

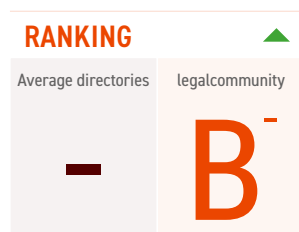
The Best in Italy

LABOUR 2018 Report



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 Calligari: «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
Guido Callegari	B	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Gaspare Roma	C	✓	✓	✓	✓	✓	✓	✓	✓		✓	
Other notable lawyers according to market sources	Francesco De Berti (Senior Associate)											

*summary of interviews with clients

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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

Gaspere 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	C	3 • 50%	1 • 50%	Guido Callegari
Litigation	A	5 • 83,3%	1 • 50%	Guido Callegari
Non-contentious/ advisory	B	5 • 83,3%	1 • 50%	Guido Callegari
Agency agreements	C	3 • 50%	1 • 50%	Guido Callegari
Top management	C	3 • 50%	1 • 50%	Guido Callegari
Restructuring and reorganisation	A	5 • 83,3%	1 • 50%	Guido Callegari
M&A and employment-related issues	B	5 • 83,3%	1 • 50%	Guido Callegari
Pension and Social security	C	2 • 33,3%	1 • 50%	Guido Callegari
Sports law	-	2 • 33,3%	1 • 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.