresa Florio, Vincenzo Ferrante, Stefano Pavan, Antonella Losinno, Maurizio Bertola, Francesco Mariani, Pasquale Zumbo, Massimiliano Freddi, Stefano Piroso



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	30%
Non-contentious/advisory**	30%
Agency agreements	5%
Top management	8%
Restructuring/Reorganisation	10%
Pension and Social security	3%
Public sector employment	4%
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

7 € mln

EMPLOYMENT ACTIVITIES

100 %

\*according to clients and market observers - \*\*includes m&a

# DAVERIO & FLORIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>3</b> • 10%	<b>2</b> • 16,6%	Salvatore Florio, Fabrizio Daverio
Litigation	<b>A</b>	<b>30</b> • 100%	<b>12</b> • 100%	Salvatore Florio, Fabrizio Daverio, Bernardina Calafiori, Teresa Florio, Vincenzo Ferrante, Stefano Pavan, Antonella Losinno, Maurizio Bertola, Francesco Mariani, Pasquale Zumbo, Massimiliano Freddi, Stefano Piroso
Non-contentious/ advisory	<b>B</b>	<b>30</b> • 100%	<b>12</b> • 100%	Salvatore Florio, Fabrizio Daverio, Bernardina Calafiori, Teresa Florio, Vincenzo Ferrante, Stefano Pavan, Antonella Losinno, Maurizio Bertola, Francesco Mariani, Pasquale Zumbo, Massimiliano Freddi, Stefano Piroso
Agency agreements	<b>C</b>	<b>6</b> • 20%	<b>3</b> • 25%	Salvatore Florio, Fabrizio Daverio, Teresa Florio
Top management	<b>A</b>	<b>8</b> • 26,6%	<b>2</b> • 16,6%	Salvatore Florio, Fabrizio Daverio
Restructuring and reorganisations	<b>C</b>	<b>10</b> • 33,3%	<b>2</b> • 16,6%	Salvatore Florio, Fabrizio Daverio
M&A and employment-related issues	<b>C</b>	<b>30</b> • 100%	<b>12</b> • 100%	Salvatore Florio, Fabrizio Daverio, Bernardina Calafiori, Teresa Florio, Vincenzo Ferrante, Stefano Pavan, Antonella Losinno, Maurizio Bertola, Francesco Mariani, Pasquale Zumbo, Massimiliano Freddi, Stefano Piroso
Pension and Social security	<b>C</b>	<b>2</b> • 6,6%	<b>2</b> • 16,6%	Vincenzo Ferrante
Public sector employment	<b>C</b>	<b>3</b> • 10%	<b>3</b> • 25%	Vincenzo Ferrante, Salvatore Florio, Fabrizio Daverio

The lawyers may have an active role in different practice areas.

# MARCO DE BELLIS & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

—

B

A highly regarded boutique, especially in the field of Top Management and Litigation. In 2017, the team was involved in extremely complex severance package negotiations for Top Managers of Italian and foreign banks and companies.



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Marco De Bellis	A	✓	✓	✓		✓	✓	✓				
Carlo A. Galli	B	✓	✓	✓		✓	✓	✓				

\*summary of interviews with clients

# MARCO DE BELLIS & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**MARCO DE BELLIS** (photo),  
**CARLO A. GALLI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

4

**40%**  
Partners

3

**30%**  
Associates

2

**20%**  
Counsels

1

**10%**  
Trainees

## NAMES OF PARTNERS

Marco De Bellis, Carlo A. Galli, Barbara Passarini, Emanuela Pino



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations **5%**

Litigation **25%**

Non-contentious/advisory\*\* **20%**

Agency agreements **5%**

Top management **35%**

Restructuring/Reorganisation **5%**

Pension and Social security

Public sector employment

Sports law **5%**

Criminal employment law

EMPLOYMENT ACTIVITIES

**90 %**

\*according to clients and market observers - \*\*includes m&a

# MARCO DE BELLIS & PARTNERS

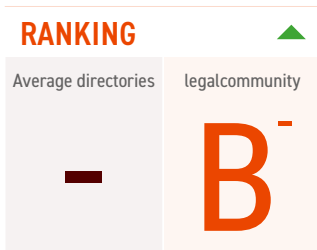
LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>A</b>	<b>2</b> • 20%	NUMBER VARIES	-
Litigation	<b>A</b>	<b>7</b> • 70%	NUMBER VARIES	-
Non-contentious/ advisory	<b>A</b>	<b>7</b> • 70%	NUMBER VARIES	-
Agency agreements	<b>C</b>	<b>2</b> • 20%	NUMBER VARIES	-
Top management	<b>A</b>	<b>4</b> • 40%	NUMBER VARIES	-
Restructuring and Reorganisation	<b>B</b>	<b>4</b> • 40%	NUMBER VARIES	-
M&A and employment- related issues	<b>B</b>	<b>4</b> • 40%	NUMBER VARIES	-
Pensions and Pension and Social security	<b>C</b>	<b>1</b> • 10%	NUMBER VARIES	-
Public sector employment	<b>C</b>	<b>1</b> • 10%	NUMBER VARIES	-
Sports law	<b>C</b>	<b>2</b> • 20%	NUMBER VARIES	-

The lawyers may have an active role in different practice areas.

# DE BERTI JACCHIA FRANCHINI FORLANI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



De Berti Jacchia Franchini Forlani advises clients on all legal aspects - both contentious and non-contentious - of the management of their human resources, whether of a domestic or of an international nature, and on day-to-day employment, labour and Pension and Social security issues. The employment team led by experienced lawyer Guido Callegari has a strong focus on Restructuring/reorganisation, Litigation, Non-contentious/advisory and Labour M&A. In particular, the team has full experience and expertise in advising clients on employment law issues relating to corporate operations, such as:

- the setting up of new companies and branches;
- the re-organisation, acquisition, transfer or closing-down of companies;
- mergers and de-mergers.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent team. Technical skills, experience, accuracy, clarity and punctuality in the answers».

«Highly professional team: excellent interpersonal skills, easy access, they are very pleasant and down-to-earth».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Guido Callegari:** «Excellent work. Technical skills and experience».

«Brilliant lawyer. Calm and experienced».

**Gaspare Roma:** «Very professional, precise and accurate».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Guido Callegari</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	
<b>Gaspare Roma</b>	<b>C</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Other notable lawyers according to market sources	<b>Francesco De Berti (Senior Associate)</b>											

\*summary of interviews with clients



# DE BERTI JACCHIA FRANCHINI FORLANI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**GUIDO CALLEGARI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

2

**33,3%**  
Partners

4

**66,7%**  
Associates

—

—  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Guido Callegari, Michelangelo Cicogna

## NOTABLE LAWYERS ACCORDING TO THE FIRM

Gaspare Roma (Senior Associate)



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	20%
Non-contentious/advisory**	20%
Agency agreements	10%
Top management	5%
Restructuring/Reorganisation	30%
Pension and Social security	4%
Public sector employment	
Sports law	1%
Criminal employment law	

## EMPLOYMENT ACTIVITIES

**12,5 %**

\*according to clients and market observers - \*\*includes m&a

# DE BERTI JACCHIA FRANCHINI FORLANI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	<b>3</b> • 50%	<b>1</b> • 50%	Guido Callegari
Litigation	<b>A</b>	<b>5</b> • 83,3%	<b>1</b> • 50%	Guido Callegari
Non-contentious/ advisory	<b>B</b>	<b>5</b> • 83,3%	<b>1</b> • 50%	Guido Callegari
Agency agreements	<b>C</b>	<b>3</b> • 50%	<b>1</b> • 50%	Guido Callegari
Top management	<b>C</b>	<b>3</b> • 50%	<b>1</b> • 50%	Guido Callegari
Restructuring and reorganisation	<b>A</b>	<b>5</b> • 83,3%	<b>1</b> • 50%	Guido Callegari
M&A and employment-related issues	<b>B</b>	<b>5</b> • 83,3%	<b>1</b> • 50%	Guido Callegari
Pension and Social security	<b>C</b>	<b>2</b> • 33,3%	<b>1</b> • 50%	Guido Callegari
Sports law	-	<b>2</b> • 33,3%	<b>1</b> • 50%	Guido Callegari

The lawyers may have an active role in different practice areas.

# DE BERTI JACCHIA FRANCHINI FORLANI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

**Bob Martin, referred by Trowers & Hamlins, London**

**<2 € mln for incentive payments only**



## TYPE OF MATTER

Industrial/trade unions relations - Non-contentious advisory - Top management - Restructuring/reorganisation



## LEAD PARTNER

Guido Callegari



## COUNTERPARTY

Trade Unions (CGIL, CISL, UIL)

Reorganisation of the Italian business of the group, closing down of a factory and collective dismissal of more than 65 employees, dismissal of the top managers of the factory. This is a major operation in the field of corporate and labour and employment law.

**Monfer Cereali S.r.l.**

**Approx. 1,4 € mln**



## TYPE OF MATTER

Restructuring/reorganisation - Industrial relations



## LEAD PARTNER

Gaspare Roma (Senior Associate)



## COUNTERPARTY

Trade Unions (CGIL)

Advising in the closing down of the company and relevant collective dismissals and dismissal of the top managers of the company.

**Servair Solution Italia S.r.l. (Servair/GateGourmet Group)**



## TYPE OF MATTER

Restructuring/reorganisation - Industrial relations



## LEAD PARTNER

Guido Callegari



## COUNTERPARTY

Trade Unions (CGIL, CISL, UIL, UGL)

Advising on one of the most complex company reorganisations because of (a) the transfer of no. 17 employees to Alitalia; (b) the transfer of some top managers to other foreign companies of the same Group; (c) a long-lasting negotiation with different trade unions; (d) individual negotiations with some employees; (e) the collective dismissals, negotiation and execution of relevant settlement agreements.

**Other clients:** Biocure s.r.l., Henry Schein Krugg s.r.l., Inter Cars Italia s.r.l. (Inter Cars Group) and other Italian and multinational companies of different industry sectors.

# DE LUCA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

C<sup>-</sup>

B<sup>+</sup>

*«A reliable and dynamic partner,  
a go-to employment law firm for over 40 years serving  
national and global companies operating in Italy»*

## CONTACTS

Largo A. Toscanini 1  
20122 Milan

T. +39 02 365 565 1

[www.delucapartners.it](http://www.delucapartners.it)

De Luca & Partners has a 100% specialization in Employment Law and offers a complete range of services in domestic and cross-border operations.

The team provide services in the following four areas of practice:

- Day-to-day advice in employment and labour law;
- Industrial relations and restructurings;
- Employment law related issues within M&A and extraordinary corporate transactions;
- Labour dispute resolution in court.

The team's full-service experience in Employment Law includes:

- Employment law compliance and due diligence;
- Employment, freelance and self-employment contracts;
- Agency agreements;
- Health and safety in the workplace;
- Compliance with Italian Legislative Decree no. 231/01;
- Pension and Social security law;
- Data protection;
- Immigration.

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Vincenzo De Luca	AA	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Vittorio De Luca	A	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Alberto De Luca	B	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Enrico De Luca	C	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓

\*summary of interviews with clients

# DE LUCA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**VITTORIO DE LUCA**  
(Managing Partner)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

4

25%  
Partners

10

62,5%  
Associates

-

-  
Counsels

2

12,5%  
Trainees

## NAMES OF PARTNERS

Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca

## HIRES IN THE LAST 12 MONTHS

4

NAME. **Lucio Portaro** (Junior Associate)

JOINED FROM. **University of Naples Federico II**

NAME. **Antonella Iacobellis** (Senior Associate)

JOINED FROM. **Pwc Italy**

NAME. **Raffaele Di Vuolo** (Associate)

JOINED FROM. **Deloitte**

NAME. **Gabriele Scafati** (Associate)

JOINED FROM. **Stelé Perelli Law Firm**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	20%
Litigation	15%
Non-contentious/advisory**	30%
Agency agreements	10%
Top management	5%
Restructuring/Reorganisation	15%
Pension and Social security	2%
Public sector employment	
Sports law	1%
Criminal employment law	2%

## EMPLOYMENT ACTIVITIES

100 %

\*according to clients and market observers - \*\*includes m&a

# DE LUCA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Litigation	A	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Non-contentious/ advisory	A	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Agency agreements	B	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Top management	B	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Restructuring and Reorganisation	B	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
M&A and employment-related issues	B	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Pensions and Pension and Social security	C	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Sports law	C	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca
Criminal employment law	C	10 • 62,5%	4 • 100%	Vincenzo De Luca, Vittorio De Luca, Enrico De Luca, Alberto De Luca

The lawyers may have an active role in different practice areas.

# DELOITTE LEGAL – STUDIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

–

**B**



In 2017 the employment team has been involved mainly in advisory, restructuring and group reorganizations issues.

Also, labour law profiles of corporate compliance (e.g.: GDPR) are increasingly critical subjects.

Another trend is new frontiers in subordination qualification (e.g.: gig economy and so-called platform workers).

## MARKET FEEDBACK ON THE FIRM\*

«Excellent team: reliability, ethics and solid know-how. We have a solid and high quality partnership».

«Excellent support. Accurate results, efficient team, always up-to-date on the subject to be treated. The firm's strengths: seriousness, punctuality and professional updating. I decided to work with Deloitte Legal because I can count on professionalism and always good solutions for the company».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Ivana Azzollini:** «Excellent work. Outstanding analytical skills, wide perspective advisory».

«Seriousness, punctuality, knowledge of the subjects».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Ivana Azzollini</b>	<b>B</b>	✓		✓	✓	✓	✓	✓	✓	✓		
<b>Pietro Venerando</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓		✓		
Other notable lawyers according to market sources	<b>Paola Gribaldo (Legal Manager)</b>											

\*summary of interviews with clients

# DELOITTE LEGAL – STUDIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT  
**IVANA AZZOLLINI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. international network and presence in Italy;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. presence and availability of the partners.

2

22,2%  
Partners

6

66,6%  
Associates

-

-  
Counsels

1

11,1%  
Trainees

## NAMES OF PARTNERS

Ivana Azzollini, Pietro Venerando

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Stefano Miniati** (Senior Manager) and **Marika Curcuruto** (Associate): «They both have an innovative thinking on industrial relations activities and a win/win approach».

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Valerio Viglianesi** (Senior)  
JOINED FROM. **PWC**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	5%
Litigation	10%
Non-contentious/advisory**	35%
Agency agreements	5%
Top management	5%
Restructuring/Reorganisation	30%
Pension and Social security	5%
Public sector employment	5%
Sports law	
Criminal employment law	

## EMPLOYMENT ACTIVITIES

17,5 %

\*according to clients and market observers - \*\*includes m&a



# DELOITTE LEGAL – STUDIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

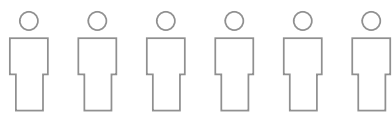
PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando
Litigation	<b>C</b>	NUMBER VARIES	<b>1 • 50%</b>	Pietro Venerando
Non-contentious/ advisory	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando
Agency agreements	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando
Top management	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando
Restructuring and reorganisations	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando
M&A and employment- related issues	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando
Pension and Social security	<b>C</b>	NUMBER VARIES	<b>1 • 50%</b>	Ivana Azzollini
Public sector employment	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Ivana Azzollini, Pietro Venerando

The lawyers may have an active role in different practice areas.

SAVE THE DATE

**13 . 12 . 2018**

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## RANKING

Average directories legalcommunity

C<sup>+</sup> B

## NEWS

In February and April 2018, the firm further strengthened the Employment practice with the arrival of Partner **Davide Boffi**, Associates **Filippo Bodo** and **Marco Prandelli** and trainee **Francesca Servadei** (all joining from Ughi e Nunziante). In May 2018, **Aldo Calza**, Head of the Italian Employment and Labor Practice, was also appointed as Global Co-Chair of the Employment and Labor Practice.

Dentons' Employment team has a consolidated experience in providing both judicial and out-of-court assistance to Italian and foreign clients on all employment, labor, pension and social security and trade union related issues, such as:

- judicial assistance before labour courts;
- establishment, management and termination of employment relationships, self-employment relationships and agency contracts;
- industrial/unions relations;
- collective dismissal procedures and other restructuring procedures involving trade unions;
- transfer of business procedures and all aspects of labor and pension and social security law related to M&A transactions (mergers, de-mergers, transfers of businesses, etc.), including due diligence activities.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent firm and business relationship. Ability to deal in a long term relation with the client and possibility to offer a full package of lawyers covering a full range of practices. We started working with Dentons mainly because Davide Boffi, our previous biggest partner, moved to Dentons».

«Very good team. High level of service. Very strong technical preparation. Competencies and skills above average».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Aldo Calza:** «Excellent. Technical preparation, responsiveness and availability. The advices he provides are always 100% clear».

«He is a great performer. He is very effective and provides a wide 24-7 availability».

**Davide Boffi:** «Reliable, able to understand the company/business needs and drive the client towards the best decisions and solutions. His strength: ability to connect and adapt with the client. Strategic thinking».

«Excellent and high quality work. Competent, available, client-oriented».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and Reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Aldo Calza</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Davide Boffi</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources		Filippo Savini Nicci (Counsel), Marco Alessandro Prandelli (Associate), Filippo Bodo (Associate), Francesca Servadei (Trainee)										

\*summary of interviews with clients



HEAD OF DEPARTMENT

**ALDO CALZA**

2

**25%**  
Partners

3

**37,5%**  
Associates

1

**12,5%**  
Counsels

2

**12,5%**  
Trainees

## NAMES OF PARTNERS

Aldo Calza, Davide Boffi

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Paolo Calza Bodini** (Associate): «Experienced and versatile lawyer».

## HIRES IN THE LAST 12 MONTHS

**4**

NAME. **Davide Boffi** (Partner)  
JOINED FROM. **Ughi e Nunziante**

NAME. **Filippo Bodo** (Associate)  
JOINED FROM. **Ughi e Nunziante**

NAME. **Marco Prandelli** (Associate)  
JOINED FROM. **Ughi e Nunziante**

NAME. **Francesca Servadei** (Trainee)  
JOINED FROM. **Ughi e Nunziante**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. international network and presence in Italy;
6. presence and availability of the partners.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>10%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>35%</b>
Agency agreements	<b>10%</b>
Top management	<b>1%</b>
Restructuring/Reorganisation	<b>10%</b>
Pension and Social security	<b>4%</b>
Public sector employment	<b>10%</b>
Sports law	
Criminal employment law	

## EMPLOYMENT ACTIVITIES

**6 %**

\*according to clients and market observers - \*\*includes m&a

# DENTONS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Litigation	A	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Non-contentious/ advisory	A	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Agency agreements	C	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Top management	B	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Restructuring and Reorganisation	A	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
M&A and employment- related issues	A	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Pension and Social security	C	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi
Public sector employment	C	8 • 100%	2 • 100%	Aldo Calza, Davide Boffi

The lawyers may have an active role in different practice areas.

## RANKING

Average directories

legalcommunity

C

A<sup>+</sup>

In 2017 DLA's employment practice consolidated its leadership by advising clients involved in some of the most important deals and matters of the year (Almaviva, Saxa Gres Ideal Standard etc...).

## MARKET FEEDBACK ON THE FIRM\*

«High quality firm. Reactivity, competence, flexibility. I chose to work with this firm for the lawyers' high profile and DLA's brand image».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Giampiero Falasca:** «Brilliant. Timeliness and responsiveness, Advisor approach. We chose to work with DLA Piper because Giampiero Falasca is one of the best labour law lawyers».

**Fabrizio Morelli:** «Exceptional lawyer. Extensive employment/ Labor law expertise».

**Alessandra Garzya:** «Excellent work. Competence, client relations, responsiveness».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Giampiero Falasca	A	✓	✓	✓		✓	✓	✓	✓		✓	
Fabrizio Morelli	B	✓	✓	✓	✓	✓	✓	✓				
Alessandra Garzya	C		✓	✓				✓				✓

\*summary of interviews with clients

# DLA PIPER

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**GIAMPIERO FALASCA** (photo),  
**FABRIZIO MORELLI**

3

14,2%  
Partners

10

47,6%  
Associates

1

4,7%  
Counsels

7

33,3%  
Trainees

## NAMES OF PARTNERS

Giampiero Falasca, Alessandra Garzya, Fabrizio Morelli

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Pasquale Siciliani** (Legal Director – Rome): «He advises multinational groups both on litigation matters and “day to day” consultancy. In particular, Pasquale mostly focuses in providing strategic support to companies operating in the GIG economy and high-tech sector. He has gained a specific expertise in the life sciences sector assisting big pharmaceutical multinationals».

**Federico Salvaggio** (Legal Director – Milan): «He assists clients in employment litigation on a daily basis. Recently Federico had the opportunity to strengthen his outstanding expertise in employment litigation by providing judicial assistance in relation to the disputes arisen in connection with the biggest collective dismissal procedure in Italy ever».

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Daniela Fargnoli** (Lawyer - Associate)

JOINED FROM. **Tonucci & Partners**

NAME. **Andrea Garantola** (Lawyer - Associate)

JOINED FROM. **Studio Legale de Berardinis e Mozzi**

TOTAL REVENUES IN ITALY

**75,7 € mln**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

25%

Litigation

10%

Non-contentious/advisory\*\*

20%

Agency agreements

5%

Top management

5%

Restructuring/Reorganisation

20%

Pension and Social security

5%

Public sector employment

Sports law

5%

Criminal employment law

5%

EMPLOYMENT ACTIVITIES

**5 %**

\*according to clients and market observers - \*\*includes m&a

# DLA PIPER

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>A</b>	<b>6</b> • 28,5%	<b>2</b> • 66,6%	Giampiero Falasca, Fabrizio Morelli
Litigation	<b>A</b>	<b>10</b> • 47,6%	<b>3</b> • 100%	Giampiero Falasca, Fabrizio Morelli, Alessandra Garzya
Non-contentious/ advisory	<b>A</b>	<b>14</b> • 66,6%	<b>3</b> • 100%	Giampiero Falasca, Fabrizio Morelli, Alessandra Garzya
Agency agreements	<b>C</b>	<b>2</b> • 9,5%	<b>1</b> • 33,3%	Fabrizio Morelli
Top management	<b>B</b>	<b>2</b> • 9,5%	<b>2</b> • 66,6%	Giampiero Falasca, Fabrizio Morelli
Restructuring and Reorganisation	<b>A</b>	<b>8</b> • 30%	<b>2</b> • 66,6%	Giampiero Falasca, Fabrizio Morelli
M&A and employment-related issues	<b>A</b>	<b>12</b> • 57,1%	<b>3</b> • 100%	Giampiero Falasca, Fabrizio Morelli, Alessandra Garzya
Pension and Social security	<b>C</b>	<b>1</b> • 4,7%	<b>1</b> • 33,3%	Giampiero Falasca
Sports law	<b>C</b>	<b>4</b> • 19%	<b>1</b> • 33,3%	Giampiero Falasca
Criminal employment law	<b>B</b>	<b>2</b> • 9,5%	<b>1</b> • 33,3%	Alessandra Garzya

The lawyers may have an active role in different practice areas.



## SAXA Gres - Ideal Standard

30 € mln



TYPE OF MATTER

Restructuring and Reorganisation



LEAD PARTNER

Giampiero Falasca



COUNTERPARTY

Toffoletto De Luca Tamajo

Assisting Saxa Gres in relation to the sale and reconversion of Ideal Standard. The negotiations saw the involvement of the Italian Minister for Economic Development and an investment plan supported by both the Italian Central and Regional Government. All Ideal Standard employees (over 300) were re-employed in Saxa Gres.

## Almaviva

30 € mln



TYPE OF MATTER

Restructuring and Reorganisation - Industrial/trade union relations  
- Litigation



LEAD PARTNER

Giampiero Falasca



COUNTERPARTY

Over 90 law firms

Assisting Almaviva, a CRM outsourcing company, in relation to the largest company restructuring in Italy since the 1950s. The Italian Government actively took part in the negotiations, which, despite the efforts made by the company, ended into a dismissal procedure for over 1600 employees. Currently the firm is assisting the company in about 1000 claims proposed by former employees (99% of which were awarded in favour of Almaviva).

## Lidl



TYPE OF MATTER

Non-contentious/advisory - Litigation - Criminal Employment law



LEAD PARTNER

Alessandra Garzya



COUNTERPARTY

-

Assisting Lidl in relation to a wide range of employment related issues in Italy. In particular, over the last twelve months the team has advised on: (i) the implementation of security systems for accidents prevention; (ii) the management of litigations related to workplace inspections from the relevant authorities; (iii) the management of employees' labor requirements; (iv) the management of the investigations and interruptions of the employments agreements with the persons and companies involved in Anti-mafia criminal proceedings (Judicial Administration Measure).

**Other clients:** Italian and multinational companies of different industry sectors.

# ELEXIA, AVVOCATI & COMMERCIALISTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

**C<sup>+</sup>**



In 2017 the employment team's practice led by Gianluca Crespi focused on day-to-day consultancy, including disciplinary dismissal procedures, agency contracts and top management advisory.

## MARKET FEEDBACK ON THE FIRM\*

«Professionalism and maximum availability from the team. We chose this firm for its good reputation».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

Gianluca Crespi: «Excellent work. Deep knowledge of employment law».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Gianluca Crespi	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			

\*summary of interviews with clients

# ELEXIA, AVVOCATI & COMMERCIALISTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**GIANLUCA CRESPI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

1

**33,3%**  
Partners

2

**66,6%**  
Associates

—

—  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Gianluca Crespi



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>5%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>20%</b>
Agency agreements	<b>10%</b>
Top management	<b>20%</b>
Restructuring/Reorganisation	<b>20%</b>
Pension and Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

## EMPLOYMENT ACTIVITIES

**10 %**

\*according to clients and market observers - \*\*includes m&a

# ELEXIA, AVVOCATI & COMMERCIALISTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	1 • 33,3%	1 • 100%	Gianluca Crespi
Litigation	<b>B</b>	3 • 100%	1 • 100%	Gianluca Crespi
Non-contentious/ advisory	<b>B</b>	3 • 100%	1 • 100%	Gianluca Crespi
Agency agreements	<b>C</b>	1 • 33,3%	1 • 100%	Gianluca Crespi
Top management	<b>B</b>	1 • 33,3%	1 • 100%	Gianluca Crespi
Restructuring and Reorganisation	<b>C</b>	1 • 33,3%	1 • 100%	Gianluca Crespi
M&A and employment- related issues	<b>C</b>	1 • 33,3%	1 • 100%	Gianluca Crespi
Pensions and Pension and Social security	<b>C</b>	1 • 33,3%	1 • 100%	Gianluca Crespi



The lawyers may have an active role in different practice areas.

# ELEXIA, AVVOCATI & COMMERCIALISTI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Top Manager



TYPE OF MATTER

Non-contentious/advisory – Top management



LEAD PARTNER

Gianluca Crespi



COUNTERPARTY

Legance

Assisting a top manager in a managing buyout operation with Mandarin Capital Partners, an international private equity fund, for the establishment of a company operating in the luxury ceramic sector.

## Subito.it - Infojobs



TYPE OF MATTER

Agency agreements - Non-contentious/advisory - Litigation



LEAD PARTNER

Gianluca Crespi



COUNTERPARTY

-

Ongoing day-to-day consultancy on labor law and agency contracts; extraordinary advisory on specific issues; company regulation review pursuant to the new privacy policy; litigation assistance.



**Other clients:** Italian and multinational companies of different industry sectors.

# EVERSHEDS SUTHERLAND

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B<sup>+</sup>

## MARKET FEEDBACK ON THE FIRM\*

«We started working with Eversheds Sutherland back in 2013 and we are still very satisfied: over the years the firm has become a solid and reliable partner. They have a fast and straightforward approach, combined with the ability to offer client-focused, quality advice. We chose the firm on the basis of its well-known expertise on employment-related matters».

«We started working with the firm in 2011. We particularly appreciate their ability to work in team and to render fast and accountable advices for our day-by-day activities, as well as for extraordinary operations. The firm's strengths are its ability to reconcile a fast and business-oriented approach with high quality standards and care for details. They are capable to understand the needs of the business and offer the best solution to any issue that may arise. We chose to work with the firm for its well-known expertise in the employment law field. We are very satisfied with the high-level work of the firm».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Marcello Floris:** «High-quality work. In-depth knowledge of employment law and ability to deliver quick responses in relation to any employment-related matter. He is particularly appreciated for his clear and effective advices».

**Valentina Pomares:** «We have always been assisted by Valentina Pomares, Co-head of the Employment practice in Italy, whose work over the years has been appreciated for its high level of care and preparation».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Marcello Floris	B	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Valentina Pomares	B	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Other notable lawyers according to market sources	<p><b>Elsa Mora:</b> (Senior Associate): «Over the years she has offered both in court and out-of-court assistance, delivering efficient results».</p> <p><b>Antonio Santini</b> (Associate): «Antonio Santini stands out for his responsiveness and his precise and high-quality advices».</p>											

\*summary of interviews with clients

# EVERSHEDS SUTHERLAND

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MARCELLO FLORIS,**  
**VALENTINA POMARES**

2

20%  
Partners

7

70%  
Associates

-

-  
Counsels

1

10%  
Trainees

## NAMES OF PARTNERS

Marcello Floris, Valentina Pomares

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Sara Anesi** (Associate): "In 2017 Sara provided legal assistance in all the employment matters regarding an important national merger, negotiating the company agreements and assisting the company in all issues related the recollection of the employees in other Italian offices".

**Elsa Mora** (Associate) and **Elena Spanu** (Associate): "Both Elena and Elsa support the Partners Valentina Pomares and Marcello Floris in the most relevant HR matters of the practice and in this respect they are often directly in contact with the clients. Considering their relevant experience and knowledge, they are directly in charge of most important deals".

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Irene Bega** (Associate)

JOINED FROM. **Dentons**

NAME. **Maria Laura Brancato** (Trainee)

TOTAL REVENUES IN ITALY

**9,3 € mln**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	30%
Litigation	30%
Non-contentious/advisory**	8%
Agency agreements	8%
Top management	5%
Restructuring/Reorganisation	15%
Pension and Social security	1%
Public sector employment	1%
Sports law	1%
Criminal employment law	1%

EMPLOYMENT ACTIVITIES

**30 %**

\*according to clients and market observers - \*\*includes m&a

# EVERSHEDS SUTHERLAND

LAW FIRM | DEPARTMENT | **PRACTICE AREAS** | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>A</b>	<b>7</b> • 70%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Litigation	<b>A</b>	<b>7</b> • 70%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Non-contentious/ advisory	<b>A</b>	<b>7</b> • 70%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Agency agreements	<b>B</b>	<b>6</b> • 60%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Top management	<b>B</b>	<b>2</b> • 20%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Restructuring and Reorganisation	<b>A</b>	<b>7</b> • 70%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
M&A and employment- related issues	<b>B</b>	<b>7</b> • 70%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Pension and Social security	<b>C</b>	<b>1</b> • 10%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Public sector employment	<b>C</b>	<b>1</b> • 10%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Sports law	<b>C</b>	<b>1</b> • 10%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares
Criminal employment law	<b>C</b>	<b>1</b> • 10%	<b>2</b> • 100%	Marcello Floris, Valentina Pomares

The lawyers may have an active role in different practice areas.



# EVERSHEDS SUTHERLAND

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Urban Outfitters



TYPE OF MATTER  
**advisory**



LEAD PARTNER  
**Valentina Pomares**



COUNTERPARTY  
-

Assisting Urban Outfitters (which recently opened its first mono-brand flagship store in Italy – in Milan) on legal matters concerning the recruitment of employees, labour contracts, working times and all issues concerning employment relationship and HR matters.

## Rolls Royce



TYPE OF MATTER  
**Top management**



LEAD PARTNER  
**Marcello Floris**



COUNTERPARTY  
-

Advising Rolls Royce in the negotiation following the termination of the employment relationship of a former top executive. Very high value of the transaction and complexity of the various items in question.

## Impellam Bartech



TYPE OF MATTER  
**Non-contentious/advisory - Labour M&A**



LEAD PARTNER  
**Marcello Floris**



COUNTERPARTY  
-

Assisting in the start up of a company providing HR services to Tuscany Region. The deal is relevant for the great complexity of the various items in question, considering that the team had to find ways to adjust the Italian regulations to meet the client's requirements.

**Other clients:** Avis Budget and Italian and multinational companies of different industry sectors.

# EY STUDIO LEGALE TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

RANKING	
Average directories	legalcommunity
—	B

In 2017 EY's employment team has assisted multinational and Italian companies in all HR aspects, mainly day-by-day HR management and extraordinary operations such as mergers and acquisitions, business transfers, restructuring and downsizing, involvement in trade union meetings and outsourcing of business activities.

## MARKET FEEDBACK ON THE FIRM\*

«Very high quality law firm. A real "brand". The employment team is very professional, supportive and competent. They are the best team we work with within EY».

«We started working with EY as we were searching for some large-spectrum entity that could assist us in more than one field».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Stefania Radoccia** (Partner): «She is a brilliant lawyer. Competence, professionalism, timeliness and responsiveness».

**Maria Teresa Iannella** (Senior Associate) and **Matteo Tamborini** (Associate): «Both are very structured and professional. They have a proactive approach and always try to find a compromise, keeping into consideration the business model and size and issues of our company. They express themselves in a very good English which facilitates the relationship with our mother entity».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Stefania Radoccia	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Maria Teresa Iannella (Senior Associate), Matteo Tamborini (Associate)											

\*summary of interviews with clients

# EY STUDIO LEGALE TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**STEFANIA RADOCCIA**

1

5,5%

Partners

4

22%

Associates

12

66,6%

Counsels

1

5,5%

Trainees

## NAMES OF PARTNERS

Stefania Radoccia

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Irene Blanco** (Associate): "She is an expert of employment litigation and has been involved in a significant labor-related litigation of an important Italian company".

**Nancy Bonasera** (Associate): "She assists both Italian and foreign companies in important restructuring projects and is involved in day-by-day consultancy and cross-borders transactions".

**Matteo Tamborini** (Associate): "She is involved in day-by-day consultancy activities in HR matters for major Italian companies".

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Chiara Julia Favaloro** (Senior Manager - Associate)  
JOINED FROM. **Studio Favaloro & Associati**

NAME. **Benedetta Paladini** (Senior Manager - Associate)  
JOINED FROM. **De Donno Avvocati giuslavoristi**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. international network and presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	15%
Non-contentious/advisory**	33%
Agency agreements	2%
Top management	15%
Restructuring/Reorganisation	15%
Pension and Social security	2%
Public sector employment	3%
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**103,2 € mln**

EMPLOYMENT ACTIVITIES

**20 %**

\*according to clients and market observers - \*\*includes m&a

# LEY STUDIO LEGALE TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>5</b> • 27,7%	<b>1</b> • 100%	Stefania Radoccia
Litigation	<b>A</b>	<b>6</b> • 33,3%	<b>1</b> • 100%	Stefania Radoccia
Non-contentious/ advisory	<b>A</b>	<b>6</b> • 33,3%	<b>1</b> • 100%	Stefania Radoccia
Agency agreements	<b>C</b>	<b>2</b> • 11,1%	<b>1</b> • 100%	Stefania Radoccia
Top management	<b>B</b>	<b>4</b> • 22,2%	<b>1</b> • 100%	Stefania Radoccia
Restructuring and Reorganisation	<b>A</b>	<b>4</b> • 22,2%	<b>1</b> • 100%	Stefania Radoccia
M&A and employment- related issues	<b>A</b>	<b>6</b> • 33,3%	<b>1</b> • 100%	Stefania Radoccia
Pension and Social security	<b>B</b>	<b>5</b> • 27,7%	<b>1</b> • 100%	Stefania Radoccia
Public sector employment	<b>C</b>	<b>2</b> • 11,1%	<b>1</b> • 100%	Stefania Radoccia

The lawyers may have an active role in different practice areas.



THE **100% DIGITAL**  
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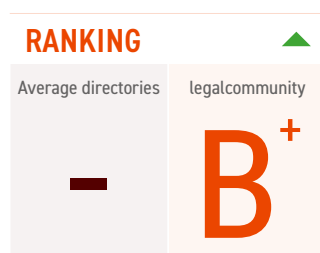
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# FAVA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS



Fava & Associati assists clients in all areas of Labour and union laws, from extrajudicial to judicial advisory services: drafting of employment contracts, management of employment relationship, individual and collective dismissals, transfers of business, restructuring and reorganization of business, management of negotiations with union representatives. Fava & Associati has a network of qualified correspondents all over Italy, Europe, Usas, China, Japan, Russia and the United Arab Emirates.



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Gabriele Fava	<b>A</b>	✓	✓	✓		✓	✓	✓				

\*summary of interviews with clients

# FAVA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**GABRIELE FAVA**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills;
6. international network.

8

**66,6%**  
Partners

2

**16,7%**  
Associates

-

-  
Counsels

2

**16,7%**  
Trainees

## NAMES OF PARTNERS

Sonia Di Lorenzo, Filippo Bigot, Emilio Asehedemini, Luigia Scalfaro, Sara Gastaldi, Roberto Parruccini, Emanuele Licciardi + Gabriele Fava (Founder and Chairman)



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>30%</b>
Litigation	<b>15%</b>
Non-contentious/advisory**	<b>15%</b>
Agency agreements	
Top management	<b>20%</b>
Restructuring/Reorganisation	<b>20%</b>
Pension and Social security	
Public sector employment	
Sports law	
Criminal employment law	

EMPLOYMENT ACTIVITIES

**70 %**

\*according to clients and market observers - \*\*includes m&a

# FAVA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	10 • 83,3%	8 • 100%	Gabriele Fava, Sonia Di Lorenzo, Filippo Bigot, Emilio Aschedemini, Luigia Scalfaro, Sara Gastaldi, Roberto Parruccini, Emanuele Licciardi
Litigation	A	10 • 83,3%	8 • 100%	Gabriele Fava, Sonia Di Lorenzo, Filippo Bigot, Emilio Aschedemini, Luigia Scalfaro, Sara Gastaldi, Roberto Parruccini, Emanuele Licciardi
Non-contentious/ advisory	B	10 • 83,3%	8 • 100%	Gabriele Fava, Sonia Di Lorenzo, Filippo Bigot, Emilio Aschedemini, Luigia Scalfaro, Sara Gastaldi, Roberto Parruccini, Emanuele Licciardi
Top management	A	5 • 41,6%	5 • 62,5%	Gabriele Fava, Sonia Di Lorenzo, Filippo Bigot, Emilio Aschedemini, Emanuele Licciardi
Restructuring and Reorganisation	A	10 • 83,3%	8 • 100%	Gabriele Fava, Sonia Di Lorenzo, Filippo Bigot, Emilio Aschedemini, Luigia Scalfaro, Sara Gastaldi, Roberto Parruccini, Emanuele Licciardi
M&A and employment-related issues	B	4 • 33,3%	4 • 50%	Gabriele Fava, Roberto Parruccini, Luigia Scalfaro, Emanuele Licciardi



The lawyers may have an active role in different practice areas.



# FDL STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

RANKING	
Average directories	legalcommunity
—	C <sup>+</sup>

The employment team provides highly specialized day-by-day consultancy for the formalization, management and termination of employment relationships, as well as complete assistance throughout all phases of any employment litigation. The team has significant experience in agency relationships and contracts. The Department works closely with the other departments of the firm and is also involved in major corporate operations, such as mergers and acquisitions and the relative due diligence procedures, in addition to assisting corporate clients in managing complex human resources operations.

## MARKET FEEDBACK ON THE FIRM\*

«Outstanding team. Technical and legal skills and extensive employment expertise and experience».

«Positive litigation support for about 20 years. Extremely competent and multi-skilled team».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Luigi Granato:** «Excellent negotiation skills».

**Massimo Waschke:** «Very positive work. He is collaborative, technically prepared and always open to find innovative solutions in order to meet the company's expectations».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Luigi Granato	B	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Massimo Waschke	B	✓	✓	✓	✓	✓	✓		✓			
Other notable lawyers according to market sources	Lorenza Fabbi (Associate)											

\*summary of interviews with clients

# FDL STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**LUIGI GRANATO** (photo),  
**MASSIMO WASCHKE**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. international network and strong presence in Italy.

2

**28,5%**  
Partners

7

**71,4%**  
Associates

—

—  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Luigi Granato, Massimo Waschke

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Giuseppe Caristena** (Associate)  
JOINED FROM. **Ameco & Studio Legale Calzi**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	5%
Litigation	30%
Non-contentious/advisory**	20%
Agency agreements	10%
Top management	20%
Restructuring/Reorganisation	10%
Pension and Social security	3%
Public sector employment	
Sports law	2%
Criminal employment law	

TOTAL REVENUES IN ITALY

**3,6 € mln**

EMPLOYMENT ACTIVITIES

**30 %**

\*according to clients and market observers - \*\*includes m&a

# FDL STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	<b>5</b> • 71,4%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
Litigation	<b>A</b>	<b>7</b> • 100%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
Non-contentious/ advisory	<b>B</b>	<b>7</b> • 100%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
Agency agreements	<b>B</b>	<b>4</b> • 57,1%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
Top management	<b>B</b>	<b>7</b> • 100%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
Restructuring and Reorganisation	<b>C</b>	<b>2</b> • 28,5%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
M&A and employment- related issues	<b>C</b>	<b>4</b> • 57,1%	<b>1</b> • 50%	Luigi Granato
Pension and Social security	<b>B</b>	<b>5</b> • 71,4%	<b>2</b> • 100%	Luigi Granato, Massimo Waschke
Sports law	<b>C</b>	<b>2</b> • 28,5%	<b>1</b> • 50%	Luigi Granato

The lawyers may have an active role in different practice areas.

# FERRARIO PROVENZALI NICODEMI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
C <sup>-</sup>	B <sup>+</sup>

In the last 12 months this employment boutique has been very active in assisting top level executives in negotiating contractual clauses at the beginning of the employment relationship and in negotiating their exit from companies or assisting them in litigation.

## MARKET FEEDBACK ON THE FIRM\*

«Great team. They listen to you, they explain and look for the most advantageous solution for your business».

«The firm has a very high level of quality thanks to the mix of broad and international experience of its professionals, the hands-on approach and Italian attitude. Good “value for money” level of the fees.

«Our business relationship is very good since I have been working with one of the founding partners over the last 10 years, which is also the reason why we chose the firm for legal assistance».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Roberto Ferrario:** «His work is excellent, he has great technical skills, mixed with a long-lasting experience».

«Good work. Negotiation skills, technical knowledge, high level of precision».

**Andrea Nicodemi:** «I have always had great satisfaction. He listens to the problem, makes a clear explanation with risks and benefits then fights to achieve the impossible».

**Paolo Provenzali:** «Available, accurate and reliable».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Roberto Ferrario	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Andrea Nicodemi	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Paolo Provenzali	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Jessica Middlemas (Junior Partner), Elisa Pansera (Junior Partner)											

\*summary of interviews with clients

# FERRARIO PROVENZALI NICODEMI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ROBERTO FERRARIO** (photo),  
**PAOLO PROVENZALI**,  
**ANDREA NICODEMI**,

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills;
6. cost-effective services.

6

**50%**  
Partners

3

**37,5%**  
Associates

1

**12,5%**  
Counsels

2

**25%**  
Trainees

## NAMES OF PARTNERS

Roberto Ferrario (Founding e Name Partner), Paolo Provenzali (Founding e Name Partner), Andrea Nicodemi (Name Partner), Elisa Pansera (Junior Partner), Barbara Bottalico (Junior Partner), Jessica Middlemas (Junior Partner)

## HIRES IN THE LAST 12 MONTHS

4

NAME. **Massimo Erede** (Associate)

JOINED FROM. **Gianni Origoni Grippo Cappelli & Partners**

NAME. **Alessandra Rovescalli** (Associate)

JOINED FROM. **Scorcelli Rosa & Partners**

NAME. **Ginevra Chiara Bologna** (Trainee)

NAME. **Aurora Galli** (Trainee)

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

**10%**

Litigation

**20%**

Non-contentious/advisory\*\*

**30%**

Agency agreements

Top management

**30%**

Restructuring/Reorganisation

Pension and Social security

Public sector employment

Sports law

Criminal employment law



EMPLOYMENT ACTIVITIES

**100 %**

\*according to clients and market observers - \*\*includes m&a

# FERRARIO PROVENZALI NICODEMI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Litigation	<b>A</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Non-contentious/ advisory	<b>A</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Agency agreements	<b>C</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Top management	<b>B</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Restructuring and Reorganisation	<b>A</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
M&A and employment-related issues	<b>B</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Pensions and Pension and Social security	<b>B</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas
Public sector employment	<b>B</b>	<b>12</b> • 100%	<b>6</b> • 100%	Roberto Ferrario, Paolo Provenzali, Andrea Nicodemi, Elisa Pansera, Barbara Bottalico, Jessica Middlemas

The lawyers may have an active role in different practice areas.

# FERRARIO PROVENZALI NICODEMI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Triton Investments Advisers LLP



### TYPE OF MATTER

M&A and employment-related issues



### LEAD PARTNER

Andrea Nicodemi



### COUNTERPARTY

-

Advice and consultancy on all labor law aspects in connection with a cross-border M&A operation consisting of the transfer of a going concern acquired by Triton Investments.



**Other clients:** Italian and multinational companies of different industry sectors.

# FORNARI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING\*

Average directories

legalcommunity

-

**B<sup>+</sup>**



Fornari e Associati is a white-collar boutique with extensive and recognised experience in all criminal aspects of employment law such as workplace safety and health issues, harassment and discrimination at work. In the last 12 months Giuseppe Fornari's team has represented many companies and top managers in highly relevant criminal proceedings concerning health and security issues.

## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

	Ranking	Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Giuseppe Fornari	<b>A</b>											✓
Enrico Di Fiorino	<b>B</b>											✓

## THE FIRM'S STRENGTHS\*\*

1. expertise and practice in all areas of white-collar crime, including criminal employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Criminal employment law

**100%**

### CRIMINAL EMPLOYMENT ACTIVITIES

**100 %**

PRACTICE AREA

RANKING

TEAM MEMBERS

NUMBER OF PARTNERS

NAME OF PARTNERS

**Criminal  
employment law**

-

**5 • 100%**

**1 • 20%**

Giuseppe Fornari

\*summary of interviews with clients - \*\*according to clients and market observers - The lawyers may have an active role in different practice areas.



# FORNARI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Company in the oil and gas industry



TYPE OF MATTER

Criminal employment law



LEAD PARTNER

Giuseppe Fornari



COUNTERPARTY

-

Representing several employees, including the former director, of Europe's largest onshore oil and gas field in a criminal proceedings concerning health and security issues.

## International bank



TYPE OF MATTER

Criminal employment law



LEAD PARTNER

Enrico Di Fiorino



COUNTERPARTY

-

Representing the Chairman and CEO of an international bank. The charge, concerning the risk assessment method used by the employer, was subsequently dropped.

## Company in the oil and gas industry



TYPE OF MATTER

Criminal employment law



LEAD PARTNER

Giuseppe Fornari



COUNTERPARTY

-

Representing one of the leading players in the oil and gas industry in criminal proceedings regarding the safety of an offshore drilling rig, which had been jeopardized by a group of protesters.

**Other clients:** Italian and multinational companies of different industry sectors.

# GATTAI MINOLI AGOSTINELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
C <sup>-</sup>	B <sup>-</sup>

The employment team is appreciated for its day-by-day assistance and for its availability to provide risk assessment based on figures and complex pros/cons analyses setting out more than one solution for each case.

The employment team's main practice areas are:

- restructuring (collective dismissals, collective transfers, poor performer management, reorganizations triggering change of reporting lines and re-defining of job roles);
- termination of top managers;
- disciplinary procedures;
- transfer of undertakings or branches of business.

## MARKET FEEDBACK ON THE FIRM\*

«High quality firm: business acumen, commitment, managerial approach and strong consultancy skills».

«Professionalism, quick response to clients' questions, good approach to employment issues».

«Excellent team: business oriented mindset, they are pragmatic and practical and go straight to the point».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Lorenzo Cairo:** «Excellent work, very good support. Managerial approach, strategic consultancy and commitment».

«One of the best employment lawyers I have ever met: extremely business-oriented, responsive, reliable, very clear and accurate. He truly gives us a sense of security».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Lorenzo Cairo	B	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Other notable lawyers according to market sources	Federica Ferretti (Associate): "Proactive and responsive". Gabriele Roberto (Associate)											

\*summary of interviews with clients

# GATTAI MINOLI AGOSTINELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**LORENZO CAIRO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. negotiation skills;
5. presence and availability of the partners.

1

16,6%

Partners

2

33,4%

Associates

-

-

Counsels

3

50%

Trainees

## NAMES OF PARTNERS

Lorenzo Cairo

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Francesco D'Avanzo** (Associate): «Great competence and commercial understanding. He gained trust of various clients in various sectors: energy, pharmaceutical, fintech, banking and medical technology».

**Federica Ferretti** (Associate): «A great talent who has a brilliant career ahead. Clients already appreciated her for her competence, proactiveness and leadership».

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Gabriele Roberto** (Associate)

JOINED FROM. **KStudio Associato (KPMG)**

NAME. **Massimiliano Cucé** (Trainee)

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

5%

Litigation

10%

Non-contentious/advisory\*\*

30%

Agency agreements

5%

Top management

15%

Restructuring/Reorganisation

20%

Pension and Social security

5%

Public sector employment

Sports law

5%

Criminal employment law

5%

TOTAL REVENUES IN ITALY (ESTIMATE)

**31,24 € mln**

EMPLOYMENT ACTIVITIES

**6,6 %**

\*according to clients and market observers - \*\*includes m&a

# GATTAI MINOLI AGOSTINELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Lorenzo Cairo
Litigation	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Lorenzo Cairo
Non-contentious/ advisory	<b>A</b>	<b>6</b> • 100%	<b>1</b> • 100%	Lorenzo Cairo
Agency agreements	<b>C</b>	<b>3</b> • 50%	<b>1</b> • 100%	Lorenzo Cairo
Top management	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Lorenzo Cairo
Restructuring and Reorganisation	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Lorenzo Cairo
M&A and employment- related issues	<b>B</b>	<b>4</b> • 66,6%	<b>1</b> • 100%	Lorenzo Cairo
Pensions and Pension and Social security	<b>C</b>	<b>1</b> • 16,6%	<b>1</b> • 100%	Lorenzo Cairo
Sports law	<b>C</b>	<b>2</b> • 33,3%	<b>1</b> • 100%	Lorenzo Cairo
Criminal employment law	<b>C</b>	<b>1</b>	-	-

The lawyers may have an active role in different practice areas.

# GATTAI MINOLI AGOSTINELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Olympus Italia S.r.l.



TYPE OF MATTER

Industrial/trade union relations - Collective redundancy



LEAD PARTNER

Lorenzo Cairo



COUNTERPARTY

-

Assisting in the implementation of a collective redundancy procedure regarding certain company functions to be re-allocated in a business centre in Poland.

## Octo Telematics S.p.A.



TYPE OF MATTER

Restructuring and reorganisation



LEAD PARTNER

Lorenzo Cairo



COUNTERPARTY

-

Assisting in the implementation of a reorganization defined at a group level to reduce organizational inefficiencies. This process implies: (i) transfer of the branch of business carrying out call centre activities and externalization of such service to the purchaser; (ii) collective transfer of employees due to the shutting down of the Recco's site; (iii) management of poor performance cases on an individual basis; and (iv) possible relocation of UK employees in Italy.

## Engie Italia S.p.A.



TYPE OF MATTER

Industrial/trade union relations



LEAD PARTNER

Lorenzo Cairo



COUNTERPARTY

-

Assisting in harmonizing the national collective bargaining agreement (NCBA) for the metalworking industry to all the employees of the Group. Gas-water and electric trade unions objected to the transition. Therefore, the team had to define a solution to complete the transition on a unilateral basis, managing the complexity of the tense relationship with trade unions, which included advising the client on (i) solutions to ease the consequences of strikes; (ii) defining press releases; (iii) medium-long term strategy in the management of trade unions relations.

**Other clients:** Nilit Plastics Europe S.r.l., Tyre Retail S.r.l. (Fintyre Group) and other Italian and multinational companies of different industry sectors.

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# GATTI PAVESI BIANCHI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

A

## NEWS

In April 2018, **Paola Tradati** and **Nicola Bonante** and their team moved to Gatti Pavesi Bianchi, where they took the position of Equity Partners. Paola Tradati and Nicola Bonante led Gianni Origoni Grippo Cappelli and Partners labour law department and notably, the vast majority of the clients renewed their trust in them and the team after the transition to Gatti Pavesi Bianchi.

GPB's employment team has a significant experience in restructuring and reorganization of companies, stock option plans and management of all HR issues. The team has an in-depth knowledge in labour law and industrial relations, including employee benefits, MBO and Lip, as well as international reorganization and restructuring processes and labour law aspects connected to extraordinary transactions and private equity.

## MARKET FEEDBACK ON THE FIRM\*

«I started working with Nicola Bonante since 2008. Full satisfaction business relationship. Strong employment competency. The desire to continue the professional relationship with Nicola Bonante has generated the choice to follow him in Gatti Pavesi Bianchi».

«Excellent team. They are very reactive and always available. I already knew Paola Tradati and I followed her in Gatti Pavesi Bianchi in April 2018».

«We followed Nicola Bonante and Paola Tradati, with whom we had been working for 8 years in the new firm. High quality firm. Professionalism, reactivity, seriousness and reliability».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Paola Tradati:** «I have been working with Paola Tradati for many years, and I have always been deeply satisfied by the quality of the legal assistance provided. Thanks to her wide experience, she is always able to find a smart solution to any problem, with a much appreciated cost-saving approach. The assistance provided by Paola covers all labour law matters, including agency contracts. In this specific regard, I would say that she is one of the most skilled lawyers in Italy».

«Outstanding in labour law, smart, quick, very professional. She understands the business and is always helpful in providing a timely advice to the client. I also find very helpful to be provided by Paola with a clear indication of the actual risks related to each case».

**Nicola Bonante:** «He completely responds to the company's needs and is always able to identify and suggest the best legal solution to our business needs».

«Excellent work. Great professionalism, competence, experience, preparation and responsiveness».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
<b>Paola Tradati</b>	<b>AA</b>	✓	✓	✓	✓	✓	✓	✓	✓			
<b>Nicola Bonante</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	<b>Nicolò Farina (Senior Associate), Pietro Scianna (Senior Associate)</b>											

\*summary of interviews with clients

# GATTI PAVESI BIANCHI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**PAOLA TRADATI** (photo),  
**NICOLA BONANTE**

2

**18,5%**  
Partners

4

**57,1%**  
Associates

-

-  
Counsels

1

**14,2%**  
Trainees

## NAMES OF PARTNERS

Paola Tradati, Nicola Bonante

## HIRES IN THE LAST 12 MONTHS

6

NAME. **Paola Tradati** (Partner)

JOINED FROM. **Gianni Origoni Grippo Cappelli and Partners**

NAME. **Nicola Bonante** (Partner)

JOINED FROM. **Gianni Origoni Grippo Cappelli and Partners**

NAME. **Pietro Scianna** (Senior Associate)

JOINED FROM. **Gianni Origoni Grippo Cappelli and Partners**

NAME. **Andrea Gaboardi** (Senior Associate)

JOINED FROM. **Gianni Origoni Grippo Cappelli and Partners**

NAME. **Nicolò Farina** (Senior Associate)

JOINED FROM. **Gianni Origoni Grippo Cappelli and Partners**

NAME. **Nicola Comelli** (Associate)

JOINED FROM. **Gianni Origoni Grippo Cappelli and Partners**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	10%
Non-contentious/advisory**	20%
Agency agreements	15%
Top management	15%
Restructuring/Reorganisation	20%
Pension and Social security	5%
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**34,8 € mln**

\*according to clients and market observers - \*\*includes m&a



# GATTI PAVESI BIANCHI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
Litigation	<b>B</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
Non-contentious/ advisory	<b>A</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
Agency agreements	<b>B</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
Top management	<b>B</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
Restructuring and Reorganisation	<b>A</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
M&A and employment- related issues	<b>A</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante
Pensions and Pension and Social security	<b>C</b>	<b>7</b> • 100%	<b>2</b> • 100%	Paola Tradati, Nicola Bonante



The lawyers may have an active role in different practice areas.

# GATTI PAVESI BIANCHI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Timac Agro Italia S.p.A.



TYPE OF MATTER

Non-contentious/advisory – Labour M & A



LEAD PARTNER

Nicola Bonante



COUNTERPARTY

-

Assisting Timac Agro Italia S.p.A. in a collective dismissal procedure for the disposal of activity following the need to reclaim the entire area belonging to the Barletta plant. The reclaim is the top priority for Timac, which is facing a problem of historical pollution.

## Arnoldo Mondadori Editore S.p.A.



TYPE OF MATTER

Restructuring and reorganisation



LEAD PARTNERS

Paola Tradati, Nicola Bonante,  
Pietro Sciana



COUNTERPARTY

-

Assisting Arnoldo Mondadori Editore in the complex reorganization of the magazines area in Italy. After the proposed sale of two historical publications ("Tu Style" and "Confidenze") to a third party and after having complex negotiations with the trade unions of journalists, Mondadori was able to avoid the sale by identifying a new organizational and cost management structure for the two magazines. For the first time in the publishing world, an agreement has been reached that redesigns the industrial relations of Italy's largest publishing group: wage cuts and use of solidarity contracts for journalists of all the other group's magazines until the end of 2018.

## Giorgio Girelli



TYPE OF MATTER

Top Management



LEAD PARTNER

Paola Tradati



COUNTERPARTY

-

Assisting in the exit from Banca Intermobiliare di Investimenti e Gestioni. Girelli ended his mandate as an advisor having a strategic role in the acquisition of Bim by attestor capital, after starting a profound change in the Bank and its revival. Girelli successfully completed his mandate, ensuring the transfer of Bim to the new reference shareholder.

**Other clients:** Enel X S.p.A. and other Italian and multinational companies of different industry sectors.

## RANKING

Average directories

legalcommunity

—

B

## MARKET FEEDBACK ON THE FIRM\*

This employment boutique is known for its «highly experienced and skilled employment specialists. They are also extremely creative, as they are capable of coming up with unconventional solutions and schemes to all issues».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Mario Fusani:** «Outstanding work. He is extremely competent, efficient and always available. He is a true business partner».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Mario Fusani</b>	<b>B</b>	✓	✓	✓		✓	✓	✓	✓			
Other notable lawyers according to market sources	<b>Monica Gasparini (Associate)</b>											

\*summary of interviews with clients

# GF LEGAL

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MARIO FUSANI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

1

**12,5%**  
Partners

4

**50%**  
Associates

2

**25%**  
Counsels

1

**12,5%**  
Trainees

## NAMES OF PARTNERS

Mario Fusani

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Monica Gasparini** (Senior Associate): «Constant commitment and dedication. She has developed excellent professional capabilities in complex outsourcing operations».

**Carola Maini** (Associate) and **Carlo Antonio Talarico** (Associate): «They have shown not only excellence in their work but also a strong commitment to highest professional standards. They have worked on two different cases related to a complex trade union negotiation for clients operating in the logistics and film industries».

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Carlo Antonio Talarico** (Junior Lawyer Associate)  
JOINED FROM. **Giglio & Scofferi**

NAME. **Romano De Biase** (Trainee)  
JOINED FROM. **Studio legale Paternostro Bonomi**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>50%</b>
Litigation	<b>15%</b>
Non-contentious/advisory**	<b>20%</b>
Agency agreements	
Top management	<b>2%</b>
Restructuring/Reorganisation	<b>13%</b>
Social security	
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY

**1,2 € mln**

EMPLOYMENT ACTIVITIES

**80 %**

\*according to clients and market observers - \*\*includes m&a

# GF LEGAL

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>A</b>	<b>4</b> • 50%	<b>1</b> • 100%	Mario Fusani
Litigation	<b>A</b>	<b>3</b> • 37,5%	<b>1</b> • 100%	Mario Fusani
Non-contentious/ advisory	<b>A</b>	<b>3</b> • 37,5%	<b>1</b> • 100%	Mario Fusani
Top management	<b>B</b>	<b>3</b> • 37,5%	<b>1</b> • 100%	Mario Fusani
Restructuring/ Reorganisations	<b>B</b>	<b>3</b> • 37,5%	<b>1</b> • 100%	Mario Fusani
M&A and employment- related issues	<b>C</b>	<b>2</b> • 25%	<b>1</b> • 100%	Mario Fusani
Pension and Social security	<b>C</b>	<b>2</b> • 25%	<b>1</b> • 100%	Mario Fusani



The lawyers may have an active role in different practice areas.

## Cultural foundation



TYPE OF MATTER

Litigation - Non-contentious/advisory



LEAD PARTNER

Mario Fusani



COUNTERPARTY

-

Advising on contentious and non-contentious employment/HR matters.

## Confidential



TYPE OF MATTER

Litigation (International arbitration)



LEAD PARTNER

Mario Fusani



COUNTERPARTY

-

Participation, as labour arbitrator, in international proceedings before the Office of the High Representative ("OHR") in Bosnia and Herzegovina.

## High tech chemical company



TYPE OF MATTER

Industrial/trade union relations - Litigation - Non-contentious/  
advisory - Top management



LEAD PARTNER

Mario Fusani



COUNTERPARTY

-

Litigation and non-contentious assistance on complex Industrial/trade union relations and top management issues.

**Other clients:** Italian and multinational companies of different industry sectors.

# GIANNI ORIGONI GRIPPO CAPPELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
<b>B</b>	<b>B<sup>+</sup></b>

Gianni Origoni Grippo Cappelli & Partners offers a full-service law practice with an integrated and multi-cultural approach. The labour and employment team works with clients from a wide range of sectors to address all labour, pension and social security law, and industrial relations issues, also in cross-border contexts. The team is also involved in complex and challenging court cases.



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Alessandra Ferroni	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Saverio Schiavone	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Raffaella Betti Berutto	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Cristina Capitanio	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
Matteo Fusillo	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓

\*summary of interviews with clients

# GIANNI ORIGONI GRIPPO CAPPELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ALESSANDRA FERRONI,**  
**SAVERIO SCHIAVONE** (photo)

5

25%  
Partners

12

60%  
Associates

1

5%  
Counsels

2

10%  
Trainees

## NAMES OF PARTNERS

Alessandra Ferroni, Saverio Schiavone, Raffaella Betti Berutto,  
Cristina Capitanio, Matteo Fusillo

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Giulia Magni** (Associate)  
JOINED FROM. **DLA Piper**

NAME. **Andrea Pozzi** (Associate)  
JOINED FROM. **Littler**



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and strong presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	10%
Non-contentious/advisory**	30%
Agency agreements	5%
Top management	5%
Restructuring/Reorganisation	20%
Pension and Social security	5%
Public sector employment	
Sports law	5%
Criminal employment law	5%

TOTAL REVENUES IN ITALY (ESTIMATE)

**132 € mln**

\*according to clients and market observers - \*\*includes m&a



# GIANNI ORIGONI GRIPPO CAPPELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>A</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Litigation	<b>B</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Non-contentious/ advisory	<b>A</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Agency agreements	<b>B</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Top management	<b>B</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Restructuring and Reorganisation	<b>A</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
M&A and employment-related issues	<b>A</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Pensions and Pension and Social security	<b>C</b>	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Sports law	-	<b>20</b> • 100%	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone
Criminal employment law	-	<b>20</b> • 100% + LITIGATION DEP.	<b>5</b> • 100%	Raffaella Betti Berutto, Cristina Capitanio, Alessandra Ferroni, Matteo Fusillo, Saverio Schiavone

The lawyers may have an active role in different practice areas.

# GIANNI ORIGONI GRIPPO CAPPELLI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## AC Milan S.p.A.



TYPE OF MATTER

Sports law – Restructuring and reorganisation



LEAD PARTNER

Saverio Schiavone



COUNTERPARTY

-

Assistance to AC Milan S.p.A. in its management and human resources reorganisation resulting from the change of company control from an Italian entrepreneur to a Chinese one. The particular aspects of the matter lay in the need and ability to harmonize the general principles of labour law with the specificities of sports law and football clubs.

## ArcelorMittal

1.8 € bn (purchase price)



TYPE OF MATTER

Industrial/trade union relations



LEAD PARTNER

Cristina Capitanio



COUNTERPARTY

Cleary Gottlieb

Assisting ArcelorMittal in labour/employment-related matters during the stage following the successful bidding process regarding the acquisition of the business units of Ilva S.p.A., the largest steelmaker in Italy and a strongly unionized company, and some of its subsidiaries. The inherent complexity of the situation is further aggravated by variations arising from the existence of different sites (in addition to Taranto, ILVA has other plants in Genova and Novi Ligure) and the political conflicts between the central government and local authorities.

## Convergys



TYPE OF MATTER

Industrial/trade union relations, Litigation, Non-contentious/advisory



LEAD PARTNER

Alessandra Ferroni



COUNTERPARTY

-

Assisting Convergys (worldwide leader in call centre outsourcing) in defining the most effective strategy to be adopted in court and out-of-court, both locally and at central level (Ministry of Economic Development) after the transfer of more than 150 employees to its offices in Cagliari. The strategy worked and Convergys settled all proceedings with both the unions and the individuals.

**Other clients:** Wind Tre S.p.A., Pro Mach, Inc., Cotral - Compagnia Trasporti Laziali, First Data International Italia S.r.l., Herbalife Italia, Iberdrola SA, Italtrasfo S.r.l., Lifebrain AG/Laboratorio Analisi Guidonia Srl (LAG), Takeda Italia S.p.A.

In terms of investment, the business plan foresees capital expenditures exceeding 2.4 € bn.

# GIOVANNI PAOLO ACCINNI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING\*\*

Average directories

legalcommunity

—

**B**



Giovanni Paolo Accinni e Associati is specialized in white collar crimes, both in court proceedings and in extrajudicial contexts.

The firm has developed outstanding experience in environmental criminal law and health and safety in the workplace, in particular:

- in trials for exposure to chemical substances, disaster, poisoning, failure to carry out environmental reclamation omission and exposure to asbestos;
- on issues concerning corporate manslaughter, unlawful wounding, health and safety, drafting of compliance programs pursuant to decree 231, special powers of attorney and proxy statements.

In 2017 the firm was involved in many trials concerning accident at work and manslaughter; the team also assisted corporations' top and middle management in criminal aspects of employment law.

## MARKET FEEDBACK ON THE FIRM\*

«We started working with this firm around 2008/2009. Excellent firm and business relationship. Excellent legal skills and expertise, prompt responses».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

Giovanni Paolo Accinni: «Brilliant: excellent legal skills and expertise, extremely responsive».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Giovanni Paolo Accinni	<b>B</b>											✓
Other notable lawyers according to market sources	Fabrizio Testa, Sarah Bignazzi											

\*summary of interviews with clients - \*\*referred to criminal employment law

# GIOVANNI PAOLO ACCINNI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**GIOVANNI PAOLO ACCINNI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of white-collar crime, including criminal employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

3

**42,8%**  
Partners

2

**28,5%**  
Associates

-

-  
Counsels

2

**28,5%**  
Trainees

## NAMES OF PARTNERS

Giovanni Paolo Accinni, Fabrizio Testa, Sarah Bignazzi

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Corrado Rossi** (Associate)

JOINED FROM. **Internship Criminal Court of Milano**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

Litigation

Non-contentious/advisory\*\*

Agency agreements

Top management

Restructuring/Reorganisation

Pension and Social security

Public sector employment

Sports law

Criminal employment law

**100%**

EMPLOYMENT ACTIVITIES

**40 %**

\*according to clients and market observers - \*\*includes m&a

# GIOVANNI PAOLO ACCINNI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Criminal employment law	B	2 • 28,5%	2 • 66,6%	Giovanni Paolo Accinni, Sarah Bignazzi

## Edison S.p.a.



TYPE OF MATTER

Criminal trial in Verbania



LEAD PARTNERS

Giovanni Paolo Accinni, Sarah Bignazzi



COUNTERPARTY

-

Representing Edison in a leading case – with extensive media coverage – in the field of workers asbestos exposure.

## Electrolux S.p.a.



TYPE OF MATTER

Criminal trial



LEAD PARTNER

Sarah Bignazzi



COUNTERPARTY

-

The team obtained a Decree of dismissal of the case on the ground of a very innovative “case law” concerning the regime of labor-leader responsibility.

## Ecobat S.p.a.



TYPE OF MATTER

Criminal trial



LEAD PARTNERS

Giovanni Paolo Accinni, Fabrizio Testa



COUNTERPARTY

-

Assisting in a trial with relevant mass-media exposure because of the grave damage suffered by the worker involved in the matter.

**Other clients:** Italian and multinational companies of different industry sectors.

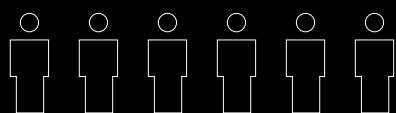
The lawyers may have an active role in different practice areas.

MONDAY, OCTOBER 29 | 12,15<sup>PM</sup>

**TEATRO NUOVO**

Piazza San Babila 3, Milan

# foodcommunity Awards



**12,15<sup>PM</sup>**

REGISTRATION AND  
WELCOME COCKTAIL

**1,00<sup>PM</sup>**

AWARDS  
CEREMONY

**2,15<sup>PM</sup>**

LIGHT LUNCH

**#FoodcommunityAwards**

## SPONSORS



## PARTNER



PER FURTHER INFORMATION: [francesca.daleo@lcpublishinggroup.it](mailto:francesca.daleo@lcpublishinggroup.it) • +39 02.8424.3870

# GRANDE STEVENS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
—	B <sup>+</sup>

## MARKET FEEDBACK ON THE FIRM\*

«I have worked with this firm for 18 + years. One of the best firms I use anywhere (and I work with 60+ firms over 35 countries in EMEA). Filippo Disertori and Grande Stevens are true business and legal partners: professional, business-oriented and always available».

«High level of legal assistance, preparation and efficiency. Grande Stevens's team is very much oriented in understanding not only the challenging legal background but also the client's business purpose».

«Outstanding team. Technical skills, high level of excellence and professional updating. The team is always swift and trustable for every request we make».

«Top quality firm. Flexibility, deep knowledge and understanding of our business, employment expertise and knowledge. They are trusted advisors and counsels who consider us more than just a client but proactively support our company and contribute to our success».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Filippo Disertori:** «Outstanding lawyer. Impressive technical skills and expertise, especially on M&A employment-related matters. Perfect English and German. Extremely pragmatic».

«Filippo Disertori provides practical, timely and good value advice. Broad vision of the law».

«Excellent work. He is a real partner. Deep employment law expertise and competencies. Strong market knowledge and business acumen».

**Filippo Disertori, Alessandra Deganis** (Senior Associate) and **Matteo Primoli** (Associate): «All team members are trustable lawyers with whom it is always a pleasure to work. They are always swift and technically precise. They are able to immediately understand our business needs and issues and they are all indeed technically extremely well prepared to find the best solution together with the client».

**Filippo Disertori and Alessandra Deganis:** «Both are excellent professionals with complete skillset (both legal experts and very good in client management). Their strengths: Creativeness and clarity of mind which includes tailored opinions and assistance and balance between legal and understanding of business».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Filippo Disertori	A	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Alessandra Deganis (Senior Associate), Matteo Primoli (Associate), Chiara De Sanctis (Associate)											

\*summary of interviews with clients

# GRANDE STEVENS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FILIPPO DISERTORI**

1

20%  
Partners

3

60%  
Associates

-

-  
Counsels

1

20%  
Trainees

## NAMES OF PARTNERS

Filippo Disertori

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Alessandra Deganis** (Senior Associate): "She is actively involved in collective dismissal procedures and collective court cases. She also autonomously managed the closing down of an editorial company entailing the layoff of the relevant employees".

**Nicola Menardo** (Salary Partner): "He is a criminal lawyer specialized in labour criminal law and in the last 12 months he gave advice and assistance to important companies and managers on HSE and occupational diseases matters. Despite his young age he is able to manage complex criminal trials and has a high success score".

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Matteo Primoli** (Junior Associate)  
JOINED FROM. **BonelliErede**

NAME. **Zuleika Palma** (Trainee)  
JOINED FROM. **Norton Rose Fulbright**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills;
6. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	5%
Litigation	20%
Non-contentious/advisory**	20%
Agency agreements	5%
Top management	10%
Restructuring/Reorganisation	10%
Pension and Social security	
Public sector employment	
Sports law	20%
Criminal employment law	10%

TOTAL REVENUES IN ITALY

**5,5 € mln**

EMPLOYMENT ACTIVITIES

**20 %**

\*according to clients and market observers - \*\*includes m&a



# GRANDE STEVENS

LAW FIRM | DEPARTMENT | **PRACTICE AREAS** | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>4</b> • 80%	<b>1</b> • 100%	Filippo Disertori
Litigation	<b>A</b>	<b>5</b> • 100%	<b>1</b> • 100%	Filippo Disertori
Non-contentious/ advisory	<b>A</b>	<b>4</b> • 80%	<b>1</b> • 100%	Filippo Disertori
Agency agreements	<b>C</b>	<b>3</b> • 60%	<b>1</b> • 100%	Filippo Disertori
Top management	<b>B</b>	<b>4</b> • 80%	<b>1</b> • 100%	Filippo Disertori
Restructuring and Reorganisation	<b>A</b>	NUMBER VARIES	<b>1</b> • 100%	Filippo Disertori
M&A and employment- related issues	<b>A</b>	<b>4</b> • 80%	<b>1</b> • 100%	Filippo Disertori
Pensions and Pension and Social security	<b>C</b>	<b>4</b> • 80%	<b>1</b> • 100%	Filippo Disertori
Sports law	<b>A</b>	<b>8</b>	<b>8</b>	Michele Briamonte
Criminal employment law	<b>B</b>	<b>4</b>	<b>1</b>	Nicola Menardo

The lawyers may have an active role in different practice areas.

# GRANDE STEVENS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## DXC - Enterprise Services Italia Srl

34 € mln



TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



LEAD PARTNER

Filippo Disertori



COUNTERPARTY

-

Advising in the simultaneous transfer by DXC of 3 ongoing concerns and legal assistance related to the challenges of such transfers by several employees involved in the transfers. The deal is relevant because it was aimed at enabling DXC to focus on its core business.

## Zenit San Pietroburgo Football Club



TYPE OF MATTER

Sports law



LEAD PARTNER

Michele Briamonte



COUNTERPARTY

-

Consultancy in relation to the termination of Mr Mancini's employment contract.

## Indra Italia SpA

0,5 € mln



TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



LEAD PARTNER

Filippo Disertori



COUNTERPARTY

-

Advising Indra, one of the world's leading technology and consulting companies, in a complex transfer of business (about 200 employees involved): the absorption of Ericsson Italy unit handling IT development for Enel. This deal is particularly relevant because it was aimed at enabling Ericsson Italia S.p.A. to focus on its core business.

**Other clients:** Sap S.p.A. and other Italian and multinational companies of different industry sectors.

# GRIMALDI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

B<sup>+</sup>

A<sup>+</sup>

«Excellence, undisputed professionalism and deep knowledge of the practice have made Grimaldi's Labour department led by Angelo Zambelli a market leader»

## CONTACTS

Angelo Zambelli

Via F.lli Gabba 4  
20121 Milan

T. +39 02 30309390

[azambelli@grimaldilex.com](mailto:azambelli@grimaldilex.com)

In 2017 the Employment department has been mostly involved in the following matters:

- business relocation and related trade union procedures;
- management of the executives' relationships (recruitment and termination);
- procedures for collective redundancies;
- individual dismissals;
- directors of companies (appointment, fees, revocation).

The team also assisted several companies in complex restructuring processes involving the reduction of the personnel in force.

## MARKET FEEDBACK ON THE FIRM\*

«Grimaldi was chosen by the French headquarters in Paris for its reputation. Outstanding team: great technical skills and extensive experience in the employment sector».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

Angelo Zambelli: «He is a superstar. Great attention to details».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Angelo Zambelli	★	✓	✓	✓	✓	✓	✓	✓				
Barbara Grasselli	B	✓	✓	✓	✓	✓	✓	✓				
Alberto Testi	B	✓	✓	✓	✓	✓	✓	✓				

\*summary of interviews with clients

# GRIMALDI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ANGELO ZAMBELLI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

3

**30%**  
Partners

7

**70%**  
Associates

—

—  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Angelo Zambelli, Barbara Grasselli, Alberto Testi

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Giulia Schiavina** (Associate): "She has been involved in at least 3 important judicial cases, including the collective dismissal procedure implemented by Smartbox in Italy".

**Alessandra Zilla** (Associate): "She has been involved in a significant number of important judicial cases, in particular the assistance to Sirti in the litigation filed at national level by Fiom-Cgil regarding the early termination of the Company-level agreement providing for the payment of the Results Bonus".

## HIRES IN THE LAST 12 MONTHS

3

NAME. **Barbara Patacchiola** (Associate)

JOINED FROM. **CMS Adonnino Ascoli & Cavasola Scamoni**

NAME. **Laura Dessenes** (Associate)

JOINED FROM. **Salonia & Associati**

NAME. **Francesca Ferrando** (Associate)

JOINED FROM. **Chiomenti**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

**25%**

Litigation

**25%**

Non-contentious/advisory\*\*

**20%**

Agency agreements

**5%**

Top management

**5%**

Restructuring/Reorganisation

**20%**

Pension and Social security

Public sector employment

Sports law

Criminal employment law

TOTAL REVENUES IN ITALY (ESTIMATE)

**36,5 € mln**

EMPLOYMENT ACTIVITIES

**15 %**

\*according to clients and market observers - \*\*includes m&a

# GRIMALDI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	5 • 50%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi
Litigation	A	10 • 100%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi
Non-contentious/ advisory	A	10 • 100%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi
Agency agreements	B	5 • 50%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi
Top management	A	5 • 50%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi
Restructuring and Reorganisation	A	7 • 70%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi
M&A and employment-related issues	A	10 • 100%	3 • 100%	Angelo Zambelli, Barbara Grasselli, Alberto Testi



The lawyers may have an active role in different practice areas.

# GRIMALDI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Stefanel



TYPE OF MATTER

**Restructuring and reorganisation**



LEAD PARTNERS

**Angelo Zambelli, Alberto Testi**



COUNTERPARTY

-

Assistance in the framework of the collective dismissal procedure for the restructuring of the Group. A trade union agreement was reached in just over two weeks for the reduction of 25% of the personnel currently in force by means of an articulated plan of redundancy management and incentives to leave. The procedure can be considered as a benchmark in Industrial relation in terms of celerity and collaboration between the parties.

## The Royal Bank of Scotland



TYPE OF MATTER

**Litigation**



LEAD PARTNERS

**Barbara Grasselli, Angelo Zambelli**



COUNTERPARTY

-

Assistance to RBS in the litigation filed by a former manager of the Company claiming the unlawful enforcement by the Company of the so called claw-back clauses, i.e. the clauses contained in the incentive plans which entitled the Company to reduce - or even to cancel - the awards payable to the employees. The Court of Appeal of Milan, overturning the judgment rendered by the Labour Court, affirmed the lawfulness of the clawback clauses, regardless of any negligence.

## Piaggio



TYPE OF MATTER

**Litigation**



LEAD PARTNERS

**Angelo Zambelli, Alberto Testi**



COUNTERPARTY

-

The team successfully assisted Piaggio in upholding the complete correctness of the conduct held by the company towards the independent trade union "USB": the Labour Court rejected the claim for anti-union behaviour filed by "USB" and ordered USB to refund the legal expenses of the proceedings.

**Other clients:** Italian and multinational companies of different industry sectors.

# HOGAN LOVELLS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

C<sup>+</sup>

B<sup>+</sup>

Hogan Lovells has a 360 degrees competence on any employment law issue: the team has a long standing expertise not only on “ordinary” employment law issues (e.g. litigation assistance provided on a continuous basis throughout the entire Italian territory, drafting employment contracts, individual/collective dismissals, bonus schemes, disciplinary procedures, etc.) but also on a variety of topics rarely covered by other domestic boutiques and international law firms operating in Italy, such as: pension and social security obligations of employers (also with reference to personnel seconded to/from abroad), health & safety at workplace, accidents at work/professional diseases/inability to work, relationship with unions, immigration law, IP rights of personnel, company's liabilities under Legislative Decree no. 231 of 2001 related to Health & Safety at the workplace, company's welfare and discrimination issues.

A multidisciplinary team: the employment practice benefits from the continuous interactions with the other Italian and foreign practice areas of the firm (Corporate M&A, Tax, Administrative Law, Life Science, Debt Capital Market, IP, Antitrust, etc.).

Consistent and high quality legal assistance throughout the world: Hogan Lovell's truly global presence and tight knit network allow the firm to provide the highest levels of advice wherever the clients businesses are located.



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Vittorio Moresco	B	✓										

\*summary of interviews with clients

# HOGAN LOVELLS

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**VITTORIO MORESCO**

1

**14,2%**  
Partners

4

**57,1%**  
Associates

1

**14,2%**  
Counsels

1

**14,2%**  
Trainees

## NAMES OF PARTNERS

Vittorio Moresco

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Giada Cagnes** (Senior Associate): "She provides employment assistance to domestic and multinational companies. She has also gained experience in a wide range of litigation matters and frequently holds seminar at clients' premises on correct management of the employment relationship".



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and strong presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	15%
Non-contentious/advisory**	15%
Agency agreements	10%
Top management	15%
Restructuring/Reorganisation	15%
Pension and Social security	15%
Public sector employment	
Sports law	
Criminal employment law	

\*according to clients and market observers - \*\*includes m&a



# HOGAN LOVELLS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
Litigation	<b>B</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
Non-contentious/ advisory	<b>A</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
Agency agreements	<b>C</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
Top management	<b>C</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
Restructuring and Reorganisation	<b>C</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
M&A and employment- related issues	<b>C</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco
Pensions and Pension and Social security	<b>C</b>	<b>7</b> • 100%	<b>1</b> • 100%	Vittorio Moresco



The lawyers may have an active role in different practice areas.

# ICHINO BRUGNATELLI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS

RANKING	
Average directories	legalcommunity
<b>B<sup>-</sup></b>	<b>A<sup>-</sup></b>

One of the most highly praised Employment and Labour law firm providing 360-degree support for all employment-related disputes and out-of-court representation and assistance, as well as alternative dispute resolution.



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Pietro Ichino	★	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Carlo Fossati	AA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Guglielmo Burragato	B	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Piergiovanni Mandruzzato	B	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Franco Tofacchi	B	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	

\*summary of interviews with clients

# ICHINO BRUGNATELLI E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**PIETRO ICHINO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

10

32,2%  
Partners

18

58%  
Associates

-

-  
Counsels

3

9,6%  
Trainees

## NAMES OF PARTNERS

Pietro Ichino, Guglielmo Burragato, Andrea Fortunat, Carlo Fossati, Franco Tofacchi, Margherita Covi, Sergio Passerini, Evangelista Basile, Luca Daffra, Piergiovanni Mandruzzato

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Marco Bernabeo** (Associate)



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Litigation	50%
Non-contentious/advisory**	50%
Industrial/trade union relations	25%
Agency agreements	5%
Top management	17%
Restructuring/Reorganisation	20%
Social security	25%
Public sector employment	5%
Sports law	1%
Criminal employment law	2%

TOTAL REVENUES IN ITALY

**9,6 € mln**

EMPLOYMENT ACTIVITIES

**76 %**

\*according to clients and market observers - \*\*includes m&a

# ICHINO BRUGNATELLI E ASSOCIATI

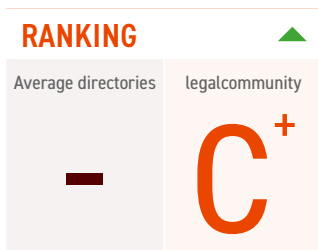
LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	NUMBER VARIES	10 • 100%	*Pietro Ichino, Guglielmo Burragato, Andrea Fortunat, Carlo Fossati, Franco Tofacchi, Margherita Covi, Sergio Passerini, Evangelista Basile, Luca Daffra, Piergiovanni Mandruzzato
Litigation	A	NUMBER VARIES	10 • 100%	*
Non-contentious/ advisory	A	NUMBER VARIES	10 • 100%	*
Agency agreements	B	NUMBER VARIES	10 • 100%	*
Top management	A	NUMBER VARIES	10 • 100%	*
Restructuring and reorganisation	A	NUMBER VARIES	10 • 100%	*
M&A and employment- related issues	A	NUMBER VARIES	10 • 100%	*
Pensions and social security	A	NUMBER VARIES	10 • 100%	*
Public sector employment	B	NUMBER VARIES	10 • 100%	*
Sports law	B	NUMBER VARIES	10 • 100%	*
Criminal employment law	B	2	-	Laura Panciroli, Ilaria Lena (Associated Lawyers with Ichino Brugnattelli specializing in criminal law and corporate investigations)

The lawyers may have an active role in different practice areas.

# JENNY.AVVOCATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



In the last 12 months the firm has been primarily involved in individual and collective dismissals, collective transfers, secondments and transfers of undertakings. The team has also supported top managers with respect to the negotiation/re-negotiation/termination of their employment relationships.

## MARKET FEEDBACK ON THE FIRM\*

The team is praised for its “Legal competencies, regular updates and expository clarity”.

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Paola Polliani:** «Very good work. She is trustworthy, reliable and extremely knowledgeable in employment law».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Christoph Jenny	<b>B</b>						✓	✓				
Paola Polliani	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Other notable lawyers according to market sources	Nicola De Falco (Trainee)											

\*summary of interviews with clients

# JENNY.AVVOCATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**PAOLA POLLIANI**  
(Head of Labour  
& Employment)

1

**33,3%**  
Partners

1

**33,3%**  
Associates

—

—  
Counsels

1

**33,3%**  
Trainees

## NAMES OF PARTNERS

Christoph Jenny (Managing Partner and Head of Corporate M&A)



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and strong presence in Italy;
7. cost-effective services.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	15%
Non-contentious/advisory**	15%
Agency agreements	5%
Top management	15%
Restructuring/Reorganisation	20%
Pension and Social security	5%
Public sector employment	5%
Sports law	5%
Criminal employment law	

EMPLOYMENT ACTIVITIES

**10 %**

\*according to clients and market observers - \*\*includes m&a

# JENNY.AVVOCATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	1 • 33,3%	-	-
Litigation	<b>B</b>	1 • 33,3%	-	-
Non-contentious/ advisory	<b>B</b>	1 • 33,3%	-	-
Agency agreements	<b>C</b>	1 • 33,3%	-	-
Top management	<b>B</b>	1 • 33,3%	-	-
Restructuring and Reorganisation	<b>B</b>	2 • 66,6%	1 • 100%	Christoph Jenny (Managing Partner and Head of Coporate M&A)
M&A and employment-related issues	<b>C</b>	2 • 66,6%	1 • 100%	Christoph Jenny (Managing Partner and Head of Coporate M&A)
Pensions and Pension and Social security	<b>C</b>	1 • 33,3%	-	-
Public sector employment	<b>C</b>	1 • 33,3%	-	-
Sports law	<b>C</b>	1 • 33,3%	-	-

The lawyers may have an active role in different practice areas.

## Swiss player in the Industrial and Railway infrastructures Sector



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Paola Polliani, Simona Gallo (Head of Commercial Law)



COUNTERPARTY

-

Assisting the client with an accurate vendor due diligence regarding all Italian employment law aspects (approx. 300 employees employed by two Italian subsidiaries).

## Italian Subsidiary leader in the chemical sector



TYPE OF MATTER

Non-contentious/advisory - Restructuring and reorganisation



LEAD PARTNER

Paola Polliani



COUNTERPARTY

-

Advising the Italian subsidiary with reference to a possible transfer of undertaking and/or outsourcing.

## Italian subsidiary leader in the rail infrastructure sector

Approx. € 180.000



TYPE OF MATTER

-



LEAD PARTNER

Christoph Jenny, Paola Polliani



COUNTERPARTY

-

Assisting the Italian subsidiary of an international leading company in the rail infrastructure sector with reference to the termination of the General Manager's position.

**Other clients:** Italian and multinational companies of different industry sectors.



SAVE THE DATE

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by  Publishing Group

Tuesday, November 29

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1996



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GANGEMI

**MAISTO E ASSOCIATI**

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For further information: [martina.greconaccarato@lcpublishinggroup.it](mailto:martina.greconaccarato@lcpublishinggroup.it) • +39 02 84243870

## RANKING

Average directories

legalcommunity

B

A

*«LABLAW is the most extended Italian labor law firm specialised in Employment Law and Industrial Relation (with 80 lawyers in 7 cities), founding member of Alliance L&E Global»*

## CONTACTS

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[info@lablaw.com](mailto:info@lablaw.com)

[www.lablaw.com](http://www.lablaw.com)

LabLaw is an award winning Italian Law Firm exclusively specialised in employment Law and industrial Relations. Through its seven offices in Milan, Rome, Naples, Genoa, Padua, Pescara and Bari, LabLaw (and a centralized coordination for each office), LabLaw is the largest Italian employment law firm.

In the last 12 months, the firm has intensified its presence in the financial sector, recently carrying out important transactions on behalf of CheBanca!, Banca Popolare del Lazio and Banca Popolare di Bari.

The last 12 months have also been characterized by very important restructuring and trade union negotiations deals and great successes achieved in litigation (the Ikea case, the most important discrimination case in Italy so far, and other cases won on behalf of Adecco and Sky).

## NEWS

In 2017 LabLaw's growth strategy continued:

- in July 2017 LabLaw and Marazza & Associati made a strategic partnership in labour sector in Italy, intended to better oversee Milan and Rome markets;
- in September 2017, LabLaw launched a German desk, co-headed by Partner **Giorgio Treglia** and Senior Associate **Laura Cinicola**. With the creation of a German desk - never-before-seen for a labour law firm in Italy - LabLaw intends to support German companies in Italy, which have always made up a significant segment of the Italian labour market.
- In the last 12 months the team has grown considerably as it welcomed 13 new lawyers (6 Senior Associates, 4 Associates and 3 Trainees).

## MARKET FEEDBACK ON THE FIRM\*

«Very high quality firm. Great support: competence and focus to the final goal, maximum availability».

«Outstanding team for day-to-day advisory/non-contentious matters. They are fast, accurate and have a great understanding of our business».

«Technical knowledge and skills, continuous presence and proactive assistance. I chose to work with this firm for its track record, experience and level of expertise in Labour law».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Francesco Rotondi:** «Business acumen, influencing skills, courage, mastery of labour law».

**Alessandro Paone:** «Experience, problem solving skills, presence».

**Angelo Quarto:** «Brilliant lawyer, fast and accurate».

**Luca Failla:** «Outstanding skills as a litigator. He is committed to win and has the ability to solve complex problems efficiently».

**Serena Botta:** «She is extremely pragmatic and responsive. Her team is always reliable and efficient».

**Michela Bani:** «Excellent lawyer. We appreciate her proactive approach and her great problem solving skills. She also has strong interpersonal skills and understanding of clients' needs».

\*summary of interviews with clients



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Luca Failla	AA	✓	✓	✓	✓	✓	✓	✓	✓			
Francesco Rotondi	AA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Michela Bani	B	✓	✓	✓	✓		✓	✓	✓			
Serena Botta	B	✓	✓	✓	✓		✓			✓		
Alessandro Paone	B	✓	✓	✓	✓	✓	✓	✓		✓		
Angelo Quarto	B	✓	✓		✓	✓	✓		✓			
Giorgio Treglia	B	✓	✓		✓	✓			✓			
Other notable lawyers according to market sources	Maria Carella (Associate)											

## HIRES IN THE LAST 12 MONTHS

17

NAME. **Federica Barbante** (Senior Associate)  
JOINED FROM. **Studio Legale tributario**

NAME. **Paola Bernardo** (Senior Associate)  
JOINED FROM. **PWC – PricewaterhouseCoopers**

NAME. **Laura Cinicola** (Senior Associate)  
JOINED FROM. **Gianni Origoni Grippo Cappelli & Partners**

NAME. **Lorenzo Marano** (Senior Associate)  
JOINED FROM. **Law Firm Imberti**

NAME. **Marco Pati Clausi** (Senior Associate)  
JOINED FROM. **Limatola Associati**

NAME. **Antonella Santeusanio** (Senior Associate)  
JOINED FROM. **Studio Legale Avvocato Giovanni di Base**

NAME. **Gianluca Borghetto** (Associate)  
JOINED FROM. **Baker McKenzie**

NAME. **Giulio Borrelli** (Associate)  
JOINED FROM. **Studio Legale Di Sabatino Domenico Avvocati**

NAME. **Gabriele Gatto** (Associate)  
JOINED FROM. **Studio Legale Scaravilli**

NAME. **Giulia Leardi** (Associate)  
JOINED FROM. **Osborne Clarke**

NAME. **Clelia Pesce** (Associate)  
JOINED FROM. **Studio legale S.F.M.**

NAME. **Stefano Petri** (Associate)  
JOINED FROM. **Studio Legale Lupi & Associati**

NAME. **Filippo Pollero** (Associate)  
JOINED FROM. **Studio legale Salonia e Associati**

NAME. **Valerio Viglianesi** (Associate)  
JOINED FROM. **PWC – PricewaterhouseCoopers**

NAME. **Matteo Forgione** (Trainee)  
JOINED FROM. **Università degli Studi dell'Insubria**

NAME. **Vincenzo Merra** (Trainee)  
JOINED FROM. **Università degli Studi di Napoli Federico II**

NAME. **Francesco Venturi** (Trainee)  
JOINED FROM. **Università Commerciale Luigi Bocconi**

\*summary of interviews with clients

# LABLAW

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**LUCA FAILLA**  
(Founding Partner),  
**FRANCESCO ROTONDI**  
(Founding Partner - Photo)

14

25,4%  
Partners

29

52,7%  
Associates

3

5,4%  
Counsels

9

16,3%  
Trainees

## NAMES OF PARTNERS

Luca Failla (Founding Partner), Francesco Rotondi (Founding Partner), Michela Bani, Ezio Bisatti (Managing Partner LABLAW Padua), Andrea Bonanni Caione (Managing Partner LABLAW Pescara), Serena Botta (Managing Partner LABLAW Bari), Marcello Buzzini, Elisabetta Cassaneti, Sandro Lamparelli, Alessandro Paone (Managing Partner LABLAW Naples), Angelo Quarto, Stefano Torchio (Managing Partner LABLAW Genua), Giorgio Treglia, Francesca Maria Valle

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Simone Carrà** (Associate) e **Marco Pati Clausi** (Senior Associate): «Both lawyers have distinguished themselves for their preparation, promptness, dedication and passion in employment matters».



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills;
6. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
7. international network and strong presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	22,5%
Litigation	22,5%
Non-contentious/advisory**	22,5%
Agency agreements	2,5%
Top management	10%
Restructuring/Reorganisation	10%
Social security	2,5%
Public sector employment	2,5%
Sports law	2,5%
Criminal employment law	2,5%

## EMPLOYMENT ACTIVITIES

100 %

\*according to clients and market observers - \*\*includes m&a

# LABLAW

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	55 • 100%	14 • 100%	**Luca Failla, Francesco Rotondi, Michela Bani, Ezio Bisatti, Andrea Bonanni Caione, Serena Botta, Marcello Buzzini, Elisabetta Cassaneti, Sandro Lamparelli, Alessandro Paone, Angelo Quarto, Stefano Torchio, Giorgio Treglia, Francesca Maria Valle
Litigation	A	55 • 100%	14 • 100%	**
Non-contentious/ advisory	A	55 • 100%	14 • 100%	**
Agency agreements	A	55 • 100%	12 • 85,7%	Luca Failla, Francesco Rotondi, Michela Bani, Ezio Bisatti, Andrea Bonanni Caione, Serena Botta, Marcello Buzzini, Sandro Lamparelli, Alessandro Paone, Angelo Quarto, Stefano Torchio, Giorgio Treglia
Top management	A	55 • 100%	10 • 71,4%	Luca Failla, Francesco Rotondi, Ezio Bisatti, Andrea Bonanni Caione, Marcello Buzzini, Angelo Quarto, Stefano Torchio, Giorgio Treglia, Francesca Maria Valle, Alessandro Paone
Restructuring and Reorganisation	A	55 • 100%	8 • 57,1%	Luca Failla, Francesco Rotondi, Michela Bani, Alessandro Paone, Marcello Buzzini, Angelo Quarto, Andrea Bonanni Caione, Serena Botta
M&A and employment-related issues	A	55 • 100%	5 • 35,7%	Luca Failla, Francesco Rotondi, Michela Bani, Marcello Buzzini, Alessandro Paone
Pensions and Pension and Social security	A	55 • 100%	6 • 42,8%	Luca Failla, Francesco Rotondi, Michela Bani, Giorgio Treglia, Marcello Buzzini, Angelo Quarto
Public sector employment	A	55 • 100%	5 • 35,7%	Alessandro Paone, Francesco Rotondi, Andrea Bonanni Caione, Serena Botta, Stefano Torchio
Sports law	A	1 • 1,8%	1 • 7,1%	Francesco Rotondi

The lawyers may have an active role in different practice areas.

## ItalianOnline



TYPE OF MATTER

**Restructuring**



LEAD PARTNER

**Francesco Rotondi**



COUNTERPARTY

-

Assisting ItaliaOnline Spa in a corporate reorganization at the national level. After intensive and complex negotiations, Francesco Rotondi and Alessandro Paone concluded a massive collective dismissal agreement with the national trade unions. At the negotiating table was the Italian Labour Minister Luigi Di Maio as well as representatives from the main Italian trade unions. The 400 impacted employees immediately got access to the Italian government's Extraordinary Wage Guarantee Fund (CIGS) for 6 months; the remaining 255 employees who could not be relocated have been offered an incentive plan to leave voluntarily which will be fully implemented on October 30th, 2018. This matter was covered heavily in the national press.

## IKEA



TYPE OF MATTER

**Litigation**



LEAD PARTNER

**Luca Failla**



COUNTERPARTY

-

Luca Failla recently won a sensitive discrimination case on behalf of IKEA, which was extensively covered by the national TV and press and more importantly set a new legal precedent both in Italy and at the European level. The former employee took IKEA to court claiming her dismissal was not only unfair but also discriminatory and her right to be reinstated in her old position. After hearing the witnesses, the Milan Labour Court recognised that IKEA had done everything in their power and within the law and that no discrimination had been suffered by the former employee. This judgment is the most important discriminatory case in Italy so far and it was covered by national TV and newspapers for days.

## Banca Popolare di Bari



TYPE OF MATTER

**Industrial/trade union relations**



LEAD PARTNER

**Francesco Rotondi**



COUNTERPARTY

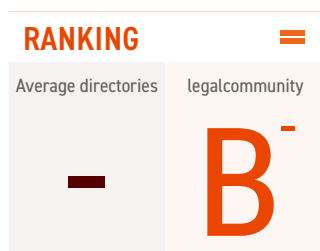
-

Assisting Banca Popolare di Bari on reaching an important agreement with the Group Trade Union Delegation on the procedure with which the Bank had announced a substantial redundancy of staff, the dismissal of multiple branches and the willingness to implement new management measures with the aim of reducing labor costs.

**Other clients:** Valtur Group S.p.A., Adecco, ENI, Sky, Auchan, Brooks Brothers, Datalogic, Randstad, Fastweb, Petronas, Brembo, Prenatal, Grandvision, Brioni, Lavazza, Suez France, , Hyundai, Robert Bosch, Roberto Cavalli, Swatch, NH hotels, Nokia, Ferrero, Hermès, Valtur, Volvo, Tecnologie Diesel S.p.A., Farmauriga S.r.l., Glob Eco, Skill Soc. Cons. a r.l., Predict S.r.l.

# LCA STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



In 2017, LCA's employment team has been mostly involved in out of courts activities, such as implementation of welfare, drafting and implementation of new rules on whistleblowing and privacy and controls on the employees. The team has also been involved in several medium-size collective dismissals and lay off procedures and also in the field of commercial agency law, assisting companies in the the drafting of agency contracts and management of commercial networks represented by agents.

## MARKET FEEDBACK ON THE FIRM\*

«High quality firm. Excellent business relationship. Speed, simplicity, professionalism and employment expertise».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Stefano Becich di San Servolo:** «He is a super lawyer. Availability, deep knowledge of our company, deep knowledge of labour, speed, simplicity, kindness».  
«Very Good work. Experience and expertise».

**Giuseppe Bologna:** «Experienced, skilled, responsive».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Giuseppe Bologna	B	✓	✓	✓		✓	✓	✓	✓			
Stefano Becich di San Servolo	B	✓	✓	✓		✓	✓	✓	✓			
Paolo Tagliaferri Gentileschi	C	✓	✓	✓		✓	✓	✓	✓			
Other notable lawyers according to market sources	Emanuela Ratti (Associate)											

\*summary of interviews with clients

# LCA STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**GIUSEPPE BOLOGNA** (photo),  
**STEFANO BECICH**  
**DI SAN SERVULO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. international network and strong presence in Italy.

3

50%  
Partners

3

50%  
Associates

—

—  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Isabella Maria Carla De Cesare** (Associate)  
JOINED FROM. **PwC Tls**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	15%
Non-contentious/advisory**	30%
Agency agreements	15%
Top management	5%
Restructuring/Reorganisation	15%
Pension and Social security	
Public sector employment	
Sports law	5%
Criminal employment law	

EMPLOYMENT ACTIVITIES

10 %

\*according to clients and market observers - \*\*includes m&a



# LCA STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>6</b> • 100%	<b>3</b> • 100%	Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi
Litigation	<b>B</b>	<b>6</b> • 100%	<b>3</b> • 100%	Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi
Non-contentious/ advisory	<b>A</b>	<b>6</b> • 100%	<b>3</b> • 100%	Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi
Agency agreements	<b>A</b>	<b>5</b> • 83,3%	<b>2</b> • 66,6%	Giuseppe Bologna, Paolo Tagliaferri Gentileschi
Top management	<b>B</b>	<b>6</b> • 100%	<b>3</b> • 100%	Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi
Restructuring and Reorganisation	<b>B</b>	<b>6</b> • 100%	<b>3</b> • 100%	Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi
M&A and employment-related issues	<b>C</b>	<b>6</b> • 100%	<b>3</b> • 100%	Giuseppe Bologna, Stefano Becich di San Servolo, Paolo Tagliaferri Gentileschi
Pensions and Pension and Social security	-	<b>1</b> • 16,6%	<b>1</b> • 33,3%	Stefano Becich di San Servolo
Sports law	-	<b>3</b> • 50%	<b>2</b> • 66,6%	Giuseppe Bologna, Paolo Tagliaferri Gentileschi

The lawyers may have an active role in different practice areas.

# LCA STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Dedar S.p.A.



TYPE OF MATTER

Agency agreements



LEAD PARTNERS

Giuseppe Bologna,  
Stefano Becich di San Servolo



COUNTERPARTY

-

Assisting Dedar S.p.A, a Company operating in the textile sector, in redrafting the agency contracts according to the modified necessity of the e-commerce business.

## BS International S.r.l.



TYPE OF MATTER

Top Management, Agency agreements



LEAD PARTNER

Giuseppe Bologna



COUNTERPARTY

-

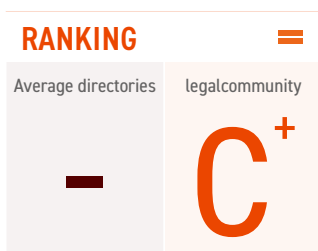
Assisting BS International S.r.l., a leading company in the wine market, in (i) negotiating and defining terms and conditions of the employment relationship with the new General Manager and drafting the relevant contract; (ii) the management of the commercial network represented by agents, from the start of the agency relationship until its termination, advising on any relevant matter.



**Other clients:** Italian and multinational companies of different industry sectors.

# LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



Clients recognize Luciano Racchi's team as an important player in the field of "non-contentious/ advisory" (day to day issues) and Litigation.

## MARKET FEEDBACK ON THE FIRM\*

«We started working with Legalitax more than 20 years ago. Excellent firm. The team is extremely responsive. Great experience and technical skills».

«Very good firm and business relationship. Experience, availability and speed in solving our problems. We followed Luciano Racchi when he joined Legalitax».

«The firm's strengths: promptness, competence, dedication to providing outstanding care to clients».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

Luciano Racchi: «Excellent work. Experienced, great technical skills, responsive and always available».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Luciano Racchi	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Matteo Azzurro (Associate), Maddalena Valli (Associate)											

\*summary of interviews with clients

# LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**LUCIANO RACCHI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

4

**50%**  
Partners

3

**37,5%**  
Associates

1

**12,5%**  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Matteo Azzurro** (Associate): «He has been part of the most difficult and important employment deals. He manages most of the clients' issues autonomously. He was the firm's key professional during the Annual Associate Meeting of European law firms network TELFA hosted by Legalitax in Milan last October 2017».



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>15%</b>
Litigation	<b>25%</b>
Non-contentious/advisory**	<b>30%</b>
Agency agreements	<b>5%</b>
Top management	<b>5%</b>
Restructuring/Reorganisation	<b>10%</b>
Pension and Social security	<b>10%</b>
Public sector employment	
Sports law	
Criminal employment law	

EMPLOYMENT ACTIVITIES

**5,5 %**

\*according to clients and market observers - \*\*includes m&a

# LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>8</b> • 100%	<b>4</b> • 100%	Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo
Litigation	<b>A</b>	<b>6</b> • 75%	<b>3</b> • 75%	Luciano Racchi, Franco Fabris, Marcello Trombetta
Non-contentious/ advisory	<b>B</b>	<b>8</b> • 100%	<b>4</b> • 100%	Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo
Agency agreements	<b>C</b>	<b>4</b> • 50%	<b>2</b> • 50%	Luciano Racchi, Alessandro Pappalardo
Top management	<b>C</b>	<b>2</b> • 25%	<b>1</b> • 25%	Luciano Racchi
Restructuring and Reorganisation	<b>B</b>	<b>4</b> • 50%	<b>2</b> • 50%	Luciano Racchi, Alessandro Pappalardo
M&A and employment-related issues	<b>C</b>	<b>8</b> • 100%	<b>4</b> • 100%	Luciano Racchi, Franco Fabris, Marcello Trombetta, Alessandro Pappalardo
Pensions and Pension and Social security	<b>C</b>	<b>2</b> • 25%	<b>1</b> • 25%	Luciano Racchi



The lawyers may have an active role in different practice areas.

# LEGALITAX STUDIO LEGALE E TRIBUTARIO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## AMGA Legnano S.p.A.



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Luciano Racchi



COUNTERPARTY

-

Day-to-day assistance for AMGA Legnano S.p.A., the holding of several municipalities of Lombardy which through 3 companies (AEMME Linea Ambiente – AEMME Linea Distribuzione – AMGA Sport) manages for 18 municipalities several activities (environmental services, gas supply and sports maintenance).

## ESIET S.p.A.



TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



LEAD PARTNER

Luciano Racchi



COUNTERPARTY

-

In addition to day to day assistance, ESIET S.p.A. has been involved in two major M&A deals during 2017 and transferred 60 employees.

## RISANAMENTO S.p.A.



TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



LEAD PARTNER

Luciano Racchi



COUNTERPARTY

-

Day to day assistance for non-contentious/advisory issues and M&A deals.

**Other clients:** CMC Ravenna, ISS FACILITY SERVICE S.R.L., Alfagomma S.p.A. – Acciai Speciali Terni – Treofan Italy and other Italian and multinational companies of different industry sectors.

# LEGANCE – AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
<b>B</b>	<b>B<sup>+</sup></b>

Legance is a full-service firm and the Employment team's expertise is fully "integrated" with other departments. In 2017 the Team was mostly involved in complex restructuring work (often with involvement in negotiations at national/ministry level), key trade-union matters (also with an international exposure), contracts with CEOs and key managers. Also, in 2017 the team further strengthened its long-lasting expertise in industrial relations in situations of industrial crisis, assisting in particular Ilva and JSW in the acquisition of the Lucchini Group.

## MARKET FEEDBACK ON THE FIRM\*

«A great firm: renowned expertise, proactivity, reliability, efficiency, reputation. The professionals I have been working with are always prepared, to the point and with a perfect understanding of the clients' needs».

«Competence, international mindset, technical skills, precision and accuracy, quick answers, responsiveness, problem-solving skills».

«Highly-responsive and interdisciplinary team: quick, precise, knowledgeable, flexible».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Alberto Maggi:** «Great professionalism. Alberto has been able to develop, on top of a successful and growing business, a highly capable, talented and engaged team who puts the client at the centre». «Impeccable work. Technical knowledge, constant availability, quality of work».

**Tommaso Li Bassi:** «Working with Tommaso is more than a pleasure. He has a high level of integrity and the great capability to work in team, both in Legance and with the client. He is a strong business partner, whose advice is highly respected and requested». «Excellent work. Professionality, reliability, pragmatism, responsiveness».

**Silvia Tozzoli:** «Expertise, availability, immediacy». «Outstanding lawyer, always present. Her strengths: empathy, sense of urgency, balance on solutions».

**Elena Ryolo:** (Senior Counsel): «Excellent management skills. She builds a close relationship with the client and is always available to assist. She understands the business environment and has international experience».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension and Social security	Public sector employment	Sports law	Criminal employment law
Alberto Maggi	<b>AA</b>	✓	✓	✓		✓	✓	✓	✓	✓	✓	
Tommaso Li Bassi	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Silvia Tozzoli	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Other notable lawyers according to market sources		Paola Degli Innocenti (Counsel), Marco D'Agostini (Associate), Daniele Dellacasa (Associate), Emiliano Torresan (Associate)										

\*summary of interviews with clients

# LEGANCE – AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ALBERTO MAGGI**

3

18,7%  
Partners

11

68,7%  
Associates

2

12,5%  
Counsels

–

–  
Trainees

## NAMES OF PARTNERS

Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Serena Commisso** (Managing Associate): “Besides being successfully involved in some of the most important deals and works of the Employment Department in 2017, Serena provides value added to the Employment Department by being a strong point of reference for younger lawyers”.

## HIRES IN THE LAST 12 MONTHS

3

NAME. **Francesco Corradi** (Associate)

JOINED FROM. **Linklaters**

NAME. **Marta Francelanci** (Associate)

JOINED FROM. **Studio Legale Pessi e Associati**

NAME. **Maria Grazia Limone** (Associate)

JOINED FROM. **Gianni, Origoni, Grippo, Cappelli & Partners**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	20%
Non-contentious/advisory**	35%
Agency agreements	5%
Top management	10%
Restructuring/Reorganisation	10%
Pension and Social security	1%
Public sector employment	2%
Sports law	2%
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**78 € mln**

EMPLOYMENT ACTIVITIES

**8 %**

\*according to clients and market observers - \*\*includes m&a



# LEGANCE – AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>A</b>	<b>5</b> • 31,2%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
Litigation	<b>A</b>	<b>9</b> • 56,2%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
Non-contentious/ advisory	<b>A</b>	<b>13</b> • 81,2%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
Agency agreements	<b>A</b>	<b>6</b> • 37,5%	<b>2</b> • 66,6%	Tommaso Li Bassi, Silvia Tozzoli
Top management	<b>B</b>	<b>4</b> • 25%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
Restructuring and Reorganisation	<b>A</b>	<b>5</b> • 31,2%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
M&A and employment-related issues	<b>A</b>	<b>10</b> • 62,5%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
Pensions and Pension and Social security	<b>B</b>	<b>4</b> • 25%	<b>3</b> • 100%	Alberto Maggi, Tommaso Li Bassi, Silvia Tozzoli
Public sector employment	<b>C</b>	<b>3</b> • 18,7%	<b>2</b> • 66,6%	Alberto Maggi, Tommaso Li Bassi
Sports law	<b>C</b>	<b>3</b> • 18,7%	<b>2</b> • 66,6%	Alberto Maggi, Silvia Tozzoli

The lawyers may have an active role in different practice areas.

# LEGANCE – AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Ilva in Amministrazione Straordinaria

1,8 € bn (for the acquisition)



TYPE OF MATTER

Industrial/trade union relations



LEAD PARTNER

Alberto Maggi



COUNTERPARTY

-

Assisting the Government-appointed Commissioners of Ilva in connection with the implications related to the transfer of the business to AM Investco Italy (owned by Arcelor Mittal and Marcegaglia). This transaction, involving approx. 10,000 employees, is one of the most critical matter dealt with at the Ministry of Economic Development and the Ministry of Environment from 2017 onwards. Extensive press coverage.

## Poste Italiane S.p.A.



TYPE OF MATTER

Advisory



LEAD PARTNER

Tommaso Li Bassi



COUNTERPARTY

-

Advising Poste Italiane: (i) in the review of the 2018 Remuneration Report at Group level; (ii) in the review of the Phantom Stock Option Plan and the new Deliver 2022 Plan, a long-term incentive plan in both cash and financial instruments.

## MSD - Merck Sharp & Dohme Italia Spa

>20 € mln (value of termination packages paid to employees)



TYPE OF MATTER

Restructuring



LEAD PARTNER

Silvia Tozzoli



COUNTERPARTY

-

Assisting in the collective dismissal of 50 employees. The lay-off procedure proved to be particularly challenging, as it represented the third restructuring of the workforce over a period of five years, in a tense climate of relations with the unions; moreover, the company asked to avoid any industrial action and press coverage, as this would have impaired the relations with public stakeholders in the period of the general elections. This goal was reached by studying a wide and innovative array of tools to smoothly manage the redundancies.

**Other clients:** JSW, 3M Italia, Dana Group and Brevini Group, Algonquin, Darag, Jaggaer Group (Accel KKR), Daikin Applied Europe, Leonardo S.p.A., Kruk Italia S.p.A., MBDA Italia, Sarepta, Cassa Depositi e Prestiti, Cisco, Parmalat, Leonardo, McDonald's, 3M, Nexi, Cisco, CDP Immobiliare S.r.l., Fintecna S.p.A., SACE S.p.A. and F2i SGR S.p.A, Amplifon, Wise SGR, Mars Italia, Avanade, Zurich.

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IN THE **FOOD** SECTOR IN ITALY



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# LETTIERI & TANCA LABOUR LAWYERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

C<sup>+</sup>



An employment law boutique with a strong focus on litigation and consultancy activity. In addition to the firm's ordinary activity (litigation and consultancy), the team has also been involved in several employee welfare programme, working side by side with other professionals such as labour consultants, companies providing services for employee welfare programme etc... The team has also been asked to review clients' company handbooks in order to make them compliant with the GDPR rules.

## MARKET FEEDBACK ON THE FIRM\*

«Very high level firm. Tailor-made assistance. Deep knowledge of our business. Specific expertise on Top management and Litigation. Responsiveness and 24-7 availability».

«Excellent firm. 360 degree employment law assistance. Pragmatic approach. Care and speed: they are always available, quick and responsive. Constant employment law updates».

«Balanced, transparent and trustful business relationship. They are great at listening and proposing professional solutions».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Francesco Tanca:** «Proactive and experienced, highly responsive and always available».

«Extremely professional, clear, accurate, pragmatic support»

**Mattia Lettieri:** «Great expertise on corporate employment-related matters».

«High end professionalism, responsiveness and knowledge. Great listening skills».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Mattia Lettieri</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Francesco Tanca</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	<b>Vincenzo Casella</b> (Salary Partner): "Reliable, always present and available". <b>Federica Pagani</b> (Salary Partner) - <b>Federico Trombetta</b> (Associate)											

\*summary of interviews with clients

# LETTIERI & TANCA LABOUR LAWYERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MATTIA LETTIERI** (photo),  
**FRANCESCO TANCA**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

2

**33,3%**  
Partners

2

**33,3%**  
Associates

1

**16,7%**  
Counsels

1

**16,7%**  
Trainees

## NAMES OF PARTNERS

Mattia Lettieri, Francesco Tanca



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	15%
Non-contentious/advisory**	30%
Agency agreements	10%
Top management	15%
Restructuring/Reorganisation	10%
Social security	5%
Public sector employment	5%
Sports law	
Criminal employment law	

EMPLOYMENT ACTIVITIES

**100 %**

\*according to clients and market observers - \*\*includes m&a

# LETTIERI & TANCA LABOUR LAWYERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	<b>3</b> • 50%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Litigation	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Non-contentious/ advisory	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Agency agreements	<b>C</b>	<b>2</b> • 33,3%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Top management	<b>B</b>	<b>3</b> • 50%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Restructuring and Reorganisation	<b>C</b>	<b>3</b> • 50%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
M&A and employment- related issues	<b>C</b>	<b>3</b> • 50%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Pensions and Pension and Social security	<b>C</b>	<b>3</b> • 50%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca
Public sector employment	<b>C</b>	<b>4</b> • 66,6%	<b>2</b> • 100%	Mattia Lettieri, Francesco Tanca

The lawyers may have an active role in different practice areas.

# LETTIERI & TANCA LABOUR LAWYERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Company working in the information sector



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Francesco Tanca



COUNTERPARTY

-

Advising on the closure of a Company Pension Fund and the subsequent transfer of the position of the persons involved to another Complementary Pension Fund.

## Company working in the educational sector



TYPE OF MATTER

Litigation



LEAD PARTNER

Mattia Lettieri



COUNTERPARTY

-

Assisting the Company with reference to the claims filed by some independent contractors (“animatori”) asking to be qualified as employees of the company notwithstanding they entered into self-employment agreements (“contratti di lavoro a progetto”). The Court rejected all the claimants’ claims.

## Company working in the engineering sector



TYPE OF MATTER

Top Management



LEAD PARTNER

Francesco Tanca, Mattia Lettieri



COUNTERPARTY

-

Advising on how to proceed to terminate the employment with both the General Manager/Managing Director of the Company and with the HR Manager. The team also assisted the Company in negotiating and drafting the settlement agreements.

**Other clients:** Italian and multinational companies of different industry sectors.

# LEXELLENT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
B <sup>-</sup>	B <sup>+</sup>

Lexellent is an Italian employment boutique which assists its corporate clients with any issue related to employment and labour issues. The following areas are unique characteristics of the firm:

- Occupational safety and health (OSH): the firm has a dedicated Health & Safety department headed by Professor Francesco Bacchini, Of Counsel and one of the foremost experts in Italy in the field of occupational safety, who is flanked by criminal law expert Paolo Aldrovandi;
- Equal Opportunities: Lexellent stands out in Italy for having formed an internal work team which assiduously promotes spreading the culture of inclusion through detailed consultation and publications, regular updates on legislative changes, drafting policies that enhance diversity, training courses for in-house attorneys and HR managers.

Since spring 2018, Lexellent has chosen to focus on the newest challenges of the labour sector: smart working, gig economy, occupational safety, gender diversity management.



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Paolo Androvaldi	A											✓
Giulietta Bergamaschi	B	✓	✓	✓	✓	✓	✓	✓				

\*summary of interviews with clients



# LEXELLENT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

4

28,5%  
Partners

5

35,7%  
Associates

3

21,4%  
Counsels

2

14,2%  
Trainees

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

## NAMES OF PARTNERS

Giulietta Bergamaschi, Giorgio Scherini, Giovanni Battista Benvenuto, Stefano Piras

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Marina Rugolo** (Associate)

JOINED FROM. **HR & Sourcing at Reply**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	25%
Non-contentious/advisory**	25%
Agency agreements	10%
Top management	5%
Restructuring/Reorganisation	10%
Social security	5%
Public sector employment	
Sports law	
Criminal employment law	5%

TOTAL REVENUES IN ITALY

2,7 € mln

EMPLOYMENT ACTIVITIES

100 %

\*according to clients and market observers - \*\*includes m&a

# LEXELLENT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	5 • 35,7%	3 • 75%	Giulietta Bergamaschi, Giovanni Battista Benvenuto, Giorgio Scherini
Litigation	A	6 • 42,8%	4 • 100%	Giulietta Bergamaschi, Giovanni Battista Benvenuto, Giorgio Scherini, Stefano Piras
Non-contentious/ advisory	A	6 • 42,8%	4 • 100%	Giulietta Bergamaschi, Giovanni Battista Benvenuto, Giorgio Scherini, Stefano Piras
Agency agreements	B	4 • 28,5%	2 • 50%	Giovanni Battista Benvenuto, Giulietta Bergamaschi
Top management	B	2 • 14,2%	3 • 75%	Giovanni Battista Benvenuto, Giulietta Bergamaschi, Stefano Piras
Restructuring/ Reorganisations	B	2 • 14,2%	3 • 75%	Giorgio Scherini, Giulietta Bergamaschi, Giovanni Battista Benvenuto
M&A and employment-related issues	B	6 • 42,8%	3 • 75%	Giulietta Bergamaschi, Giovanni Battista Benvenuto, Giorgio Scherini
Pension and Social security	B	1 • 7,1%	1 • 25%	Giorgio Scherini
Criminal employment law	A	1	1	Paolo Androvaldi

The lawyers may have an active role in different practice areas.

## Fastweb



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Francesco Bacchini (Of Counsel)



COUNTERPARTY

-

On-going legal advice on labour law and occupational health and safety, drafting legal opinions on specific aspects of these issues.

## Saes Getters



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Giulietta Bergamaschi, Giovanni Battista Benvenuto e Francesco Bacchini



COUNTERPARTY

-

Assisting Saes Getters, a company that operates in the field of advanced technology: (i) in reviewing the agreements granting powers to directors to carry out managerial tasks and remuneration and strategic incentive plans for directors and executives with strategic responsibilities; (ii) in drafting the delegated powers for safety concerning the sites of Lainate and Avezzano and the minutes of the Board of Directors meetings granting those assignments to employers regarding the safety for each site; (iii) in providing training to the employers.

## Gruppo Aeroporti di Roma (ADR)



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Francesco Bacchini (Of Counsel)



COUNTERPARTY

-

Day-to-day advice on health and safety issues; in particular, the firm supports the company's in-house legal department and its criminal law firm in connection with the legal defence strategies for the company's executives facing safety offences as a result of accidents at work.

**Other clients:** Vivisol and other Italian and multinational companies of different industry sectors

# LIMATOLA AVVOCATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS

RANKING	
Average directories	legalcommunity
—	B

Limatola's employment team provides advice and assistance on labour, social security and trade union law issues, as well as compliance measures concerning Italian and European laws and regulations. The firm has consolidated expertise and experience in the field of agency agreements. In 2017 Alessandro's Limatola's team has been mostly involved in strategic litigations, restructuring, and building sales networks.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent firm. The team is always at your disposal, very professional. We chose to work with Limatola because they are very strong in the field of agency».

«They are true Partners. The firm's strengths: deep knowledge of the market sector and our Group, problem solving approach, efficiency, quality, full accessibility and availability, reasonable fee rates».

«Excellent team, availability 7/24. Big team with offices in Milan, Rome, and Naples and New York. They are oriented towards serving the client's needs. Constant employment law updates/newsletters. Specific expertise on agency contracts».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Alessandro Limatola:** «Highly professional. Know-how, understanding of our business, fully accessible, problem solving approach».

«Great negotiation and interpersonal skills. Ability to understand the client's needs».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Alessandro Limatola	A		✓		✓			✓				
Other notable lawyers according to market sources	Gianluca Stanzione (Partner), Egidio Paolucci (Partner)											

\*summary of interviews with clients

# LIMATOLA AVVOCATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT  
**ALESSANDRO LIMATOLA**  
(Managing Partner)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

6

33,3%  
Partners

10

55,5%  
Associates

1

5,5%  
Counsels

2

11,1%  
Trainees

## NAMES OF PARTNERS

Alessandro Limatola, Egidio Paolucci, Gianluca Stanzione, Giuseppe Summo, Federico Putaturo, Alessandro Mazzone

## NOTABLE LAWYERS ACCORDING TO THE FIRM

Rossana Cassarà (Associate), Cristina Spadaro (Associate), Simona Grieco (Associate): «Generally recognized by the clients and the market as efficient referents and with organizational skills as Partners».

## HIRES IN THE LAST 12 MONTHS

3

NAME. **Simona Grieco** (Associate)  
JOINED FROM. **Studio legale - de Berardiniis & Mozzi - Roma**

NAME. **Paola Grattieri** (Associate)  
JOINED FROM. **Studio legale Prof. Alberto Pizzoferrato - Bologna**

NAME. **Oscar Bianchi** (Associate)  
JOINED FROM. **Chiomenti - Milano**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	20%
Non-contentious/advisory**	10%
Agency agreements	32%
Top management	10%
Restructuring/Reorganisation	7%
Social security	8%
Public sector employment	
Sports law	
Criminal employment law	3%

TOTAL REVENUES IN ITALY

2,7 € mln

EMPLOYMENT ACTIVITIES

50 %

\*according to clients and market observers - \*\*includes m&a

# LIMATOLA AVVOCATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	C	2 • 11,1%	1 • 16,6%	Federico Putaturo
Litigation	A	8 • 44,4%	4 • 66,6%	Alessandro Limatola, Giuseppe Summo, Egidio Paolucci, Gianluca Stanzione
Non-contentious/ advisory	A	3 • 16,6%	1 • 16,6%	Federico Putaturo
Agency agreements	A	10 • 55,5%	4 • 66,6%	Alessandro Limatola, Egidio Paolucci, Gianluca Stanzione, Giuseppe Summo
Top management	C	4 • 22,2%	2 • 33,3%	Giuseppe Summo, Egidio Paolucci
Restructuring and Reorganisation	B	4 • 22,2%	1 • 16,6%	Giuseppe Summo
M&A and employment-related issues	B	8 • 44,4%	3 • 50%	Alessandro Limatola, Giuseppe Summo, Gianluca Stanzione
Pensions and Pension and Social security	B	4 • 22,2%	1 • 16,6%	Federico Putaturo
Criminal employment law	C	1 • 5,5%	1 • 16,6%	Alessandro Mazzone

The lawyers may have an active role in different practice areas.

# LINKLATERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B

Linklaters has developed one of the few practices in the local market with expertise in a niche area of employment law in connection with the establishment of European companies, as well as in connection with employment related issues arising out of cross-border mergers, which trigger complex employment related issues relating to union representation and consultation obligations.

Linklaters' employment practice has also a leading position among the preferred advisors chosen by private equity firms to assist not only with top management hiring and terminations, but also with the very delicate area concerning the drafting and negotiation of global equity based incentive plans, involving very sensitive tax and social security issues.

## MARKET FEEDBACK ON THE FIRM\*

«Very solid and reliable team. Linklaters lawyers are focused, client-oriented, competent, experienced and always available».

«Successful win-win business relationship. Competence and reputation».

«Excellent firm; very strong business relationship. The firm's strengths: understanding of the law, proactiveness and understanding of the business needs. Very high level of service».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Federica Barbero** (Counsel): «Experienced, flexible, excellent negotiation skills».

«Very good work. Specific expertise on industrial/trade union relations and M&A employment related issues».

**Angela Bruno** (Senior Associate): «Extremely committed, prepared, accurate and always available».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Federica Barbero	A	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Giorgio Fantacchiotti (Partner - Corporate), Mariasofia Ricci (Associate)											

\*summary of interviews with clients

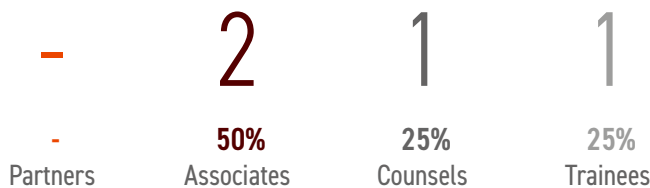
# LINKLATERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FEDERICA BARBERO**  
(Counsel)



## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Angela Bruno** (Associate): "Angela has an outstanding expertise in the advisory area. Being particularly focused on innovation, she has become very experienced in assisting clients on matters involving agile working, whistle-blowing, gender pay gap".

**Mara Ruberto** (Associate): "Mara has gathered a deep expertise in niche areas of the employment law, including management investment plans in the context of private equity deals, and cross-border mergers, with particular reference to employees' participation rights and relevant requirements and election union procedures".

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Angela Bruno** (Associate)

JOINED FROM. **GVZH Advocates**

NAME. **Gianluca de Feo** (Trainee)

JOINED FROM. **Università di Pisa**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and strong presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS



TOTAL REVENUES IN ITALY (ESTIMATE)

42 € mln

EMPLOYMENT ACTIVITIES

4 %

\*according to clients and market observers - \*\*includes m&a



# LINKLATERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
Litigation	<b>C</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
Non-contentious/ advisory	<b>A</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
Agency agreements	<b>C</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
Top management	<b>A</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
Restructuring and Reorganisation	<b>B</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
M&A and employment- related issues	<b>A</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)
Pensions and Pension and Social security	<b>C</b>	<b>4 • 100%</b>	-	Federica Barbero (Counsel)



The lawyers may have an active role in different practice areas.

## Davidson Kempner Capital Management LP

Approx. 158 € mln



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Federica Barbero



### COUNTERPARTY

Lombardi Segni e Associati as legal advisor to Pirelli, Gatti Pavesi Bianchi as legal advisor to Intesa Sanpaolo and UniCredit

Assistance to Davidson Kempner Capital Management LP, a global institutional investment management firm, in connection with all the employment law aspects triggered by the acquisition of the 44.86% of the share capital of Prelios S.p.A., one of the leading Italian and European providers of alternative asset management and specialized real estate services, with 20+ billion Euro in assets under management.

## Whirlpool Corporation

USD 1,080,000,000



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Federica Barbero



### COUNTERPARTY

-

Advising Whirlpool Corporation with reference to the sale of its Embraco compressor business to Nidec Corporation, a leading manufacturer of electric motors. The team also managed the delicate issues triggered by the closure of the Embraco compressor plant in Italy, and the relevant impacts on the transaction: such closure had a huge echo in the press and media and saw the heavy involvement of the Italian ministry of Labour and several political parties.

## Clessidra SGR S.p.A.



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Federica Barbero



### COUNTERPARTY

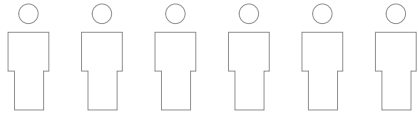
Prof. Francesco Gennari for the seller

In the context of the acquisition by the private equity firm Clessidra SGR S.p.A. of the entire share capital of Scigno, the team assisted in relation to a variety of high-profile employment law matters. The employment team played a key role in this very complex transaction in analysing the issues arising out of Scigno large distribution network made of sales agents and business procurers in a significant number of countries.

**Other clients:** Electro Power Systems S.A., Morgan Stanley & Co. and other Italian and multinational companies of different industry sectors.

SAVE THE DATE

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CHIOMENTI

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CURTIS

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GATTALMINOLI, AGOSTINELLI,  
PARTNERS  
STUDIO LEGALE

Gatti Pavesi Bianchi

GIANNI-ORIGONI  
GRIPPO-CAPPELLI  
PARTNERS

GRIMALDI STUDIO  
LEGALE

LATHAM & WATKINS

Legance  
AVVOCATI ASSOCIATI

  
LOCENTE & PARTNERS

MAISTO E ASSOCIATI

  
Morpurgo e Associati  
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# LITTLER

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

**B**



Through an integrated worldwide strategy, Littler is the world's largest employment and labor law practice representing management. Since its opening in January 2018, Littler has noted an increasing interest in all GDPR and privacy matters. Also due to the specific characteristics of the firm and specifically being part of the larger employment counsel worldwide, international consultancy has sensibly increased.

## NEWS

In January 2018, Littler opened its first Italian office in Milan, led by experienced employment law experts **Carlo Majer**, previously Partner with Lexellent, and **Edgardo Ratti**, who joined from Trevisan & Cuonzo, where he was a Partner and Head of Employment practice

## MARKET FEEDBACK ON THE FIRM\*

«We have a winning partnership with Littler. Quick answers, understanding of the business, problem-solving skills».

«Excellent firm. High level of professional skills and good approach with client and counterparty as well. They are strongly focused on reaching the agreed target. I chose Littler because of my previous successful business relationship with Edgardo Ratti».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Carlo Majer**: «High quality work. Excellent partnership approach. Overall very good feedback».

**Edgardo Ratti**: «Professional, timeliness response and knowledge of our products».  
«Reliable, concrete, precise, always available and responsive».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Carlo Majer</b>	<b>B</b>		✓	✓	✓	✓	✓	✓	✓			
<b>Edgardo Ratti</b>	<b>B</b>	✓	✓	✓		✓	✓	✓	✓			

\*summary of interviews with clients

# LITTLER

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**CARLO MAJER,**  
**EDGARDO RATTI**  
(photo)

2

**33,3%**  
Partners

3

**50%**  
Associates

1

**16,67%**  
Counsels

—

—  
Trainees

## NAMES OF PARTNERS

Carlo Majer, Edgardo Ratti

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Valeria Carbutti** (Associate): «Valeria grew considerably during last year with reference to the client management and autonomy in carrying out her duties».



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and strong presence in Italy.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	40%
Non-contentious/advisory**	25%
Agency agreements	5%
Top management	5%
Restructuring/Reorganisation	10%
Social security	5%
Public sector employment	
Sports law	
Criminal employment law	

EMPLOYMENT ACTIVITIES

**100 %**

\*according to clients and market observers - \*\*includes m&a

# LITTLER

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	<b>3</b> • 50%	<b>1</b> • 50%	Edgardo Ratti
Litigation	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Carlo Majer, Edgardo Ratti
Non-contentious/ advisory	<b>B</b>	<b>6</b> • 100%	<b>2</b> • 100%	Carlo Majer, Edgardo Ratti
Agency agreements	<b>C</b>	<b>2</b> • 33,3%	<b>1</b> • 50%	Carlo Majer
Top management	<b>C</b>	<b>2</b> • 33,3%	<b>2</b> • 100%	Carlo Majer, Edgardo Ratti
Restructuring and Reorganisation	<b>B</b>	<b>4</b> • 66,6%	<b>2</b> • 100%	Carlo Majer, Edgardo Ratti
M&A and employment-related issues	<b>C</b>	<b>5</b> • 83,3%	<b>2</b> • 100%	Carlo Majer, Edgardo Ratti
Pensions and Pension and Social security	<b>C</b>	<b>3</b> • 50%	<b>2</b> • 100%	Carlo Majer, Edgardo Ratti



The lawyers may have an active role in different practice areas.

## Catalent Pharma Solutions



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Carlo Majer



COUNTERPARTY

-

Providing day to day employment and labour law and strategic human resource management counsel to the Italian branch of Catalent Pharma Solutions, a multinational pharmaceutical and cosmetic company with operations in 100 different countries. The team is also advising the client on the implementation of the new GDPR - European General Data Privacy Regulation.

## Comdata Group



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Carlo Majer



COUNTERPARTY

-

Assisting on day to day employment and labour law matters, as well as on trade union relations. Comdata Group is an Italian multinational leader on Business Process Outsourcing of Customer Operations industry in various sectors (Telecoms, energy utilities, banking & finance, insurance manufacturing, advanced retail, e-commerce) with a workforce of more than 49,000 employees.



**Other clients:** Italian and multinational companies of different industry sectors.

# MACCHI DI CELLERE GANGEMI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

C<sup>-</sup>

C<sup>+</sup>

## MARKET FEEDBACK ON THE FIRM\*

«Macchi di Cellere Gangemi has always been a solid support for me in taking decisions with the employees. Availability, solid advice, deep knowledge of employment law».

«Clearness, professionalism, technical competence and empathy. The team is praised for its fast and precise answers. I chose to work with this firm for its prestige».

«Excellent firm and business relationship. International experience, employment law knowledge, great negotiation skills. The team is reliable, pragmatic, very reactive and responsive».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Federico Torzo:** «Excellent lawyer. Very quick and responsive, he is always available».

«Very good work. Responsiveness and technical skills».

«Practical and pragmatic approach, clearness and professionalism».

**Elisa Noto:** «She always provides expert advice, clearly focusing on our needs. Given the long-term relation, she has a good knowledge of our company. Availability, excellent personal interaction, good English skills, deep knowledge of my company and very good legal knowledge».

«Excellent work. Fast and precise answers».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Federico Torzo</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<b>Elisa Noto</b>	<b>B</b>	✓	✓	✓	✓	✓	✓		✓			
Other notable lawyers according to market sources	<b>Elisabetta Rebagliati (Senior Associate), Chiara Andreotti (Senior Associate)</b>											

\*summary of interviews with clients



# MACCHI DI CELLERE GANGEMI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FEDERICO TORZO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

2

**15,3%**  
Partners

10

**77%**  
Associates

-

-  
Counsels

1

**7,7%**  
Trainees

## NAMES OF PARTNERS

Federico Torzo, Elisa Noto

## NOTABLE LAWYERS ACCORDING TO THE FIRM

Elisabetta Rebagliati (Senior Associate)

## HIRES IN THE LAST 12 MONTHS

2



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	25%
Non-contentious/advisory**	20%
Agency agreements	5%
Top management	10%
Restructuring/Reorganisation	5%
Social security	15%
Public sector employment	5%
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**18 € mln**

EMPLOYMENT ACTIVITIES

**15 %**

\*according to clients and market observers - \*\*includes m&a

# MACCHI DI CELLERE GANGEMI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
Litigation	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
Non-contentious/ advisory	<b>B</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
Agency agreements	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
Top management	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
Restructuring and Reorganisation	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
M&A and employment- related issues	<b>B</b>	NUMBER VARIES	<b>1 • 50%</b>	Federico Torzo
Pensions and Pension and Social security	<b>C</b>	NUMBER VARIES	<b>2 • 100%</b>	Federico Torzo, Elisa Noto
Public sector employment	<b>C</b>	NUMBER VARIES	<b>1 • 50%</b>	Federico Torzo
Sports law	<b>C</b>	NUMBER VARIES	<b>1 • 50%</b>	Federico Torzo

The lawyers may have an active role in different practice areas.

# MACCHI DI CELLERE GANGEMI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Ascensia Diabetes Care Italy S.r.l.

Globally total value of 1,02 € bn



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Federico Torzo



### COUNTERPARTY

Norton Rose

Assisting Ascensia Diabetes Care in the acquisition of the diabetes care business from Bayer. In addition to the employment issues, the team also advised on all other matters involved in the transaction (such as data protection, lease and commercial agreements, public tenders).

## Auchan S.p.A.



### TYPE OF MATTER

Litigation



### LEAD PARTNER

Elisa Noto



### COUNTERPARTY

-

Assisting and representing the Company in Court proceedings brought by employees concerning, inter alia, claims challenging dismissals for just cause or for organisational reasons.

## DXC Technology



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Federico Torzo



### COUNTERPARTY

-

Advising DXC Technology, a Fortune 500 company represented in the S&P 500 Index with some 150,000 employees worldwide, on all labour litigation issues for all group Italian legal entities and in respect to the transfer of the Network business to AT&T.

**Other clients:** Delvaux, Affidea, Expeditors, Under Armour, Extreme Networks S.r.l. Chargeurs, EDP Renewables Italia S.r.l., Motori Minarelli S.p.A. (Yamaha Group), MOL Hungarian Oil and Gas.

# MARAZZA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

B

## MARKET FEEDBACK ON THE FIRM\*

«Excellent team. Highly competent, proactive and maximum availability».

«Great technical, interpersonal and communication skills».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Marco Marazza:** «Brilliant. Competent, great interpersonal skills».

**Domenico De Feo:** «Great technical skills and legal knowledge».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Marco Marazza	B	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Domenico De Feo	B	✓	✓	✓	✓	✓	✓	✓	✓	✓		

\*summary of interviews with clients

# MARAZZA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MARCO MARAZZA** (photo),  
**MAURIZIO MARAZZA**,  
**DOMENICO DE FEO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

3

15%  
Partners

10

50%  
Associates

1

5%  
Counsels

6

30%  
Trainees

## NAMES OF PARTNERS

Marco Marazza, Maurizio Marazza, Domenico De Feo



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	20%
Litigation	38%
Non-contentious/advisory**	22%
Agency agreements	1%
Top management	5%
Restructuring/Reorganisation	10%
Social security	2%
Public sector employment	2%
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY

**4,5 € mln**

EMPLOYMENT ACTIVITIES

**95 %**

\*according to clients and market observers - \*\*includes m&a

# MARAZZA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>11</b> · 55%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Litigation	<b>A</b>	<b>16</b> · 80%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Non-contentious/ advisory	<b>B</b>	<b>15</b> · 75%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Agency agreements	<b>C</b>	<b>2</b> · 10%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Top management	<b>B</b>	<b>9</b> · 45%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Restructuring and Reorganisation	<b>B</b>	<b>7</b> · 35%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
M&A and employment- related issues	<b>B</b>	<b>6</b> · 30%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Pensions and Pension and Social security	<b>B</b>	<b>1</b> · 5%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo
Public sector employment	<b>B</b>	<b>1</b> · 5%	<b>2</b> · 66,6%	Marco Marazza, Domenico De Feo

The lawyers may have an active role in different practice areas.

# MARAZZA & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Alitalia S.A.I. under “Amministrazione Straordinaria”



### TYPE OF MATTER

Industrial/trade union relations - Litigation - Non-contentious/  
advisory



### LEAD PARTNER

Marco Marazza



### COUNTERPARTY

-

Out-of-court assistance and legal representation of Alitalia's Special Commissioners (Luigi Gubitosi, Enrico Laghi, Stefano Paleari): personnel and lay off management, cost reduction policies etc...

## Telecom Italia S.p.A.



### TYPE OF MATTER

Non-contentious/advisory



### LEAD PARTNER

Marco Marazza, Domenico De Feo



### COUNTERPARTY

-

Advising in connection with the reorganization of TIM: 2018 special lay-off fund, demerger of the network etc...

## Mondo Convenienza Holding S.p.A.



### TYPE OF MATTER

Litigation



### LEAD PARTNER

Marco Marazza



### COUNTERPARTY

-

Representing Mondo Convenienza in several lawsuits in connection with illegal works, supplies and services contracts.

**Other clients:** IDI – Istituto Dermopatico dell'Immacolata and other Italian and multinational companies of different industry sectors.

# MENICHETTI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

—

B<sup>+</sup>



## NEWS

In January 2018, the team grew with the promotion as Partner of **Gilda Pisa** and the appointment of **Simone Brun** as new Partner of the firm; Simone joins from Studio Individuale Brun.

## MARKET FEEDBACK ON THE FIRM\*

«We started working with Menichetti around 1990. Technical and legal skills, knowledge of our business, employment law expertise».

«Very good team, especially because of punctuality and accuracy. Professionalism and regular law updating. We chose to work with this firm because of its experience in Public sector employment».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Claudio Damoli and Osvaldo Cantone:** «Excellent work. Technical and legal skills, knowledge of our business and employment law expertise».

**Enzo Pisa:** «Professional, competent and accurate».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Claudio Damoli	B	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Other notable lawyers according to market sources	Enrico Togni (Associate)											

\*summary of interviews with clients



# MENICHETTI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**CLAUDIO DAMOLI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

8

**30,7%**  
Partners

13

**50%**  
Associates

2

**7,7%**  
Counsels

3

**11,5%**  
Trainees

## NAMES OF PARTNERS

Claudio Damoli, Andrea Dell'Omarino, Enzo Pisa, Osvaldo Cantone, Lorenzo Cantone, Fabiana Menichetti, Gilda Pisa, Simone Brun

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Simone Brun** (Partner)

JOINED FROM. **Studio Individuale Brun**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	50%
Non-contentious/advisory**	15%
Agency agreements	10%
Top management	5%
Restructuring/Reorganisation	4%
Social security	2%
Public sector employment	2%
Sports law	2%
Criminal employment law	

EMPLOYMENT ACTIVITIES

**100 %**

\*according to clients and market observers - \*\*includes m&a

# MENICHETTI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>5</b> • 19,2%	<b>2</b> • 25%	Claudio Damoli, Lorenzo Cantone
Litigation	<b>B</b>	<b>19</b> • 73%	<b>8</b> • 100%	Claudio Damoli, Andrea Dell'Omarino, Enzo Pisa, Osvaldo Cantone, Lorenzo Cantone, Fabiana Menichetti, Gilda Pisa, Simone Brun
Non-contentious/ advisory	<b>B</b>	<b>19</b> • 73%	<b>8</b> • 100%	Claudio Damoli, Andrea Dell'Omarino, Enzo Pisa, Osvaldo Cantone, Lorenzo Cantone, Fabiana Menichetti, Gilda Pisa, Simone Brun
Agency agreements	<b>C</b>	<b>6</b> • 23%	<b>3</b> • 37,5%	Claudio Damoli, Andrea Dell'Omarino, Fabiana Menichetti
Top management	<b>C</b>	<b>9</b> • 34,6%	<b>8</b> • 100%	Claudio Damoli, Andrea Dell'Omarino, Enzo Pisa, Osvaldo Cantone, Lorenzo Cantone, Fabiana Menichetti, Gilda Pisa, Simone Brun
Restructuring and Reorganisation	<b>B</b>	<b>6</b> • 23%	<b>2</b> • 25%	Claudio Damoli, Osvaldo Cantone
M&A and employment-related issues	<b>C</b>	<b>3</b> • 11,5%	<b>2</b> • 25%	Claudio Damoli, Simone Brun
Pensions and Pension and Social security	<b>B</b>	<b>19</b> • 73%	<b>8</b> • 100%	Claudio Damoli, Andrea Dell'Omarino, Enzo Pisa, Osvaldo Cantone, Lorenzo Cantone, Fabiana Menichetti, Gilda Pisa, Simone Brun
Public sector employment	<b>B</b>	<b>2</b> • 7,7%	<b>1</b> • 12,5%	Gilda Pisa
Sports law	<b>C</b>	<b>2</b> • 7,7%	<b>1</b> • 12,5%	Claudio Damoli
Criminal employment law	<b>C</b>	<b>1</b> • 3,8%	-	-

The lawyers may have an active role in different practice areas.

# unbuonavvocato.it

**LAVORI E INCASSI**



**IL PRIMO MARKETPLACE DI DOMANDA E OFFERTA  
DI SERVIZI LEGALI CONSUMER**

**SCARICA L'APP SU**



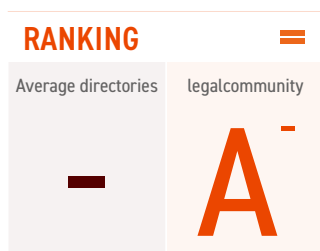
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# MORPURGO E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



Morpurgo e Associati has a renowned expertise in the field of employment litigation, agency agreements, advisory and top management.

In 2017 there was a high development in the field of M&A employment - related activities.

Also, in the last 12 months, the firm's advisory and litigation services developed a specific focus in banking & finance, assisting top-rated banks and financial institutions and top managers.

## MARKET FEEDBACK ON THE FIRM\*

«Extremely valuable business relationship. Knowledge, competence and reliability».

«I have been working with Mr. Morpurgo since 2008. Excellent firm. Expertise and technical and legal skills. They work closely with the client».

«Excellent team: competencies, availability, flexibility, full understanding of local peculiarities».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Claudio Morpurgo:** «Outstanding. He has a useful solution for any issue».

«Great professional. Technical skills and legal knowledge, experience, intuition, efficiency and reliability».

**Anna Menicatti:** «Excellent work».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Claudio Morpurgo</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Anna Menicatti</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Stefano Cilio (Associate), Francesco Montalbano (Associate), Andrea Paglia (Associate): «Young and professional lawyer fully appreciated by our HR team».											

\*summary of interviews with clients

# MORPURGO E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**CLAUDIO MORPURGO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

2

**13,3%**  
Partners

9

**60%**  
Associates

3

**20%**  
Counsels

1

**6,6%**  
Trainees

## NAMES OF PARTNERS

Claudio Morpurgo, Anna Menicatti

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Stefano Cilio** (Associate): "He is very skilled in the management of all aspects of M&A deals, especially contractual aspects related to winding up procedures".

**Andrea Paglia** (Associate): "Great support to labour M&A activities also related to trade unions procedures and negotiations and definition of company and welfare agreements".

## HIRES IN THE LAST 12 MONTHS

**3**

NAME. **Francesco Montalbano** (Associate)

JOINED FROM. **Menichino e Associati**

NAME. **Tommaso Erboli** (Associate)

JOINED FROM. **Grimaldi**

NAME. **Giulia Alferi** (Trainee)

JOINED FROM. **Università Bocconi**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	20%
Non-contentious/advisory**	20%
Agency agreements	10%
Top management	10%
Restructuring/Reorganisation	10%
Social security	10%
Public sector employment	3%
Sports law	
Criminal employment law	7%

TOTAL REVENUES IN ITALY

**3,5 € mln**

EMPLOYMENT ACTIVITIES

**100 %**

\*according to clients and market observers - \*\*includes m&a

# MORPURGO E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>8</b> • 53,3%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Litigation	<b>A</b>	<b>15</b> • 100%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Non-contentious/ advisory	<b>A</b>	<b>15</b> • 100%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Agency agreements	<b>A</b>	<b>15</b> • 100%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Top management	<b>A</b>	<b>7</b> • 46,6%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Restructuring and Reorganisation	<b>B</b>	<b>15</b> • 100%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
M&A and employment- related issues	<b>B</b>	<b>15</b> • 100%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Pensions and Pension and Social security	<b>B</b>	<b>15</b> • 100%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Public sector employment	<b>B</b>	<b>5</b> • 33,3%	<b>2</b> • 100%	Claudio Morpurgo, Anna Menicatti
Criminal employment law	<b>B</b>	<b>1</b> • 6,6%	<b>1</b>	-

The lawyers may have an active role in different practice areas.

# MORPURGO E ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Spaxs Spa

60 € mln



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Claudio Morpurgo



### COUNTERPARTY

-

Assisting in the acquisition of the shares of Banca Interprovinciale Spa and in the implementation process of the labour structure of the new bank (remuneration policies, pension and social security issues, job descriptions, organization charts, etc...). This was an innovative project in the banking sector, supported by Corrado Passera and aimed to provide a different kind of assistance, specially focused on digital technologies and NPL, to PMIs.

## Banca Intesa San Paolo Spa



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Claudio Morpurgo



### COUNTERPARTY

-

Advising in the project of integration of the Banca Popolare di Vicenza and Veneto Banca financial advisors teams in Intesa San Paolo. This is an innovative project of integration of the financial advisors team coming from a winding up procedure into a new entity in different ways: (i) termination with settlement; (ii) execution of a new financial agency agreement with Intesa; (iii) execution of a new relationship part as financial advisors and part as employee.

## Kiko Spa



### TYPE OF MATTER

Non-contentious/advisory - Restructuring and reorganisation



### LEAD PARTNER

Claudio Morpurgo



### COUNTERPARTY

-

Support in the reorganization process both in the headquarter and in the retail area. This was a very strategic project aimed to support the company in an increasing phase. In particular, the organisational chart was reviewed including the job descriptions, the remuneration aspects and policies. Dismissals were also carried out.

**Other clients:** Credito Valtellinese Spa, Chef Express Spa and other Italian and multinational companies of different industry sectors.

# NCTM STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

C<sup>-</sup>

B<sup>+</sup>

## NEWS

**Francesca Pittau** was appointed as Salary Partner at the beginning of 2017. She assists, with a high degree of independence, important clients and is recognised as a valuable professional, providing practical advice on very complicated labour and industrial relations issues.

2017 has seen the strengthening of all matters related to digitalisation, artificial intelligence, Industry 4.0 and GDPR.

The team has also seen an increase of employment litigation and industrial relations cases.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent team: proactive, always available, great support with a global vision of the context».

«The firm has a very effective approach. Great interpersonal skills and clarity in providing inputs and solutions».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Michelle Bignami:** «Excellent work. Timely, effective, skilled, with a global vision of the law».

«Flexible in understanding business needs, helpful in making legal analysis and finding the right solution after assessing and evaluating risks».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Michele Bignami</b>	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
<b>Francesca Bonino</b>	<b>B</b>			✓				✓				✓
<b>Dario Clementi</b>	<b>B</b>		✓	✓	✓		✓	✓	✓		✓	
<b>Roberta Russo</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
<b>Marco Monaco</b>	<b>C</b>		✓	✓				✓		✓		
<b>Francesca Pittau</b>	<b>C</b>	✓	✓	✓				✓				
Other notable lawyers according to market sources		Chiara Oggioni (Senior Associate), Elena Santoro (Senior Associate), Chiara Zecchetto (Senior Associate)										

\*summary of interviews with clients



# NCTM STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MICHELE BIGNAMI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

6

**27,2%**  
Partners

11

**50%**  
Associates

–

–  
Counsels

5

**22,7%**  
Trainees

## NAMES OF PARTNERS

Michele Bignami, Roberta Russo, Dario Clementi, Francesca Bonino, Marco Monaco, Francesca Pittau



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>15%</b>
Litigation	<b>25%</b>
Non-contentious/advisory**	<b>20%</b>
Agency agreements	<b>10%</b>
Top management	<b>15%</b>
Restructuring/Reorganisation	<b>5%</b>
Social security	<b>3%</b>
Public sector employment	<b>3%</b>
Sports law	<b>2%</b>
Criminal employment law	<b>2%</b>

TOTAL REVENUES IN ITALY

**75,5 € mln**

EMPLOYMENT ACTIVITIES

**7 %**

\*according to clients and market observers - \*\*includes m&a

# NCTM STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>16</b> • 72,7%	<b>2</b> • 33,3%	Michele Bignami, Roberta Russo
Litigation	<b>A</b>	<b>19</b> • 86,3%	<b>4</b> • 66,6%	Michele Bignami, Dario Clementi, Roberta Russo, Marco Monaco
Non-contentious/ advisory	<b>A</b>	<b>22</b> • 100%	<b>5</b> • 83,3%	Michele Bignami, Dario Clementi, Roberta Russo, Marco Monaco, Francesca Bonino
Agency agreements	<b>C</b>	<b>16</b> • 72,7%	<b>3</b> • 50%	Michele Bignami, Dario Clementi, Roberta Russo
Top management	<b>B</b>	<b>16</b> • 72,7%	<b>2</b> • 33,3%	Michele Bignami, Roberta Russo
Restructuring and Reorganisation	<b>B</b>	NUMBER VARIES	<b>3</b> • 50%	Michele Bignami, Roberta Russo, Dario Clementi
M&A and employment-related issues	<b>A</b>	<b>22</b> • 100%	<b>5</b> • 83,3%	Michele Bignami, Dario Clementi, Roberta Russo, Marco Monaco, Francesca Bonino
Pensions and Pension and Social security	<b>C</b>	<b>5</b> • 22,7%	<b>3</b> • 50%	Michele Bignami, Dario Clementi, Roberta Russo
Public sector employment	<b>C</b>	<b>4</b> • 18,1%	<b>1</b> • 16,6%	Marco Monaco
Sports law	<b>C</b>	<b>4</b> • 18,1%	<b>3</b> • 50%	Michele Bignami, Dario Clementi, Roberta Russo
Criminal employment law	<b>C</b>	<b>10</b> • 45,4%	<b>3</b> • 50%	Michele Bignami, Roberta Russo, Francesca Bonino

The lawyers may have an active role in different practice areas.

# NCTM STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Gas Natural Fenosa

Approximately 1 € bn



### TYPE OF MATTER

Industrial/trade union relations - M&A and employment-related issues



### LEAD PARTNER

Michele Bignami



### COUNTERPARTY

-

Assisting Gas Natural Fenosa, the largest integrated gas and electricity company in Spain, in the structure of the bid for tender that the Group organised for the sale of its Italian operations. The size of the deal and the consequent national relevance of the matter, involving the direct interest of the Italian Government, several local authorities, trade unions at national level required a number of very sensitive and strategic decisions.

## Elior Group



### TYPE OF MATTER

Non-contentious/advisory - Litigation



### LEAD PARTNER

Michele Bignami



### COUNTERPARTY

-

Nctm provides Elior Group with ongoing assistance in connection with employment law issues, including litigation and the whole restructuring of the HR and other frontline functions in strict co-ordination of the top management of the Group.

## Nike Italy



### TYPE OF MATTER

Non-contentious/advisory - Litigation



### LEAD PARTNER

Roberta Russo



### COUNTERPARTY

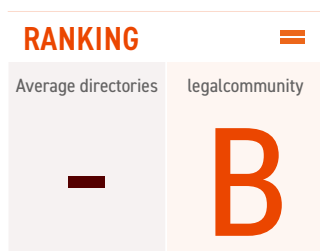
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Nctm provides continuous assistance to Nike on several employment law-related matters including: redundancy plan, multi-jurisdictional projects, review of internal policies on people & culture.

**Other clients:** Hypo Bank and other Italian and multinational companies of different industry sectors.

# NORTON ROSE FULBRIGHT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



In the last 12 months, Attilio Pavone's employment team has been mostly active in the following matters:

- negotiation with trade unions of national company-level collective bargaining agreements;
- commercial agency contracts;
- managing relations with trade unions;
- assisting on contentious, pre-contentious and risk-avoiding measures relating to dismissals, restructurings, corporate transactions (M&A), transfers, discrimination;
- adapting policies and strategies in light of changes in relevant employment laws (eg.: new whistleblowing laws, data protection and impact of GDPR etc...).

## MARKET FEEDBACK ON THE FIRM\*

«Tailor-made, personalized assistance. The team has a very proactive approach. They are true business partners. High quality and expertise».

«Very high quality firm and efficient team: responsive, always available and proactive».

«The firm's strength lies in the practical advice and pragmatic approach they are able to provide».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Attilio Pavone:** «Good work, he brings plenty of experience to the table».

«Proactive, always available and extremely accurate».

«He is very focused on the case but with the capacity to have an overview on the different topics in order to find the best solutions».

**Giorgio Manca** (Senior Associate): «One of the most brilliant lawyers of his generation».

**Vincenzo Di Gennaro** (Senior Associate): «Extremely proactive and competent. Business-oriented and pragmatic approach».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Attilio Pavone	<b>A</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Vincenzo di Gennaro	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Giorgio Manca	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Vincenzo Di Gennaro (Senior Associate), Giorgio Manca (Senior Associate), Marco Regalia (Trainee).											

\*summary of interviews with clients

# NORTON ROSE FULBRIGHT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ATTILIO PAVONE**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. international network and strong presence in Italy.

1

**20%**  
Partners

2

**40%**  
Associates

-

-  
Counsels

2

**40%**  
Trainees

## NAMES OF PARTNERS

Attilio Pavone

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Giorgio Manca** (Senior associate): "He has extensive experience in matters relating to commercial agency contracts, transfers of business, mass redundancies projects and union negotiation, including at a national level. He has also a massive experience in relation to company welfare programmes and bonus plans: he recently advised an international cosmetic group on the implementation of its smart working programme".



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>21%</b>
Litigation	<b>17%</b>
Non-contentious/advisory**	<b>16%</b>
Agency agreements	<b>23%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>8%</b>
Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY

**9,3 € mln**

EMPLOYMENT ACTIVITIES

**16 %**

\*according to clients and market observers - \*\*includes m&a

# NORTON ROSE FULBRIGHT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	3 • 60%	1 • 100%	Attilio Pavone
Litigation	A	3 • 60%	1 • 100%	Attilio Pavone
Non-contentious/ advisory	B	3 • 60%	1 • 100%	Attilio Pavone
Agency agreements	A	3 • 60%	1 • 100%	Attilio Pavone
Top management	B	3 • 60%	1 • 100%	Attilio Pavone
Restructuring and Reorganisation	B	3 • 60%	1 • 100%	Attilio Pavone
M&A and employment- related issues	B	3 • 60%	1 • 100%	Attilio Pavone
Pensions and Pension and Social security	C	3 • 60%	1 • 100%	Attilio Pavone



The lawyers may have an active role in different practice areas.

# NORTON ROSE FULBRIGHT

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Microdyn-Nadir



### TYPE OF MATTER

Non-contentious/advisory - M&A and employment-related issues



### LEAD PARTNER

Attilio Pavone



### COUNTERPARTY

Watson Farley & Williams assisted the Seller

Advising Microdyn-Nadir, the water treatment business unit of global filtration leader Mann+Hummel, on employment and labour issues related to the acquisition of Oltremare, a leading European manufacturer of spiral-wound membrane elements. The acquisition will allow Microdyn-Nadir to expand their wide range of membrane filtration products to provide even more product options to their global customer base. The addition of Oltremare expands Microdyn-Nadir's capability to provide customized products and solutions.



**Other clients:** Italian and multinational companies of different industry sectors.

# NUNZIANTE MAGRONE

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

—

**C<sup>+</sup>**



Giuseppe Cucurachi's team operates mainly in the field of employment law consultancy, reorganizations and restructurings and company transfers. The team has a long experience in employment law disputes, even before the Superior Courts, assisting multinational groups operating in various commodities sectors, particularly in manufacturing and services.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent business relationship. The firm's strengths: (i) before any legal advice they try to understand the environment first; (ii) they have acquired the company mindset; (iii) clear statement with clear communication: they "translate" the legal wording into a "language" that can be easily understood by everybody, especially by the decision makers; (iv) and last, but not least, a deep knowledge of the law».

«Excellent team: professional, responsive, punctual and always available».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Giuseppe Cucurachi:** «Excellent work, above expectations. His strengths: a deep knowledge of the law, great experience and understanding of the company's needs».

«Extremely professional, available and responsive. He is always on top of things and updated».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Giuseppe Cucurachi	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Loredana Rondelli	<b>C</b>		✓									
Other notable lawyers according to market sources	Andrea Ceppitelli (Associate)											

\*summary of interviews with clients



# NUNZIANTE MAGRONE

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**GIUSEPPE CUCURACHI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

2

**40%**  
Partners

1

**20%**  
Associates

1

**20%**  
Counsels

1

**20%**  
Trainees

## NAMES OF PARTNERS

Giuseppe Cucurachi, Loredana Rondelli

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Alessia Consiglio** (Trainee)

JOINED FROM. **Camera del Lavoro, Pisa**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>10%</b>
Litigation	<b>25%</b>
Non-contentious/advisory**	<b>20%</b>
Agency agreements	<b>10%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>20%</b>
Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

EMPLOYMENT ACTIVITIES

**10 %**

\*according to clients and market observers - \*\*includes m&a

# NUNZIANTE MAGRONE

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	<b>1</b> • 20%	<b>1</b> • 50%	Giuseppe Cucurachi
Litigation	<b>B</b>	<b>4</b> • 80%	<b>2</b> • 100%	Giuseppe Cucurachi, Loredana Rondelli
Non-contentious/ advisory	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 50%	Giuseppe Cucurachi
Agency agreements	<b>C</b>	<b>2</b> • 40%	<b>1</b> • 50%	Giuseppe Cucurachi
Top management	<b>C</b>	<b>1</b> • 20%	<b>1</b> • 50%	Giuseppe Cucurachi
Restructuring and Reorganisation	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 50%	Giuseppe Cucurachi
M&A and employment- related issues	<b>C</b>	<b>3</b> • 60%	<b>1</b> • 50%	Giuseppe Cucurachi
Pensions and Pension and Social security	<b>C</b>	<b>3</b> • 60%	<b>1</b> • 50%	Giuseppe Cucurachi



The lawyers may have an active role in different practice areas.

**NICOLA  
DI MOLFETTA**

**2006-2016**

# **AVVOCATI D'AFFARI**

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**CLICCA QUI**



# ORRICK

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

**C<sup>+</sup>**



## MARKET FEEDBACK ON THE FIRM\*

«High quality firm: high level of expertise and technical skills. We chose to work with this firm because we wanted to be assisted by one of the leading international law firms in the market of our interest».

«Precision, professionalism, great attention and dedication to client».

«Great team: professional, responsive, always available, quick and in-depth responses».

## NEWS

In September 2017, **Mario Scofferi** (former name and founding partner of Giglio & Scofferi) joined Orrick as Of Counsel and member of the Complex Litigation and Dispute Resolution Group. Mario Scofferi deals with labor law and industrial relations, assisting Italian and foreign clients both in judicial and out-of-court matters, related to every aspect of the management of employment relationship, agency relationship and self-employment relationship in all its form.

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Mario Scofferi** (Of Counsel): «Highly specialized and qualified work».



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

	Ranking	Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Mario Scofferi</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
<b>Riccardo Troiano</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	<b>Cristina Del Papa</b> (Attorney Trainee)											

\*summary of interviews with clients

# ORRICK

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**RICCARDO TROIANO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. international network and strong presence in Italy.

1

**8,3%**  
Partners

6

**50%**  
Associates

2

**16,6%**  
Counsels

3

**25%**  
Trainees

## NAMES OF PARTNERS

Riccardo Troiano

## NOTABLE LAWYERS ACCORDING TO THE FIRM

Alessia Ciranna (Senior Associate)

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Mario Scofferi** (Of Counsel)

JOINED FROM. **Giglio & Scofferi**

NAME. **Cristina Del Papa** (Trainee)

JOINED FROM. **Giglio & Scofferi**

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	20%
Non-contentious/advisory**	20%
Agency agreements	10%
Top management	10%
Restructuring/Reorganisation	10%
Social security	10%
Public sector employment	10%
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY

**36,9 € mln**



\*according to clients and market observers - \*\*includes m&a

# ORRICK

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Litigation	<b>B</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Non-contentious/ advisory	<b>B</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Agency agreements	<b>C</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Top management	<b>C</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Restructuring and Reorganisation	<b>B</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
M&A and employment- related issues	<b>C</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Pensions and Pension and Social security	<b>C</b>	5 • 41,6%	1 • 100%	Riccardo Troiano
Public sector employment	<b>C</b>	5 • 41,6%	1 • 100%	Riccardo Troiano

The lawyers may have an active role in different practice areas.

## Banca Carige



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Mario Scofferi



COUNTERPARTY

-

Assisting Banca Carige (i) in connection with the labour law aspects related to the transfer to a third-party of the ICT business branch, and (ii) in connection with the labour law aspects connected to the transfer of the business branch related to the management of NPLs.

## GoSource Group



TYPE OF MATTER

Non-contentious/advisory/Top management



LEAD PARTNER

Mario Scofferi



COUNTERPARTY

-

Advising the Chinese graphite company and the Chinese financial company in the agreements with SGL Carbon to acquire its Narni site, that specializes in the production of graphite electrodes, after completion of the environmental rehabilitation plan approved by public authorities. Assistance in labour law aspects, especially in the negotiation and drafting of the agreements related to the Company's top management.

## AAMPS S.p.A. - Azienda Ambientale di Pubblico Servizio S.p.A.



TYPE OF MATTER

Industrial/trade union relations - Litigation



LEAD PARTNER

Mario Scofferi



COUNTERPARTY

-

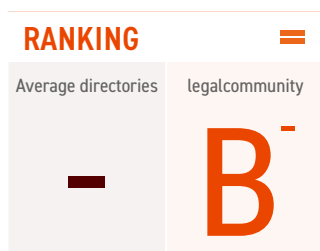
The team successfully assisted AAMPS, an in-house company of the Livorno municipality active in the field of waste collection, in a court case brought by Funzione Pubblica-CGIL di Livorno for the alleged anti-union behavior by the company, who supposedly did not allow an assembly of workers to be held in the days following a strike. The Court of Livorno, first, and the Florence Court of Appeal thereafter both confirmed the correct behavior of the company.

**Other clients:** Affinion International Srl, Teads Italia S.r.l. and other Italian and multinational companies of different industry sectors.



# ORSINGERH ORTU - AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



In 2017 Alessandro De Palma's team was involved in major trade union relations deals and complex post-restructuring operations. Also, in the last 12 months, the team was asked to draft several smart-working and so-called "welfare plans" agreements.

## MARKET FEEDBACK ON THE FIRM\*

«Very good firm and business relationship. Broad range of advice and assistance. High level of competencies. Excellent value for money».

«Excellent team: always available, professional, clear answers. They provide 360° employment assistance».

«High profile team. Competence and right balance cost/value».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Alessandro De Palma:** «Brilliant lawyer, always available and professional».

«He is a skilled lawyer with a "fresh" style. Excellent problem-solving skills».

«Excellent work: professionalism, speed, responsiveness, integrity, deep knowledge and pragmatism».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Alessandro De Palma	B	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	Cesare De Falco (Senior Associate), Marina Sartor (Trainee), Beatrice Rossi (Trainee), Dora Antonia Vuolo (Trainee)											

\*summary of interviews with clients



# ORSINGERH ORTU - AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ALESSANDRO DE PALMA**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

1

**20%**  
Partners

1

**20%**  
Associates

-

-  
Counsels

3

**60%**  
Trainees

## NAMES OF PARTNERS

Alessandro De Palma

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Cesare De Falco** (Senior Associate): «Cesare is involved in a broad range of both judicial and non-judicial activities (M&A, Restructuring and top management deals, non-contentious/ advisory, agency relationships etc...) with a high degree of autonomy and coordinating the other, more junior, resources of the firm».



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>15%</b>
Litigation	<b>25%</b>
Non-contentious/advisory**	<b>20%</b>
Agency agreements	<b>10%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>15%</b>
Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

\*according to clients and market observers - \*\*includes m&a

# ORSINGERHER ORTU - AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>4</b> • 80%	<b>1</b> • 100%	Alessandro De Palma
Litigation	<b>B</b>	<b>4</b> • 80%	<b>1</b> • 100%	Alessandro De Palma
Non-contentious/ advisory	<b>B</b>	<b>4</b> • 80%	<b>1</b> • 100%	Alessandro De Palma
Agency agreements	<b>C</b>	<b>4</b> • 80%	<b>1</b> • 100%	Alessandro De Palma
Top management	<b>A</b>	<b>3</b> • 60%	<b>1</b> • 100%	Alessandro De Palma
Restructuring and Reorganisation	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 100%	Alessandro De Palma
M&A and employment- related issues	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 100%	Alessandro De Palma
Pensions and Pension and Social security	<b>C</b>	<b>4</b> • 80%	<b>1</b> • 100%	Alessandro De Palma



The lawyers may have an active role in different practice areas.

# ORSINGHER ORTU - AVVOCATI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## ISG Plc



TYPE OF MATTER

Restructuring and reorganisation



LEAD PARTNER

Alessandro De Palma



COUNTERPARTY

LegaliLavoro, Chiello & Pozzoli and other smaller law firms

Advising ISG Plc in the negotiation and signing of several settlement agreements with employees to be dismissed in the context of the closure of the Italian subsidiary; the team is ensuring a non-traumatic and smooth management of the closure of business in Italy.

## Glencore International AG



TYPE OF MATTER

Non-contentious/advisory - Top management



LEAD PARTNER

Alessandro De Palma



COUNTERPARTY

-

Assisting Glencore, one of the world's largest diversified natural resource companies and one of the biggest mining companies, in the drafting of an employment agreement with a top manager.

## Sompo International



TYPE OF MATTER

M&A and employment-related issues



LEAD PARTNER

Alessandro De Palma



COUNTERPARTY

-

Assisting Sompo International, one of the most important insurance companies worldwide, on the due diligence process in the context of the acquisition of A&A S.r.l. Such operation strengthened its presence into the Italian market.

**Other clients:** Douglas GmbH and other Italian and multinational companies of different industry sectors.

# OSBORNE CLARKE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

C<sup>-</sup>

C<sup>+</sup>

## NEWS

In September 2017 **Pierfilippo Capello** and **Andrea Bozza**, two sports law practitioners, joined Osborne Clarke's Sports Team. Both joined from Guardamagna e Associati. Pierfilippo Capello specialises in sports law at national and international level and he has wide ranging expertise in sports regulation and sports arbitration. Andrea Bozza's expertise is in sports law, with a focus on transactions.

## MARKET FEEDBACK ON THE FIRM\*

«Very good business relationship. The lawyers are always on hand, they are competent and have a fast turnaround time for dealing with our requests».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Marco Lanzani**: «He is extremely skilled and competent. He is constantly updated on the latest key cases and statutes. He is always available».



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Marco Lanzani</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	<b>Giulia Leardi</b> (Associate)											

\*summary of interviews with clients

# OSBORNE CLARKE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**MARCO LANZANI**

1

20%  
Partners

3

60%  
Associates

-

-  
Counsels

1

20%  
Trainees

## NAMES OF PARTNERS

Marco Lanzani

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Simona Carlini** (Associate): «Simona works on a wide variety of matters for numerous clients, mostly international companies operating in Italy through subsidiaries, branches etc. Her work is essentially advisory and she regularly deals with new industry sectors, in particular air transport industry for commercial flights».

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Pierfilippo Capello** (Partner)  
JOINED FROM. **Guardamagna e Associati**

NAME. **Andrea Bozza** (Partner)  
JOINED FROM. **Guardamagna e Associati**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	20%
Litigation	30%
Non-contentious/advisory**	25%
Agency agreements	2%
Top management	5%
Restructuring/Reorganisation	12%
Social security	5%
Public sector employment	
Sports law	1%
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**14 € mln**

EMPLOYMENT ACTIVITIES

**9 %**

\*according to clients and market observers - \*\*includes m&a

# OSBORNE CLARKE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>2</b> • 40%	<b>1</b> • 100%	Marco Lanzani
Litigation	<b>B</b>	<b>2</b> • 40%	<b>1</b> • 100%	Marco Lanzani
Non-contentious/ advisory	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 100%	Marco Lanzani
Agency agreements	<b>C</b>	<b>2</b> • 40%	<b>1</b> • 100%	Marco Lanzani
Top management	<b>C</b>	<b>3</b> • 60%	<b>1</b> • 100%	Marco Lanzani
Restructuring and Reorganisation	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 100%	Marco Lanzani
M&A and employment- related issues	<b>B</b>	<b>2</b> • 40%	<b>1</b> • 100%	Marco Lanzani
Pensions and Pension and Social security	<b>C</b>	<b>2</b> • 40%	<b>1</b> • 100%	Marco Lanzani
Sports law	<b>B</b>	<b>2</b> (SPORTS TEAM)	<b>2</b>	Pierfilippo Capello, Andrea Bozza

The lawyers may have an active role in different practice areas.

## Club Méditerranée SA



### TYPE OF MATTER

Industrial/trade union relations - Non-contentious/advisory



### LEAD PARTNER

Marco Lanzani



### COUNTERPARTY

-

Assisting Club Méditerranée SA, the worldwide leader in holiday villages, in a lease of business agreement involving a holiday resort in the South of Italy - "Napitia". In particular advice was given in the mandatory consultation procedure with the trades unions and in the preparation of the relevant documentation.

## Fabio Capello and technical staff



### TYPE OF MATTER

Sports law



### LEAD PARTNERS

Pierfilippo Capello, Andrea Bozza



### COUNTERPARTY

Suning Holdings Group

Advising the Italian football manager Fabio Capello and a team of seven members of the technical staff in relation to the termination by mutual consent of their contracts as coach and staff for the Chinese football club Jiangsu Suning.

## Stella McCartney Italia srl



### TYPE OF MATTER

Non-contentious/advisory



### LEAD PARTNER

Marco Lanzani



### COUNTERPARTY

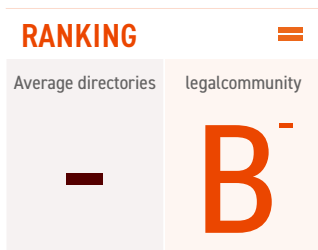
-

Advising Stella McCartney, a leader in the fashion industry, in the reorganisation of its "Retail Worldwide" network in order to create a regional structure and the consequent elimination of several positions, including top managers. The reorganisation started in October 2017 and the team is currently advising the company in the pre-litigation stages further to a series of claims filed by various dismissed employees.

**Other clients:** Fabio Capello, Eros Pisano, Matteo Ficini, S&S Sport Management SA, Rishworth Aviation Ltd, Cisalpina Tours SA, Momenive / Hexion Italia srl, Brivio & Viganò Logistics srl, Grifols Italia spa, Mavenir Group.

# PAVIA E ANSALDO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



In 2017 the employment team's practice registered a considerable increase of M&A deals, especially in the drafting and negotiation of agreements (employment/consultancy/investment) with top managers within acquisitions. Also the clients' requests are increasingly focused on cross-border activities, which require continuous relationship with foreign legal markets.

## MARKET FEEDBACK ON THE FIRM\*

«Long term (more than 10 years) business relationship. Very good firm. Employment law expertise, proximity management, fast answers, pragmatic approach».

«Employment expertise and know how».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Enrico Del Guerra:** «Brilliant. Experienced, easy to be contacted, fast, pragmatic».

«Good work. Expertise and competence».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Enrico Del Guerra	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Enrico Banchemo	<b>C</b>		✓	✓	✓		✓				✓	
Valentina Simonelli	<b>C</b>	✓		✓	✓	✓	✓	✓			✓	

\*summary of interviews with clients



# PAVIA E ANSALDO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**ENRICO DEL GUERRA**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

3

**42,8%**  
Partners

2

**28,5%**  
Associates

1

**14,2%**  
Counsels

1

**14,2%**  
Trainees

## NAMES OF PARTNERS

Enrico Banchemo, Enrico Del Guerra, Valentina Simonelli

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Francesco Vitella** (Associate): "Francesco has very good skills and autonomy in dealing with important matters, especially M&A transactions and employment litigation".



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	15%
Litigation	10%
Non-contentious/advisory**	20%
Agency agreements	5%
Top management	20%
Restructuring/Reorganisation	15%
Social security	5%
Public sector employment	
Sports law	5%
Criminal employment law	5%

TOTAL REVENUES IN ITALY (ESTIMATE)

**32 € mln**

\*according to clients and market observers - \*\*includes m&a

# PAVIA E ANSALDO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>2</b> • 28,5%	<b>2</b> • 66,6%	Enrico Del Guerra, Valentina Simonelli
Litigation	<b>B</b>	<b>5</b> • 71,4%	<b>2</b> • 66,6%	Enrico Del Guerra, Enrico Banchemo
Non-contentious/ advisory	<b>B</b>	<b>6</b> • 85,7%	<b>3</b> • 100%	Enrico Del Guerra, Enrico Banchemo, Valentina Simonelli
Agency agreements	<b>C</b>	<b>5</b> • 71,4%	<b>3</b> • 100%	Enrico Del Guerra, Enrico Banchemo, Valentina Simonelli
Top management	<b>B</b>	<b>3</b> • 42,8%	<b>2</b> • 66,6%	Enrico Del Guerra, Valentina Simonelli
Restructuring and Reorganisation	<b>B</b>	<b>3</b> • 42,8%	<b>3</b> • 100%	Enrico Del Guerra, Enrico Banchemo, Valentina Simonelli
M&A and employment- related issues	<b>B</b>	<b>5</b> • 71,4%	<b>2</b> • 66,6%	Enrico Del Guerra, Valentina Simonelli
Pensions and Pension and Social security	<b>C</b>	<b>2</b> • 28,5%	<b>1</b> • 33,3%	Enrico Del Guerra
Sports law	<b>C</b>	<b>2</b> • 28,5%	<b>2</b> • 66,6%	Enrico Banchemo, Valentina Simonelli
Criminal employment law	<b>C</b>	<b>1</b>	-	-

The lawyers may have an active role in different practice areas.

# PEDERSOLI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

**B**

NEW

## MARKET FEEDBACK ON THE FIRM\*

«Excellent business relationship. Tailor-made approach in the management of all cases, great attention and dedication to the company's needs».

«Employment expertise. Extremely reactive and efficient team. Immediate answers. Good value for money».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Francesco Simoneschi:** «Competent, empathy and interpersonal skills, friendly/informal approach». «Brilliant lawyer. Great technical and negotiation skills».

**Alessandro Tufani:** «Excellent work. Available, quick and responsive, extremely reliable and skilled».

## NEWS

In March 2018, **Francesco Simoneschi** joined Pedersoli from Gatti Pavesi Bianchi as Equity Partner with a team of two experienced lawyers (**Alessandro Crosta**, Counsel and **Andrea Scarpellini**, Associate). The team has gained an extensive expertise in managing all aspects of employment law issues relating to non-contentious advisory, litigation and transactional matters, both locally and internationally. The department works in close alignment with the firm's other practices, in particular with the new White-Collar Defence and Investigations department (which was launched in January 2018 and is led by **Enrico Maria Mancuso**) when dealing with criminal employment law.

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Francesco Simoneschi</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
<b>Alessandro Tufani</b>	<b>C</b>	✓	✓	✓	✓	✓	✓	✓	✓			
Other notable lawyers according to market sources	<b>Alessandro Crosta</b> (Counsel), <b>Andrea Scarpellini</b> (Associate), <b>Francesca Pistol</b> (Associate)											

\*summary of interviews with clients

# PEDERSOLI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FRANCESCO SIMONESCHI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

2

**25%**  
Partners

4

**50%**  
Associates

1

**12,5%**  
Counsels

1

**12,5%**  
Trainees

## NAMES OF PARTNERS

Francesco Simoneschi, Alessandro Tufani

## HIRES IN THE LAST 12 MONTHS

3

NAME. **Francesco Simoneschi** (Equity Partner)

JOINED FROM. **Gatti Pavesi Bianchi**

NAME. **Alessandro Crosta** (Counsel)

JOINED FROM. **Gatti Pavesi Bianchi**

NAME. **Andrea Scarpellini** (Associate)

JOINED FROM. **Gatti Pavesi Bianchi**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	13%
Litigation	20%
Non-contentious/advisory**	30%
Agency agreements	10%
Top management	5%
Restructuring/Reorganisation	15%
Social security	5%
Public sector employment	
Sports law	
Criminal employment law	2%

TOTAL REVENUES IN ITALY (ESTIMATE)

**35,8 € mln**

\*according to clients and market observers - \*\*includes m&a

# PEDERSOLI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>C</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Litigation	<b>B</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Non-contentious/ advisory	<b>B</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Agency agreements	<b>C</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Top management	<b>C</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Restructuring and Reorganisation	<b>B</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
M&A and employment- related issues	<b>B</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Pensions and Pension and Social security	<b>C</b>	<b>8</b> • 100%	<b>2</b> • 100%	Francesco Simoneschi, Alessandro Tufani
Criminal employment law	<b>B</b>	<b>4</b> (WHITE-COLLAR DEFENCE AND INVESTIGATIONS DEPARTMENT)	<b>1</b>	Enrico Maria Mancuso (Equity Partner - White-Collar Defence and Investigations department)

The lawyers may have an active role in different practice areas.

# PEDERSOLI STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Credito Emiliano



TYPE OF MATTER

Litigation



LEAD PARTNERS

Francesco Simoneschi, Alessandro Tufani



COUNTERPARTY

BonelliErede

Handling of the dispute against a primary Italian bank in relation to unfair competition issues. The case has been brought against the Court of Milan that recognized the unfair competition suffered by Credito Emiliano and issued against the counterparty an injunction to refrain from such behaviours for the future.

## Thun



TYPE OF MATTER

Industrial/trade union relations - Restructuring and reorganisation  
- Litigation



LEAD PARTNERS

Francesco Simoneschi, Alessandro Crosta (Counsel)



COUNTERPARTY

-

Advising Thun in a large and multi sectorial collective dismissal procedure: advising the company on the structure of the redundancy process, managing negotiations with the trade unions and handling disputes with redundant employees.

## Leonardo & Co (in association with Houlian Lokey)



TYPE OF MATTER

Restructuring and reorganisation - Advisory



LEAD PARTNER

Francesco Simoneschi



COUNTERPARTY

Vesci & Partners / Studio Vallebona

Advising Leonardo & Co in the shutdown of the Rome office and the consequent termination or relocation of the workforce of this office.

**Other clients:** Hefei Sari Investment Management Co., Dynamo Camp Onlus, Alchemy Capital Partners, The Buccellati Family.

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IN THE **FINANCIAL** SECTOR IN ITALY



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# PIROLA PENNUTO ZEI & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

—

C<sup>+</sup>

## MARKET FEEDBACK ON THE FIRM\*

«The firm has been assisting us for almost 25 years. High-quality firm: highly professional and multi-skilled team of lawyers covering all kinds of different practice areas».

«Very good team, with a multidisciplinary approach and a 360° vision provided every time we have to evaluate a labour matter».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Roberta Di Vieto:** «She is excellent, professional, timely and responsive».

**Umberto Orso-Giacone** (Junior Partner): «Reliable, efficient, accurate. He provides a clear “screening” of risks and opportunities. Excellent relations with trade-unions. ».



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

### PRACTICE AREAS

Ranking

Industrial/trade union  
relations

Litigation

Non-contentious/  
advisory

Agency agreements

Top management

Restructuring  
and reorganisation

M&A and employment-  
related issues

Pension & Social  
security

Public sector  
employment

Sports law

Criminal  
employment law

**Roberta Di Vieto**

**C**

✓

✓

✓

✓

✓

✓

✓

✓

Other notable lawyers  
according to market sources

**Marco Di Liberto** (Junior Partner)

\*summary of interviews with clients



# PIROLA PENNUTO ZEI & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ROBERTA DI VIETO**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

9

**39,1%**  
Partners

4

**17,4%**  
Associates

-

-  
Counsels

10

**43,4%**  
Trainees

## NAMES OF PARTNERS

Roberta Di Vieto, Carlo Dori, Luca Marvaldi, Luca Valdameri



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>15%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>35%</b>
Agency agreements	<b>5%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>10%</b>
Social security	<b>5%</b>
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**120,9 € mln**

EMPLOYMENT ACTIVITIES

**7 %**

\*according to clients and market observers - \*\*includes m&a

# PIROLA PENNUTO ZEI & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>6</b> • 26%	<b>4</b> • 100%	Roberta Di Vieto, Carlo Dori, Luca Valdameri, Luca Marvaldi
Litigation	<b>B</b>	<b>7</b> • 30,4%	<b>1</b> • 25%	Roberta Di Vieto
Non-contentious/ advisory	<b>B</b>	<b>11</b> • 47,8%	<b>4</b> • 100%	Roberta Di Vieto, Carlo Dori, Luca Valdameri, Luca Marvaldi
Agency agreements	<b>C</b>	<b>7</b> • 30,4%	<b>1</b> • 25%	Roberta Di Vieto
Top management	<b>C</b>	<b>7</b> • 30,4%	<b>4</b> • 100%	Roberta Di Vieto, Carlo Dori, Luca Valdameri, Luca Marvaldi
Restructuring and Reorganisation	<b>B</b>	<b>7</b> • 30,4%	<b>3</b> • 75%	Roberta Di Vieto, Carlo Dori, Luca Marvaldi
M&A and employment-related issues	<b>B</b>	<b>4</b> • 17,4%	<b>3</b> • 75%	Roberta Di Vieto, Carlo Dori, Luca Marvaldi
Pensions and Pension and Social security	<b>C</b>	<b>6</b> • 26%	<b>4</b> • 100%	Roberta Di Vieto, Carlo Dori, Luca Valdameri, Luca Marvaldi



The lawyers may have an active role in different practice areas.

# PIROLA PENNUTO ZEI & ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Rovagnati S.p.A. and Van Berkel International S.r.l.



### TYPE OF MATTER

M&A and employment-related issues - Industrial/trade union relations



### LEAD PARTNER

Roberta Di Vieto



### COUNTERPARTY

-

Assisting in the acquisition of Omas S.p.A and Fonderie leghe leggere S.r.l. and the subsequent redundancy procedure: consultations with trade unions under Art. 47 of Law n. 428/1990, management of the collective dismissal under Law no. 223/1991 and subsequent drafting of the final settlement agreement with trade unions and the individual agreements to be signed with the employees.

## Maticmind S.p.A.



### TYPE OF MATTER

Restructuring and reorganisation - Industrial/trade union relations



### LEAD PARTNER

Roberta Di Vieto



### COUNTERPARTY

-

Advising on the reorganization of the entire sister company's workforce (business e S.p.A) in light of the recent acquisitions and of the future company's plan of development. The reorganization involved the transfer of several employees to different business units, the managing of the further employee's resignations as well as the handling of a complex collective dismissal procedure.

## Streparava S.p.A.



### TYPE OF MATTER

M&A and employment-related issues - Industrial/trade union relations



### LEAD PARTNER

Roberta Di Vieto



### COUNTERPARTY

-

Assisting in connection with the acquisition of a company branch of business for the production of engines' components: assistance for drafting company's resolutions and contracts, for the consultations with trade unions pursuant to Art. 47 of law n. 428/1990 and relevant drafting and signature of the agreements with trade unions.

**Other clients:** Business France, ITEMA S.p.A., COIM – Chimica Organica Industriale Milanese S.p.A. and other Italian and multinational companies of different industry sectors.

# PORTOLANO CAVALLO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

—

**C<sup>+</sup>**

NEW

In the last 12 months the employment team has been mostly involved in the following matters:

- Employment litigation (dismissals, mobbing and harassment cases);
- negotiations with counterparties and trade unions on several matters such as: incentive plan, company policies, non-competition covenant, disciplinary actions.

Also, the team has faced an increasing number of request of legal advice in the area of the so-called sharing economy: digital labour platforms providing opportunities for the production and delivery of services through online marketplaces (platforms), employment issues about the classification and the legal protection of the “taskers” etc....

## MARKET FEEDBACK ON THE FIRM\*

«Technical knowledge, precision, timeliness and responsiveness. Very quick responses».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Andrea Gangemi:** «He is known for his great technical skills, quick responses and precision».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment- related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Andrea Gangemi	C		✓	✓	✓	✓	✓	✓	✓			

\*summary of interviews with clients

# PORTOLANO CAVALLO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**ANDREA GANGEMI**

2

**40%**  
Partners

1

**20%**  
Associates

1

**20%**  
Counsels

1

**20%**  
Trainees

## NAMES OF PARTNERS

Andrea Gangemi, Barbara Corsetti

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Valentina Turco** (Associate): "Valentina is involved in most of the matters dealt with by the employment practice and she also works on data protection issues of employees for several clients of the firm and on agency relationships".



\*according to clients and market observers - \*\*includes m&a

# PORTOLANO CAVALLO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Litigation	<b>B</b>	<b>2</b> • 40%	<b>1</b> • 50%	Andrea Gangemi
Non-contentious/ advisory	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 50%	Andrea Gangemi
Agency agreements	<b>C</b>	<b>2</b> • 40%	<b>1</b> • 50%	Andrea Gangemi
Top management	<b>B</b>	<b>3</b> • 60%	<b>1</b> • 50%	Andrea Gangemi
Restructuring and Reorganisation	<b>B</b>	<b>2</b> • 40%	<b>1</b> • 50%	Andrea Gangemi
M&A and employment- related issues	<b>C</b>	<b>2</b> • 40%	<b>1</b> • 50%	Andrea Gangemi
Pensions and Pension and Social security	<b>C</b>	<b>2</b> • 40%	<b>1</b> • 50%	Andrea Gangemi



The lawyers may have an active role in different practice areas.

# PUCCIO GIOVANNINI – PENALISTI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING\*\*

Average directories

legalcommunity

—

**C<sup>+</sup>**

NEW

This boutique criminal law firm was founded in June 2017 by Andrea Puccio and Francesco Giovannini, experts in the field of white-collar crime, including criminal matters arising in the employment context.

As far as criminal employment work is concerned, in the last 12 months the team has been mostly involved in:

- assisting companies and top managers/directors in criminal proceedings arising from workplace accidents;
- legal advice regarding corporate liability and the drafting of the Organizational Model pursuant to Legislative Decree No. 231/2001, health & safety in the workplace and prevention of work-related accidents.



## LAWYERS PRACTICE AREAS AND MARKET FEEDBACK

Ranking

### PRACTICE AREAS

Industrial/trade union  
relations

Litigation

Non-contentious/  
advisory

Agency agreements

Top management

Restructuring  
and reorganisation

M&A and employment-  
related issues

Pension & Social  
security

Public sector  
employment

Sports law

Criminal  
employment law

Andrea Puccio

**B**

Francesco Giovannini

**B**

✓

✓

\*summary of interviews with clients - \*\*referred to criminal employment law

# PUCCIO GIOVANNINI – PENALISTI ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**ANDREA PUCCIO**

2

**33,3%**  
Partners

2

**33,3%**  
Associates

1

**16,6%**  
Counsels

1

**16,6%**  
Trainees

## NAMES OF PARTNERS

Andrea Puccio, Francesco Giovannini

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Giulia Cagnazzo** (Associate): "She provides judicial assistance and consultancy both to individuals and companies, demonstrating problem solving attitude and great determination".

## HIRES IN THE LAST 12 MONTHS

**2**

NAME. **Giulia Cagnazzo** (Associate)

JOINED FROM. **Studio legale LCG - Lecis Cannella Grassi Studio Legale associato**

NAME. **Elisa Coppi** (Associate)

JOINED FROM. **Alessandro Magoni**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of criminal employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

Litigation

Non-contentious/advisory\*\*

Agency agreements

Top management

Restructuring/Reorganisation

Social security

Public sector employment

Sports law

Criminal employment law

**100%**

## EMPLOYMENT ACTIVITIES

**40 %**

PRACTICE AREA

RANKING

TEAM MEMBERS

NUMBER OF PARTNERS

NAME OF PARTNERS

**Criminal  
employment law**

**B**

**4 • 66,6%**

**2 • 100%**

Andrea Puccio, Francesco Giovannini

\*according to clients and market observers - \*\*includes m&a



# QUORUM STUDIO LEGALE E TRIBUTARIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

C<sup>-</sup>

B<sup>+</sup>

## MARKET FEEDBACK ON THE FIRM\*

«High quality firm. Very positive, close and interactive business relationship. I appreciate their understanding of my business needs for a multinational company. Positive experience based on trust and mutual understanding».

«Excellent firm. Multidisciplinary knowledge and great flexibility. The team is also very responsive and very good at explaining Italian legal process to foreign clients».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Francesco D'Amora:** «Excellent work. Great listening skills and ability to translate info into actions and proper legal advice».

«He is very responsive and understands the client's needs».

**Andrea Marziale:** «High level of competence and flexibility in the support and assistance he provides».

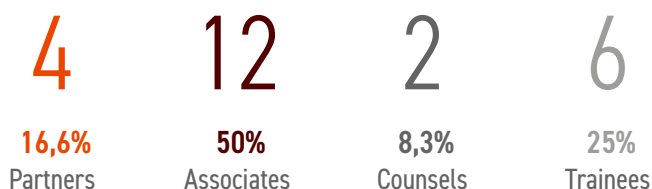


LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Corrado Cardarello	B	✓	✓	✓	✓	✓	✓	✓	✓			✓
Francesco D'Amora	B	✓	✓	✓	✓	✓	✓	✓				✓
Andrea Marziale	B	✓	✓	✓	✓	✓	✓	✓			✓	
Andrea Patrizi	B	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Alessandro Buonanno (Associate), Giuseppe Fera (Trainee)											

\*summary of interviews with clients

# QUORUM STUDIO LEGALE E TRIBUTARIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners.

## NAMES OF PARTNERS

Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS



TOTAL REVENUES IN ITALY

6 € mln

EMPLOYMENT ACTIVITIES

70 %

\*according to clients and market observers - \*\*includes m&a

# QUORUM STUDIO LEGALE E TRIBUTARIO ASSOCIATO

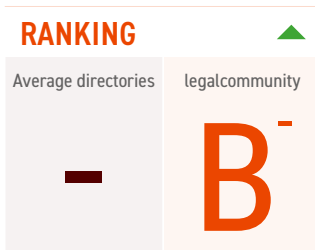
LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>8</b> • 33,3%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
Litigation	<b>A</b>	<b>12</b> • 50%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
Non-contentious/ advisory	<b>A</b>	<b>20</b> • 83,3%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
Agency agreements	<b>C</b>	<b>6</b> • 25%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
Top management	<b>B</b>	<b>10</b> • 41,6%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
Restructuring and Reorganisation	<b>B</b>	<b>12</b> • 50%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
M&A and employment-related issues	<b>C</b>	<b>8</b> • 33,3%	<b>4</b> • 100%	Corrado Cardarello, Francesco D'Amora, Andrea Marziale, Andrea Patrizi
Pensions and Pension and Social security	<b>C</b>	<b>4</b> • 16,6%	<b>2</b> • 50%	Corrado Cardarello, Andrea Patrizi
Public sector employment	<b>C</b>	<b>2</b> • 8,3%	<b>1</b> • 25%	Andrea Patrizi
Sports law	<b>C</b>	<b>2</b> • 8,3%	<b>1</b> • 25%	Andrea Marziale
Criminal employment law	<b>C</b>	<b>3</b> • 12,5%	<b>2</b> • 50%	Corrado Cardarello, Francesco D'Amora

The lawyers may have an active role in different practice areas.

# R&P LEGAL - STUDIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



In the last 12 months the Labor team mostly assisted clients in the IT, Media, Trade and Manufacturing sectors with regard to extraordinary operations (such as restructuring and M&A), industrial relations and compliance.

## MARKET FEEDBACK ON THE FIRM\*

«Great expertise and support in decision-making».

«Excellent team, multi-skilled and experienced. Quick communication with clients, excellent level of English, very proactive. They are experienced with commercial/labour issues».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Piergiorgio Bonacossa:** «Excellent work. Great support. Responsive».

**Piero Magri:** «We had an extremely positive experience with Piero Magri's team: we won a workplace accident criminal lawsuit».

«Excellent criminal lawyer, reliable, experienced. He has a very "human-friendly" approach».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Piergiorgio Bonacossa</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
<b>Matteo Luzzana</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
<b>Roberto Testa</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓			
<b>Piero Magri</b>	<b>B</b>											✓
Other notable lawyers according to market sources	<b>Benedetta Guastoni</b> (Associate – Criminal department)											

\*summary of interviews with clients

# R&P LEGAL – STUDIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**PIERGIORGIO BONACOSSA**

3+1

23%  
Partners

6

46,1%  
Associates

4

30,7%  
Trainees

## NAMES OF PARTNERS

Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa + Piero Magri (Criminal department)

## NOTABLE LAWYERS ACCORDING TO THE FIRM

Antonella Iaderosa (Associate), Flavia Bergamini (Associate), Fabio Benetti (Associate): «They have mostly been involved in Restructuring and M&A deals and litigation. They all have stunning professionalism, ambition and pragmatism».

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Mario Gatti** (Associate)  
JOINED FROM. **Lablaw**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	20%
Non-contentious/advisory**	30%
Agency agreements	5%
Top management	5%
Restructuring/Reorganisation	25%
Social security	5%
Public sector employment	
Sports law	
Criminal employment law	15%***

\*\*\*of the total of the criminal department revenue

TOTAL REVENUES IN ITALY (ESTIMATE)

**20,7 € mln**

EMPLOYMENT ACTIVITIES

**15 %**

\*according to clients and market observers - \*\*includes m&a

# R&P LEGAL – STUDIO ASSOCIATO

LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Litigation	<b>B</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Non-contentious/ advisory	<b>B</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Agency agreements	<b>C</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Top management	<b>C</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Restructuring and Reorganisation	<b>B</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
M&A and employment-related issues	<b>C</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Pensions and Pension and Social security	<b>C</b>	<b>9</b> • 69,2%	<b>3</b> • 100%	Piergiorgio Bonacossa, Matteo Luzzana, Roberto Testa
Criminal employment law	<b>B</b>	<b>4</b>	<b>1</b>	Piero Magri [Criminal department]

The lawyers may have an active role in different practice areas.

# SALONIA ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
—	B <sup>+</sup>

Long-standing experience and expertise in Employment and Labour law.  
Impressive track record in the field of collective labour disputes and industrial /trade union relations.

## MARKET FEEDBACK ON THE FIRM\*

The team is recognised for its «high levels of quality, professionalism and responsiveness».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Rosario Salonia:** «Extremely constructive, transparent and efficient work».  
«Highly-rated employment lawyer: strong technical legal skills, experience, empathy and management skills».



LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Rosario Salonia	AA	✓	✓	✓		✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Annalisa Barbera (Partner), Tiziana Cozzolino (Partner), Carmine Di Mambro (Associate), Jacopo Ierussi (Associate)											

\*summary of interviews with clients

# SALONIA ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**ROSARIO SALONIA**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

8

**29,6%**  
Partners

10

**37%**  
Associates

4

**14,8%**  
Counsels

5

**18,5%**  
Trainees

## NAMES OF PARTNERS

Rosario Salonia, Fabio Massimo Cozzolino, Tiziana Cozzolino, Stefano Taddei, Cristina Petrucci, Marilena Sturdà, Gianluca Veronesi, Annalisa Barbera



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>10%</b>
Litigation	<b>40%</b>
Non-contentious/advisory**	<b>10%</b>
Agency agreements	<b>2%</b>
Top management	<b>10%</b>
Restructuring/Reorganisation	<b>20%</b>
Social security	<b>3%</b>
Public sector employment	<b>4%</b>
Sports law	
Criminal employment law	<b>1%</b>

TOTAL REVENUES IN ITALY

**5,1 € mln**

EMPLOYMENT ACTIVITIES

**90 %**

\*according to clients and market observers - \*\*includes m&a



# SALONIA ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	6 • 22,2%	4 • 50%	Rosario Salonia, Tiziana Cozzolino, Stefano Taddei, Cristina Petrucci
Litigation	A	18 • 66,6%	8 • 100%	Rosario Salonia, Fabio Massimo Cozzolino, Tiziana Cozzolino, Stefano Taddei, Cristina Petrucci, Marilena Sturdà, Gianluca Veronesi, Annalisa Barbera
Non-contentious/ advisory	A	9 • 33,3%	4 • 50%	Rosario Salonia, Fabio Massimo Cozzolino, Stefano Taddei, Cristina Petrucci
Agency agreements	C	2 • 7,4%	2 • 25%	Fabio Massimo Cozzolino, Marilena Sturdà
Top management	A	4 • 14,8%	4 • 50%	Rosario Salonia, Fabio Massimo Cozzolino, Stefano Taddei, Annalisa Barbera
Restructuring and reorganisation	A	5 • 18,5%	3 • 37,5%	Rosario Salonia, Tiziana Cozzolino, Stefano Taddei
M&A and employment- related issues	A	5 • 18,5%	2 • 25%	Rosario Salonia, Annalisa Barbera
Pensions and social security	B	4 • 14,8%	2 • 25%	Rosario Salonia, Fabio Massimo Cozzolino
Public sector employment	B	4 • 14,8%	2 • 25%	Rosario Salonia, Cristina Petrucci
Criminal employment law	B	3 • 11,1%	1 • 12,5%	Fabio Massimo Cozzolino

The lawyers may have an active role in different practice areas.

# SALONIA ASSOCIATI

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Mercatone Uno S.p.A.

100 € mln



TYPE OF MATTER

Industrial/trade union relations



LEAD PARTNER

Rosario Salonia



COUNTERPARTY

-

Industrial relations assistance. The agreement recently signed with the unions is extremely relevant because it guarantees that 90% of the jobs are saved (more than 2,300 out of 3,000).

## Salini Impregilo S.p.A.



TYPE OF MATTER

Industrial/trade union relations



LEAD PARTNER

Rosario Salonia



COUNTERPARTY

-

Assisting in the collective dismissal of more than 500 employees of Consorzio COCIV.

## FILA S.p.A.

340 US\$ mln



TYPE OF MATTER

-



LEAD PARTNER

Annalisa Barbera



COUNTERPARTY

-

Advising on employment issues arising from the purchase of 100% of the shares of Pacon Holding Company (Pacon), one of the main players in the North American market for products in the schools and arts & crafts sectors.

**Other clients:** Italian and multinational companies of different industry sectors.



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OF **ITALIAN FOOD & BEVERAGE**  
PLAYERS ABROAD



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# SCORCELLI, ROSA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

C

B<sup>+</sup>

## Clients say about us:

*«skilled, available, responsive, cost conscious  
and always at client's side»*

## CONTACTS

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20122 Milan (Italy)

T. +39 0276390744

F. +39 0276390681

[info@splegal.it](mailto:info@splegal.it)

[rscorcelli@splegal.it](mailto:rscorcelli@splegal.it)

[www.splegal.it](http://www.splegal.it)

In the last 12 months, this highly regarded boutique advised clients on collective and individual dismissals and on various employment, trade union, pension and commercial agency issues (related to collective dismissals, business unit transfers, disciplinary procedures and drafting of employment contracts), some of them arising also in the context of M&A transactions and corporate reorganizations. The team also provided top litigation assistance.

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Renato Scorcelli:** «Employment knowledge and expertise. Excellent negotiation and problem solving skills»

**Renato Scorcelli and Sara Huge:** «They are excellent lawyers and labour experts, especially for individual litigation cases and social security/pension related issues. They are very reliable in terms of expertise and case law, with a very strong concrete working approach which enables quick and efficient interaction»

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Renato Scorcelli	A	✓	✓	✓	✓	✓	✓	✓	✓			
Sara Huge	B	✓	✓	✓	✓	✓	✓	✓	✓			

\*summary of interviews with clients

# SCORCELLI, ROSA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**RENATO SCORCELLI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills.

2

25%  
Partners

4

50%  
Associates

-

-  
Counsels

2

25%  
Trainees

## NAMES OF PARTNERS

Renato Scorcelli, Sara Huge

## HIRES IN THE LAST 12 MONTHS

1

NAME. **Alessandra Rovescalli** (Associate)

JOINED FROM. **Lexellent**



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	20%
Non-contentious/advisory**	25%
Agency agreements	5%
Top management	25%
Restructuring/Reorganisation	10%
Social security	5%
Public sector employment	
Sports law	
Criminal employment law	

## EMPLOYMENT ACTIVITIES

90 %

\*according to clients and market observers - \*\*includes m&a

# SCORCELLI, ROSA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
Litigation	<b>B</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
Non-contentious/ advisory	<b>A</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
Agency agreements	<b>B</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
Top management	<b>B</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
Restructuring and Reorganisation	<b>B</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
M&A and employment- related issues	<b>B</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge
Pensions and Pension and Social security	<b>C</b>	<b>6</b> • 75%	<b>2</b> • 100%	Renato Scorcelli, Sara Huge



The lawyers may have an active role in different practice areas.

# SCORCELLI, ROSA & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Managing Director



TYPE OF MATTER

Litigation



LEAD PARTNERS

Renato Scorcelli, Sara Huge



COUNTERPARTY

-

Assisting the managing director of a ship manufacturing company in a claim for unlawful dismissal and in the subsequent legal proceedings filed against the employer seeking compensation and damages.

## Company



TYPE OF MATTER

Industrial/trade union relations - M&A and employment-related issues.



LEAD PARTNERS

Renato Scorcelli, Sara Huge



COUNTERPARTY

-

Advising a company on all employment aspects of a transfer of business and contracts of employment, including assistance in negotiations with trade unions.

## Private clients



TYPE OF MATTER

Litigation - Industrial/trade union relations



LEAD PARTNERS

Renato Scorcelli, Sara Huge



COUNTERPARTY

-

Assistance in the lawsuits filed by several employees regarding the application of collective agreements related to a transfer of business; assistance in the negotiations with trade unions regarding the execution of a new company collective agreement.

**Other clients:** Italian and multinational companies of different industry sectors.

# SIMMONS & SIMMONS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

RANKING	
Average directories	legalcommunity
C <sup>-</sup>	B <sup>+</sup>

The employment team led by employment law specialist Davide Sportelli is a “boutique” within an International firm. The team is particularly praised for its pragmatic and commercial approach in advising its clients

## MARKET FEEDBACK ON THE FIRM\*

«Reputation and integrated international team: Simmons & Simmons is a true “brand”».

«The firm has been assisting us for more than 10 years. We have always received an optimal professional support and service. Great skills and constant labour law updates. We chose this firm for their employment knowledge and expertise and also because they are very close to our business needs».

«Great team. Expertise, reliability, precision, proactiveness, knowledge of business and great negotiation skills».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Davide Sportelli:** «He is an outstanding lawyer: experience, expertise, pragmatic approach».

«Skilled, experienced, reliable. He is an excellent trial attorney».

**Davide Sportelli and Emanuela Boca:** «They are both very efficient and effective. They are very close to our business needs».

«Pragmatism, labour law skills and efficiency».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Davide Sportelli	A	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Emanuela Boca	B	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Luigi Ricci Palopoli	C	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Ottavio Sangiorgio	C	✓	✓	✓	✓	✓	✓	✓	✓	✓		
Other notable lawyers according to market sources	Emanuela Boca (Senior Associate), Luigi Ricci Palopoli (Senior Associate), Ottavio Sangiorgio (Senior Associate)											

\*summary of interviews with clients



# SIMMONS & SIMMONS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**DAVIDE SPORTELLI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. international network and strong presence in Italy.

1

12,5%  
Partners

5

62,5%  
Associates

-

-  
Counsels

2

25%  
Trainees

## NAMES OF PARTNERS

Davide Sportelli

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Emanuela Boca** (Senior Associate): "Emanuela has gained consolidated experience in advising leading national and international companies operating mainly in the fashion and luxury sectors on a wide range of employment law matters, including reorganisation of the retail network, investigations into parallel markets, disciplinary procedures, strategic dismissals and associated litigation".

**Luigi Ricci Palopoli** (Senior Associate): "Luigi advises Italian and international clients on all aspects of employment law in Italy. He has a particular focus on the insurance, banking, commercial and industrial sectors".

**Ottavio Sangiorgio** (Senior associate): "Ottavio advises Italian and international clients on a range of contentious and non-contentious employment matters. Ottavio's activity during 2017 particularly focused on restructuring operations and employment assistance in relation to M&A transactions".

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	20%
Litigation	15%
Non-contentious/advisory**	3%
Agency agreements	10%
Top management	30%
Restructuring/Reorganisation	22%
Social security	
Public sector employment	
Sports law	
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

**25 € mln**

EMPLOYMENT ACTIVITIES

**12 %**

\*according to clients and market observers - \*\*includes m&a

# SIMMONS & SIMMONS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	8 • 100%	1 • 100%	Davide Sportelli
Litigation	A	8 • 100%	1 • 100%	Davide Sportelli
Non-contentious/ advisory	B	8 • 100%	1 • 100%	Davide Sportelli
Agency agreements	C	8 • 100%	1 • 100%	Davide Sportelli
Top management	A	8 • 100%	1 • 100%	Davide Sportelli
Restructuring and Reorganisation	A	8 • 100%	1 • 100%	Davide Sportelli
M&A and employment- related issues	B	8 • 100%	1 • 100%	Davide Sportelli
Pensions and Pension and Social security	C	8 • 100%	1 • 100%	Davide Sportelli
Public sector employment	C	8 • 100%	1 • 100%	Davide Sportelli

The lawyers may have an active role in different practice areas.

# SIMMONS & SIMMONS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Astellas Pharma

2,5 € mln



### TYPE OF MATTER

Industrial/trade union relations - Top management - Restructuring and reorganisation



### LEAD PARTNER

Davide Sportelli



### COUNTERPARTY

Studio Legale Ripa - FEMCA-CISL, FILCTEM-CGIL, and UIL-TEC Unions

Assisting the company in relation to a major restructuring in Italy entailing the streamlining of the company's anti-infective line of business and the outsourcing of facilities services. It was a highly complex matter, involving advising the company on: (i) pre-transaction strategy and risks; (ii) a collective dismissal procedure (negotiations and execution of a collective agreement with the trade unions); (iii) potential commercial ramifications; (iv) the dismissal of an executive who required separated and complex negotiations.

## Decathlon



### TYPE OF MATTER

Litigation - Non-contentious/advisory



### LEAD PARTNER

Davide Sportelli



### COUNTERPARTY

-

Assisting Decathlon on a number of employment issues both in contentious and non-contentious matters including: (i) the management of litigation activity all around Italy; (ii) investigations and subsequent disciplinary procedures; (iii) legal proceedings related to dismissals and/or transfer of employees.

## NTT Data EMEA Ltd.

1,5 € mln



### TYPE OF MATTER

Top management - Restructuring and reorganisation



### LEAD PARTNER

Davide Sportelli



### COUNTERPARTY

Gattai Minoli Agostinelli and Partners

Advising NTT Data EMEA Ltd., a leading global IT group delivering technology-enabled services solutions, on a sensitive project entailing the reorganization of its upper senior management structure, including the termination of the Managing Director's relationship with the Italian legal entity and his appointment as CEO of the same company and as a consultant of other Group companies.

**Other clients:** LVMH, Brand Loyalty Italia S.p.A, Unit4 Business Software, XL Catlin, Moody's and other Italian and multinational companies of different industry sectors.

## RANKING

Average directories

legalcommunity

—

**B**



In 2017 the employment team focused on the following matters: renewal and signature of new collective bargaining agreements; day-to-day consultancy activities; litigation (in particular social security litigation); collective dismissal procedures; employees' dismissals and transfers; review of health and safety systems and procedures; assistance in projects involving the opening of new plants.

## MARKET FEEDBACK ON THE FIRM\*\*

«I started working with the team in 2015-2016 when Sergio Barozzi was in Lexellent. I chose SZA\* for Sergio Barozzi\*».

«Top-rated firm. Great concreteness in solving problems».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Sergio Barozzi:** «Sergio Barozzi is an outstanding lawyer. Great attention and dedication to the client's needs. Deep understanding of our business and the market. Quick, efficient, reliable».

«Great work and concreteness».

## NEWS

In April 2018, SZA boosted its employment team with the appointment of highly experienced Partner Sergio Barozzi, who joined from Lexellent together with Associate Sofia Bargellini and trainees Tommaso Raco and Claudia Di Biase. Also, Luca Borghi's promotion to Partner earlier this year reflects the ongoing commitment of SZA to grow its employment practice.

Sadly, Sergio Barozzi passed away tragically and unexpectedly on 31 August 2018.

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Luca Borghi	<b>B</b>	✓	✓	✓	✓		✓	✓	✓	✓		
Other notable lawyers according to market sources	Sofia Bargellini (Associate)											

\*\*summary of interviews with clients

1

16,7%  
Partners

3

50%  
Associates

-

-  
Counsels

2

33,3%  
Trainees

## NAMES OF PARTNERS

Luca Borghi

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Sofia Bargellini** (Associate): «Sofia Bargellini followed many big deals and legal proceedings in particular in the following fields: renewal and/or signature of new collective bargaining agreements, collective dismissal procedures, review of health and safety system and procedures, employees' dismissals and transfers. She is particularly skilled in social security and is an expert of European social security legislation. She followed the Ryanair case vs INPS and INAIL, one of the biggest lawsuits in Italy».

## HIRES IN THE LAST 12 MONTHS

3

NAME. **Sofia Bargellini** (Associate)  
JOINED FROM. **Lexellent**

NAME. **Tommaso Raco** (Trainee)  
JOINED FROM. **Lexellent**

NAME. **Claudia Di Biase** (Trainee)  
JOINED FROM. **Lexellent**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	20%
Litigation	10%
Non-contentious/advisory**	30%
Agency agreements	5%
Top management	5%
Restructuring/Reorganisation	20%
Social security	5%
Public sector employment	5%
Sports law	
Criminal employment law	

## EMPLOYMENT ACTIVITIES

8 %



\*according to clients and market observers - \*\*includes m&a

# TOFFOLETTO DE LUCA TAMAJO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

A

A

*«International legal directories have consistently ranked the firm at the top of its class, reaffirming the firm's quality service, expertise & innovative approach year after year»*

## CONTACTS

Milan – Naples

Rome – Bergamo

T. +39 02 721441

[www.toffolettodeluca.it](http://www.toffolettodeluca.it)

[www.iuslaboris.com](http://www.iuslaboris.com)

Through Ius Laboris, the largest international organisation of employment law firms that Toffoletto De Luca Tamajo e Soci co-founded, the firm is able to offer truly global coverage with local knowledge and expertise.

Following recent changes in terms of new legislation and regulation and in order to satisfy clients' increasing new needs, in the last 12 months the firm has developed new "products" i.e. special teams of lawyers for specific employment law topics such as Whistleblowing and Employee Welfare Benefits, which join existing "products" such as: GDPR and Data Privacy, Employee monitoring procedures and IT usage policies, Flexible Working, Compensation & Benefits, Commercial agent agreements and Automated contracts.

The firm's Welfare, Compensation & Benefits practice has grown significantly, thanks in part to a new entry in September 2017, when Diego Paciello, leading expert in employee welfare plans, joined the firm as head of Tax, Welfare, Compensation and Benefits, together with Donatella Cungi.

Following the introduction of the so-called Whistleblowing Law, the firm created a special team (headed by Federica Paternò) dedicated to Whistleblowing, as well as a specific Law Map™ on the topic.

## MARKET FEEDBACK ON THE FIRM\*

«Excellent firm and business relationship. They are the best in the management of industrial and trade unions relations. Excellent negotiations skills and ability to understand the clients' needs and suggest the right solutions. Excellent knowledge of English and ability to interface with clients and counterparties at an international level».

«Highly competent team. International approach and excellent language skills».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Aldo Bottini:** «Truly outstanding. He is always available».

**Stefano de Luca Tamajo:** «Technical skills, experience, pragmatism and concreteness».

**Donatella Cungi:** «She is a brilliant, experienced lawyer. Great dedication and attention to clients' needs».

**Emanuela Nespoli:** «Highly skilled and pragmatic».

**Ranieri Romani:** «(Senior Associate): «Perfect combination between technical and interpersonal skills. Great listening skills and understanding of the business and company context. He always keeps us up-to-date. He is also a great litigator: calm and efficient in court».

«Service level is excellent for response time and appropriateness of advice. Great business acumen».

\*summary of interviews with clients



# TOFFOLETTO DE LUCA TAMAJO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Franco Toffoletto	★	✓	✓	✓	✓	✓	✓	✓				
Raffaele De Luca Tamajo	★	✓	✓	✓			✓					
Aldo Bottini	AA		✓	✓		✓				✓		
Emanuele Nespoli	A	✓	✓	✓			✓	✓				
Aldo Palumbo	B		✓	✓								
Paola Pucci	B	✓	✓	✓		✓	✓	✓				
Elio Cherubini	C		✓	✓				✓				
Donatella Cungi	C		✓	✓		✓						
Valeria Morosini	C	✓	✓	✓			✓	✓				
Federica Paternò	C		✓	✓				✓				
Ranieri Romani	C	✓	✓	✓		✓	✓	✓			✓	
Other notable lawyers according to market sources		<p>Lisa Auguadra (Associate): «She is extremely responsive».</p> <p>Maria Rosaria Della Ragione (Associate): «Great litigator».</p> <p>Chiara Taddei (Associate): «A Junior lawyer who is more and more autonomous».</p> <p>Lea Rossi (Senior Associate): «Excellent work and knowledge of labor law. She is able to provide suggestions at an international level».</p> <p>Mario Quaranta (Senior Associate): «Extremely reliable».</p> <p>Arturo Ursitti (Trainee): «Extremely promising».</p>										

\*summary of interviews with clients

# TOFFOLETTO DE LUCA TAMAJO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FRANCO TOFFOLETTO**

(photo),

**RAFFAELE DE LUCA TAMAJO**

16

22,2%  
Partners

47

65,2%  
Associates

-

-  
Counsels

9

12,5%  
Trainees

## NAMES OF PARTNERS

Franco Toffoletto, Raffaele De Luca Tamajo, Valeria Morosini, Emanuela Nespoli, Paola Pucci, Giacomo De Fazio, Donatella Cungi, Aldo Bottini, Maria Teresa Salimbeni, Elio Cherubini, Vincenzo Luciani, Federica Paternò, Andrea Morone, Stefano De Luca Tamajo, Antonio Di Stasio, Aldo Palumbo

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Ornella Patané** (Senior Associate): «She assists multinational companies in a variety of sectors such as insurance, banking, luxury, consulting information technology and pharmaceuticals, advising them on a daily basis regarding, among other issues, the dismissal of executives, restrictive covenants, company policies, drafting contracts for high-level employees, reviewing contract compliance with local legislation transfer of undertakings, secondments».

**Lorenzo Gelmi** (Senior Associate): «Lorenzo has extensive experience in matters involving commercial agency agreements, as well as the management of complex collective redundancies and reorganisations. He has particular expertise in the banking, finance and insurance market sectors, including with regard to remuneration policies in regulated sectors».

## HIRES IN THE LAST 12 MONTHS

2

NAME. **Maristella Coccia** (Senior Associate)

NAME. **Diego Paciello** (Head of Tax, Welfare, Compensation and Benefits)

JOINED FROM. **SCGT - Studio di Consulenza Giuridico-Tributaria**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. international network and strong presence in Italy;
7. strong focus on R&D, digital technologies and innovation.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations 10%

Litigation 48%

Non-contentious/advisory\*\* 20%

Agency agreements 10%

Top management 3%

Restructuring/Reorganisation 5%

Social security 1%

Public sector employment 2%

Sports law 1%

Criminal employment law

TOTAL REVENUES IN ITALY

19,02 € mln

EMPLOYMENT ACTIVITIES

100 %

\*according to clients and market observers - \*\*includes m&a



# TOFFOLETTO DE LUCA TAMAJO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	10 • 13,8%	5 • 31,2%	Franco Toffoletto, Raffaele De Luca Tamajo, Valeria Morosini, Emanuela Nespoli, Paola Pucci
Litigation	A	72 • 100%	16 • 100%	**Franco Toffoletto, Raffaele De Luca Tamajo, Valeria Morosini, Emanuela Nespoli, Paola Pucci, Giacomo De Fazio, Donatella Cungi, Aldo Bottini, Maria Teresa Salimbeni, Elio Cherubini, Vincenzo Luciani, Federica Paternò, Andrea Morone, Stefano De Luca Tamajo, Antonio Di Stasio, Aldo Palumbo
Non-contentious/ advisory	A	72 • 100%	16 • 100%	**
Agency agreements	A	7 • 9,7%	2 • 12,5%	Franco Toffoletto, Giacomo De Fazio
Top management	A	5 • 6,9%	4 • 25%	Franco Toffoletto, Aldo Bottini, Donatella Cungi, Paola Pucci
Restructuring and Reorganisation	A	15 • 20,8%	6 • 37,5%	Franco Toffoletto, Raffaele De Luca Tamajo, Valeria Morosini, Emanuele Nespoli, Paola Pucci, Maria Teresa Salimbeni
M&A and employment-related issues	A	12 • 16,6%	7 • 43,7%	Franco Toffoletto, Elio Cherubini, Vincenzo Luciani, Valeria Morosini, Emanuele Nespoli, Federica Paternò, Paola Pucci
Pensions and Pension and Social security	A	5 • 6,9%	2 • 12,5%	Vincenzo Luciani, Maria Teresa Salimbeni
Public sector employment	A	6 • 8,3%	3 • 18,7%	Aldo Bottini, Vincenzo Luciani, Andrea Morone
Sports law	A	2 • 2,7%	-	Marcello De Luca Tamajo (Senior Associate), Ranieri Romani (Senior Associate)

The lawyers may have an active role in different practice areas.

# TOFFOLETTO DE LUCA TAMAJO

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## FCA Italy (Fiat Chrysler Italy)



### TYPE OF MATTER

Industrial/trade union relations - Non-contentious/advisory - Litigation



### LEAD PARTNER

Raffaele De Luca Tamajo



### COUNTERPARTY

-

Assisting FCA Italy, the Italian subsidiary of the Italian-American automaker Fiat Chrysler Automobiles, in the analysis and in-depth study of FCA Italy's specific collective bargaining agreement, the concrete verification of its implementation, as well as the problems and benefits associated with its future renewal. FCA Italy's specific collective bargaining agreement is innovative due to the absence of a national collective bargaining agreement and it also enabled the company to relaunch itself strongly in terms of efficiency and finance. The team is also assisting the company in two important lawsuits filed by trade unions.

## Technogym



### TYPE OF MATTER

Non-contentious/advisory



### LEAD PARTNER

Franco Toffoletto



### COUNTERPARTY

-

Advising Technogym for the first edition of an automated online contract service created by the firm for its clients. The personalised platform allows companies to generate tailor-made contracts of any type in a matter of minutes simply by responding to an interview. Contracts are updated periodically and archived in a searchable database. Although the first service was launched with Technogym, with a platform specifically tailored to the company, the product was created so as to be replicable for other clients. The product is the first of its kind on the Italian market.

## Autogrill



### TYPE OF MATTER

Industrial/trade union relations, Restructuring and reorganisation



### LEAD PARTNER

Emanuela Nespoli



### COUNTERPARTY

-

Assisting Autogrill: (i) in reaching an agreement with trade unions allowing a maximum of 500 employees of the group's companies to gain access to early retirement by means of the so-called "Isopensione" instrument, provided for by the Fornero Law; (ii) for the employment law aspects of a company reorganisation (transfer of part of an undertaking - TUPE); this was a cross-border matter, involving approximately 3,000 employees across Italy, Germany, Spain, France and Belgium.

**Other clients:** Allianz, Ferrovie dello Stato, ENI, Johnson & Johnson Group, Esso Italiana, Holcim Italia, Microsoft, Yoox Net-a-Porter, Korn/Ferry, Armando Testa, C.W.F. Children Worldwide Fashion Italia S.r.l., Ideal Standard.

“LA VERA RICCHEZZA È IL TEMPO. RITAGLIANE PER TE STESSO”



APERTO 7 GIORNI SU 7  
DALLE 10 ALLE 20



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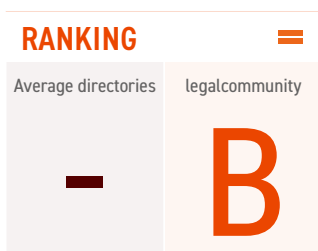
LL'INTERNO DI ANTICHI PALAZZI, BARBERINO'S FA RIVIVERE L'ATMOSFERA DI UNA  
STORICA BARBERIA ITALIANA. AMBIENTI SOFISTICATI ED ELEGANTI PENSATI PER  
QUEI GENTLEMEN ESIGENTI CHE DESIDERANO RISCOPRIRE I RITUALI DELLA  
RASATURA E DEL TAGLIO CAPELLI SECONDO LA MIGLIORE TRADIZIONE ITALIANA

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MILANO

CORSO MAGENTA, 10 - VIA CERVA, 11 - CORSO DI PORTA ROMANA, 72  
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# TONUCCI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



Solid and experienced team in advising both employers and employees in out-of-court and in-court matters of labour, pension law and industrial relations.

The employment team has also a remarkable experience and specialization in the sports field, assisting sports federations, sports clubs and associations, shareholders, investment companies, agents, professional athletes for contract negotiations and any employment law issue in the world of sport.

## MARKET FEEDBACK ON THE FIRM\*

«Brilliant employment team. Precision, timing, professionalism. I chose to work with this firm because of its very good reputation as one of the best ranked law firms in Italy».

«Excellent firm. Broad range of professionals covering the major areas of law. Large law firm but flexible and with rates that are highly competitive».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Cristina Mazzamauro:** «Experienced, responsive and extremely accurate. Great analysis and problem-solving skills».

«She is a brilliant lawyer: strong legal skills, patience with our multinational organization, ability to interact with us and understand our needs».

«Very good work. She is always available and flexible according to our business needs. She is able to meet our expectations in terms of legal services and costs».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
<b>Cristina Mazzamauro</b>	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Other notable lawyers according to market sources	Salvatore Cosentini (Associate), Fabrizio D'Onofrio (Associate)											

\*summary of interviews with clients

# TONUCCI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**CRISTINA MAZZAMAURO**

1

**25%**  
Partners

2

**50%**  
Associates

-

-  
Counsels

1

**25%**  
Trainees

## NAMES OF PARTNERS

Cristina Mazzamauro

## NOTABLE LAWYERS ACCORDING TO THE FIRM

Salvatore Cosentini (Associate)

Fabrizio D'Onofrio (Associate)



## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
6. cost-effective services.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>20%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>10%</b>
Agency agreements	<b>1%</b>
Top management	<b>20%</b>
Restructuring/Reorganisation	<b>5%</b>
Social security	<b>1%</b>
Public sector employment	<b>2%</b>
Sports law	<b>20%</b>
Criminal employment law	<b>1%</b>

TOTAL REVENUES IN ITALY (ESTIMATE)

**26,8 € mln**

EMPLOYMENT ACTIVITIES

**10 %**

\*according to clients and market observers - \*\*includes m&a

# TONUCCI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Litigation	<b>A</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Non-contentious/ advisory	<b>A</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Agency agreements	<b>C</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Top management	<b>B</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Restructuring and Reorganisation	<b>B</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
M&A and employment- related issues	<b>B</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Pensions and Pension and Social security	<b>C</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Public sector employment	<b>C</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Sports law	<b>A</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro
Criminal employment law	<b>B</b>	<b>3</b> • 75%	<b>1</b> • 100%	Cristina Mazzamauro

The lawyers may have an active role in different practice areas.

# TONUCCI & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## A. S. Roma S.p.A.



TYPE OF MATTER

Litigation – Sports law



LEAD PARTNER

Cristina Mazzamauro



COUNTERPARTY

Simone Guberti, Studio Pepoli 70

Assisting A. S. Roma in an employment arbitration dispute.

## Northrop Grumman Italia S.p.A.



TYPE OF MATTER

Non-contentious/advisory - Top management



LEAD PARTNER

Cristina Mazzamauro



COUNTERPARTY

-

Assisting in management reorganization.

## Arkad – ABB S.p.A.



TYPE OF MATTER

Non-contentious/advisory



LEAD PARTNER

Cristina Mazzamauro



COUNTERPARTY

-

Due diligence and assistance in the constitution of the new JV company Arkad-ABB S.p.A.

**Other clients:** Ubeepto International SAS, AST – Acciai Speciali Terni a socio Unico S.p.A. and other Italian and multinational companies of different industry sectors.



# TRIFIRÒ & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS

## RANKING

Average directories

legalcommunity

A

A

Top rated employment law firm, recognised for its excellence in Employment and Labour law.

## MARKET FEEDBACK ON THE FIRM\*

«Outstanding team: highly experienced, deep knowledge of the labour market and environment. We chose to work with this firm because it is one of the most prestigious and competent employment law firms in Italy».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Salvatore Trifirò:** «Top level assistance. He is rightly widely revered for his knowledge of employment law and technical skills, long-standing experience and deep knowledge of the market».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Giacinto Favalli	★	✓	✓	✓			✓	✓				
Salvatore Trifirò	★		✓	✓		✓						
Stefano Beretta	A		✓	✓								
Angelo Di Goia	B		✓	✓						✓	✓	
Giorgio Molteni	B	✓	✓	✓			✓	✓	✓			
Vittorio Provera	B	✓	✓	✓				✓				
Stefano Trifirò	B		✓	✓		✓						
Damiana Lesce	C	✓	✓	✓			✓					
Marina Olgiati	C		✓	✓								
Luca Peron	C		✓	✓	✓							
Marina Tona	C		✓	✓				✓			✓	
Other notable lawyers according to market sources	Jacopo Francesco Moretti (Partner)											

\*summary of interviews with clients



# TRIFIRÒ & PARTNERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS



HEAD OF DEPARTMENT

**GIACINTO FAVALLI,**  
**SALVATORE TRIFIRÒ** (photo),  
**STEFANO BERETTA,**  
**VITTORIO PROVERA,**  
**GIORGIO MOLTENI**

36

54,5%  
Partners

24

36,3%  
Associates

-

-  
Counsels

6

9%  
Trainees

## NAMES OF PARTNERS

Salvatore Trifirò, Paola Siniramed, Stefano Beretta, Giacinto Favalli, Bonaventura Minutolo, Vittorio Provera, Stefano Trifirò, Anna Maria Corna, Giorgio Molteni, Marina Olgiate, Marina Tona, Mario Cammarata, Luca Peron, Francesco Autelitano, Antonio Cazzella, Damiana Lesce, Mariapaola Rovetta Arici, Valentina Ruzzenenti, Luca D'Arco, Orazio Marano, Paolo Zucchinalli, Tiziano Feriani, Filippo Salvo, Tommaso Targa, Angelo Di Gioia, Paola Balletti, Paola Lonigro, Claudio Ponari, Teresa Cofano, Andrea Beretta, Francesco Chiarelli, Marta Filadoro, Francesco Cristiano, Diego Meucci, Sara Lovecchio, Valeria De Lucia

## HIRES IN THE LAST 12 MONTHS

3

NAME. **Alice Testa** (Trainee)

NAME. **Silvia Mazzè** (Trainee)

NAME. **Ilaria Pittingolo** (Trainee)

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. negotiation skills;
6. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations.

## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	10%
Litigation	30%
Non-contentious/advisory**	10%
Agency agreements	5%
Top management	15%
Restructuring/Reorganisation	20%
Social security	4%
Public sector employment	5%
Sports law	1%
Criminal employment law	

TOTAL REVENUES IN ITALY (ESTIMATE)

26 € mln

EMPLOYMENT ACTIVITIES

70 %

\*according to clients and market observers - \*\*includes m&a

# TRIFIRÒ & PARTNERS

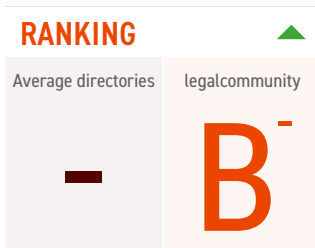
LAW FIRM | DEPARTMENT | PRACTICE AREAS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	A	10 • 15,1%	4 • 11,1%	Giacinto Favalli, Giorgio Molteni, Vittorio Provera, Damiana Lesce
Litigation	A	45 • 68,1%	30 • 83,3%	Salvatore Trifirò, Stefano Beretta, Giacinto Favalli, Vittorio Provera, Stefano Trifirò, Anna Maria Corna, Giorgio Molteni, Marina Olgianti, Marina Tona, Mario Cammarata, Luca Peron, Francesco Autelitano, Antonio Cazzella, Damiana Lesce, Valentina Ruzzenenti, Luca D'Arco, Orazio Marano, Paolo Zucchinali, Tiziano Feriani, Filippo Salvo, Tommaso Targa, Angelo Di Gioia, Paola Lonigro, Claudio Ponari, Teresa Cofano, Andrea Beretta, Francesco Chiarelli, Francesco Cristiano, Diego Meucci, Sara Lovecchio e Valeria De Lucia
Non-contentious/ advisory	A	45 • 68,1%	23 • 63,8%	Salvatore Trifirò, Stefano Beretta, Giacinto Favalli, Vittorio Provera, Stefano Trifirò, Anna Maria Corna, Giorgio Molteni, Marina Olgianti, Marina Tona, Mario Cammarata, Luca Peron, Antonio Cazzella, Damiana Lesce, Luca D'Arco, Orazio Marano, Paolo Zucchinali, Filippo Salvo, Tommaso Targa, Angelo Di Gioia, Paola Lonigro, Claudio Ponari, Francesco Chiarelli e Valeria De Lucia
Agency agreements	A	5 • 7,5%	5 • 13,8%	Bonaventura Minutolo, Mario Cammarata, Luca Peron, Francesco Chiarelli, Filippo Salvo
Top management	A	5 • 7,5%	5 • 13,8%	Salvatore Trifirò, Stefano Trifirò, Paola Balletti, Jacopo Moretti, Orazio Marano
Restructuring and Reorganisation	A	10 • 15,1%	4 • 11,1%	Giacinto Favalli, Giorgio Molteni, Damiana Lesce, Tommaso Targa
M&A and employment-related issues	A	10 • 15,1%	4 • 11,1%	Giacinto Favalli, Giorgio Molteni, Vittorio Provera, Marina Tona
Pension and Social security	A	4 • 6%	4 • 11,1%	Giorgio Molteni, Claudio Ponari, Paola Lonigro, Luca D'Arco
Public sector employment	A	2 • 3%	1 • 2,7%	Angelo Di Gioia
Sports law	A	3 • 4,5%	3 • 8,3%	Mario Cammarata, Angelo Di Gioia, Marina Tona

The lawyers may have an active role in different practice areas.

# VALCANOVER STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



In 2017, the team was mainly involved in litigation concerning:

- dismissals for misconduct;
- individual permanent layoffs according to the so called “Jobs Act”;
- interpretation of collective agreements;
- reorganization of business activities and definition of permanent layoff criteria;
- social security litigation;
- transfers and internal mobility.

As for advisory activities, the firm provided legal advice mainly in the drafting of contracts (private and public employment contracts, non-competition clauses etc...), management of disciplinary procedures and implementation of specific regulations provided by provincial laws.

## MARKET FEEDBACK ON THE FIRM\*

«Highly professional team. Excellent employment law expertise. Great technical skills and efficiency».

«Long-term assistance all over Italy. Maximum flexibility and availability 24/7. Excellent team: professional, reliable, accurate, responsive and efficient».

«Very good firm. Professionalism, constant updates, specific labour law skills, especially in the public transport area, competitive rates».

## THE MOST FREQUENTLY CITED LAWYERS THIS YEAR

**Filippo Valcanover:** «Brilliant lawyer, competent, efficient, reliable».

«Great technical skills. He is always available and present personally in court».

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/ advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Filippo Valcanover	<b>B</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Other notable lawyers according to market sources	Sara Pinamonti (Associate), Marco Garofalo (Associate)											

\*summary of interviews with clients

# VALCANOVER STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**FILIPPO VALCANOVER**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of employment law;
2. technical skills, professionalism, timeliness and responsiveness;
3. knowledge and understanding of the market and the company's business;
4. presence and availability of the partners;
5. cost-effective services.

1

**14,2%**  
Partners

2

**28,5%**  
Associates

3

**42,8%**  
Counsels

1

**14,2%**  
Trainees

## NAMES OF PARTNERS

Filippo Valcanover



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations	<b>23%</b>
Litigation	<b>20%</b>
Non-contentious/advisory**	<b>23%</b>
Agency agreements	<b>4,5%</b>
Top management	<b>2,5%</b>
Restructuring/Reorganisation	<b>10%</b>
Social security	<b>5%</b>
Public sector employment	<b>8%</b>
Sports law	<b>2%</b>
Criminal employment law	<b>2%</b>

TOTAL REVENUES IN ITALY

**0,9 € mln**

EMPLOYMENT ACTIVITIES

**85 %**

\*according to clients and market observers - \*\*includes m&a

# VALCANOVER STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Industrial/trade union relations	<b>B</b>	<b>3</b> • 42,8%	<b>1</b> • 100%	Filippo Valcanover
Litigation	<b>A</b>	<b>6</b> • 85,7%	<b>1</b> • 100%	Filippo Valcanover
Non-contentious/ advisory	<b>A</b>	<b>6</b> • 85,7%	<b>1</b> • 100%	Filippo Valcanover
Agency agreements	<b>C</b>	<b>2</b> • 28,5%	<b>1</b> • 100%	Filippo Valcanover
Top management	<b>B</b>	<b>2</b> • 28,5%	<b>1</b> • 100%	Filippo Valcanover
Restructuring and Reorganisation	<b>B</b>	<b>5</b> • 71,4%	<b>1</b> • 100%	Filippo Valcanover
M&A and employment- related issues	<b>C</b>	<b>1</b> • 14,2%	<b>1</b> • 100%	Filippo Valcanover
Pensions and Pension and Social security	<b>C</b>	<b>3</b> • 42,8%	<b>1</b> • 100%	Filippo Valcanover
Public sector employment	<b>B</b>	<b>3</b> • 42,8%	<b>1</b> • 100%	Filippo Valcanover
Sports law	-	<b>2</b> • 28,5%	<b>1</b> • 100%	Filippo Valcanover
Criminal employment law	<b>B</b>	<b>3</b> • 42,8%	<b>1</b> • 100%	Filippo Valcanover

The lawyers may have an active role in different practice areas.

# VALCANOVER STUDIO LEGALE

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## Cassa Rurale di Trento - Banca di Credito Cooperativo

€ 40.332,60



TYPE OF MATTER

Litigation



LEAD PARTNER

Filippo Valcanover



COUNTERPARTY

-

Assistance and in-court representation in an opposition of an order of payment by an employee challenging the reimbursement of sums, equal to Euro 40.332,60, paid in relation to the period from the date of the order of reinstatement to the date of the decision that reversed the order of reinstatement. To support the opposition, the employee alleged that, with regard to that period of time, the bank had spontaneously paid her wages, without requesting her services.

## ASV Eppan Tischtennis Raiffesen



TYPE OF MATTER

Litigation – Sports law



LEAD PARTNER

Filippo Valcanover



COUNTERPARTY

Assistance and in-court representation before the Federal Court of the Italian Table Tennis Federation

Assisting the club in challenging the Table Tennis Federation's new rules of participation to the Italy Cup Championship (approved during the Federal Board of December 2017 and requiring all sport clubs to register only 1 team to the Italy Cup), with particular reference to the violation of the so-called "legitimate expectation", as two teams in the club (competing in A1 and A2 tiers) had already satisfied all requirements to participate in the Italy Cup at the time of the Federation resolution.

## Whirlpool Europe Srl

€ 969.222,42



TYPE OF MATTER

Litigation – Pension and Social security



LEAD PARTNER

Filippo Valcanover



COUNTERPARTY

-

Assistance and in-court representation in a social security litigation against INPS regarding the satisfying nature of payments (social security debts of the actual employer) made by third parties according to Art. 1180, paragraph 1, of the Italian Civil Code.

**Other clients:** Italian and multinational companies of different industry sectors.

# WITHERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS

## RANKING

Average directories

legalcommunity

-

A

In the last 12 months, the Sports department led by Global Head of Sports Luca Ferrari has been mostly involved in the following matters:

- drafting and negotiating national and international employment contracts and transfers;
- advising clients in connection with potential termination for just cause, constructive dismissal, potential inducement to breach of contract etc...;
- assistance in sports law proceedings and arbitration.

LAWYERS PRACTICE AREAS AND MARKET FEEDBACK	Ranking	PRACTICE AREAS										
		Industrial/trade union relations	Litigation	Non-contentious/advisory	Agency agreements	Top management	Restructuring and reorganisation	M&A and employment-related issues	Pension & Social security	Public sector employment	Sports law	Criminal employment law
Luca Ferrari	A										✓	



PRACTICE AREA	RANKING	TEAM MEMBERS	NUMBER OF PARTNERS	NAME OF PARTNERS
Sports law	-	8 • 100%	1 • 100%	Luca Ferrari

**Other clients:** Wojciech Szczesny, Alberto Zaccheroni, Lega Nazionale Professionisti serie B, Roberto Donadoni, Stellar Group LTD, Novak Djokovic.

\*summary of interviews with clients - The lawyers may have an active role in different practice areas.

# WITHERS

LAW FIRM | DEPARTMENT | PRACTICE AREAS | CLIENTS



HEAD OF DEPARTMENT

**LUCA FERRARI**

## THE FIRM'S STRENGTHS\*

1. expertise and practice in all areas of sports law;
2. technical skills, professionalism, timeliness and responsiveness;
3. presence and availability of the partners;
4. multidisciplinary team able to offer a complete range of services in domestic and cross-border operations;
5. international network and strong presence in Italy.

1

**11,1%**  
Partners

4

**44,4%**  
Associates

2

**22,2%**  
Counsels

2

**22,2%**  
Trainees

## NAMES OF PARTNERS

Luca Ferrari

## NOTABLE LAWYERS ACCORDING TO THE FIRM

**Stella Riberti** (Associate): «She is reliable, very helpful and responsive, capable of handling high pressure and urgent work, she provides prompt and effective support to clients with a high degree of autonomy».



## ACTIVITIES WITHIN DIFFERENT PRACTICE AREAS

Industrial/trade union relations

Litigation

Non-contentious/advisory\*\*

Agency agreements

Top management

Restructuring/Reorganisation

Social security

Public sector employment

Sports law

Criminal employment law

**100%**

TOTAL REVENUES IN ITALY

**7 € mln**

EMPLOYMENT ACTIVITIES

**20 %**

\*according to clients and market observers - \*\*includes m&a



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ON **BUSINESS LAWYERS**  
IN ITALY



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