



# Ichino Brugnatelli e Associati





## Our Values

**We have been committed to delivering first-rate services from the very beginning of our century-long tradition.**

**Deep insight into any issue, as well as firm-wide dedication to professional development, teamwork, and community support, are our winning cards to play the game.**

**And yet higher is the reward to our clients, for they can rely on tailored solutions, top quality performances, and prompt follow up to every request.**





## Our History

Over the last 120 years our firm has evolved from the chamber of a locally renown lawyer to one of the most highly praised law firms by domestic and international clients. The founder was Senator Mr. Luigi Rossi, lawyer of the Commercial Bank of Italy since its incorporation in 1894. We specially wish to remember the following late Partners.

- Camillo Giussani (1879–1960), President of Banca Commerciale Italiana for many years;
- Vermondo Brugnattelli (1888–1962), Chairman of the Bar Association of Milan and member of the Board of the Bar Association of Italy;
- Carlo Pellizzi (1893-1972), author of an extensive commentary of the Italian Commercial Code;
- Giovanni Luigi Pellizzi (1924-1985), Professor of Commercial Law at Università Cattolica in Milan, and author of nation-wide acknowledged research on debt securities;
- Luciano Ichino (1920-1997), member of the Board of Auditors of Banca Commerciale Italiana for many years.

The law firm was formed into the present company, named Studio Legale Ichino – Brugnattelli e Associati, in 1979.





## Partners



**Enrico  
Brugnatelli**



**Pietro  
Ichino**



**Guglielmo  
Burragato**



**Andrea  
Fortunat**



**Manuela  
Grassi**



**Margherita  
Covi**



**Carlo  
Fossati**



**Sergio  
Passerini**



**Franco  
Tofacchi**



**Francesco  
Brugnatelli**



**Evangelista  
Basile**



**Piergiovanni  
Mandruzzato**



**Luca  
Daffra**







## Practice Areas

Thanks to our broad network of professionals specializing in many different practices, we can integrate our legal advice across our clients' personal and business interests. Our legal assistance and counselling cover the following areas:

- **Employment & Labour Law and Litigation**
- **Corporate Employment Counselling**
- **Business Law, including Banking, Commercial Litigation, and Bankruptcy Law**
- **Corporate and Tax**
- **Civil Law and Family Law**
- **Administrative Law**
- **Criminal Law**





## Employment & Labour Law - Our People

**Attorneys Pietro Ichino, Guglielmo Burragato, Andrea Fortunat, Margherita Covi, Carlo Fossati, Franco Tofacchi, Sergio Passerini, Evangelista Basile, Marco Paoletti, Piergiovanni Mandruzzato, Luca Daffra, Giovanni Luca Bertone, Francesca Bussotti, Sara Bittolo, Luca Montesarchio, Eleonora Garavatti, Miriana Ranieri, Ilenia Garavaglia, Fabio Fontana, Raffaella Melchionda, Matteo Motroni, Francesco La Badessa, Mara Russo, Marco Azzoni, Marianna Tallarico, mainly engage in labour and employment practice.**

**Guidance to day-by-day personnel activities is also included in our range of legal services, thanks to our cooperation with Mr. Federico Tresoldi, specializing in practical corporate employment counselling.**





## Employment & Labour Law and Litigation

**Our attorneys have practiced litigation broadly for many years, even before the National Highest Courts and the European Court of Justice. Thanks to our deep experience in all main industry sectors, we provide sound practical and legal advice on a full spectrum of issues, bargaining practices, unions and social security matters, also including different types of pension funds, as well as legal services for all employment-related disputes.**

**In particular, our representations include cases ad actions in Courts regarding either individual or collective contract termination, wrongful termination, claims for higher positions, claims for damages for harassment, demotion, or unsuitable work, and social security issues.**





## Employment & Labour Law and Litigation

Out-of-court representation and assistance, as well as alternative dispute resolution, include:

- Tendering advice, even just by telephone or e-mail; drafting and checking documents and acts regarding labour relations, contract administration, grievance settlements, workers' compensation claims, and staff management.
- Interpretation of law regulations and contract clauses; providing strategic consultation in the face of workplace changes, office moving, suitable work offers/claims, promotions, bonuses, benefits, and so forth.
- Advising employers with respect to every financial and labour aspects of supplementary pension funds, as well as providing cooperation with their management.
- Assisting in drawing up and executing employment-related agreements, either individual or collective (e.g., employment contracts, service agreements, temporary employment agreements, Company agreements, independent contractor agreements).
- Providing consultation and assistance for developing and writing out workplace regulations or for adopting and revising personnel policies and procedures.
- Drafting opinions and memoranda.
- Counselling on ways to prevent litigation, as well as evaluating risks of arising difficulties or potential disputes.







# Corporate Employment Counselling

- A varied range of services are provided within the frame of corporate employment counselling. They are mainly related to the following issues, and yet more can be added, for the purpose of keeping clients up to date with regulation changes.
- Lay-off procedure under law n. 223/1991 on redundancy funds, mobility, and collective dismissals, according to reached agreements with relevant unions.
- Collective bargaining and compliance to harmonized regulations in case of business transfer.
- Employment, social affairs and equal opportunities: analyzing, planning, drawing, and monitoring projects and policies.
- Relations with Government institutions, entities, and social security bodies, as well as assistance in case of inspections by social security and labour authorities.
- Health, safety, and environment: accident prevention; health, hygiene, and safety at work.





## Civil Law and Business Law - Attorneys

In this department, areas of practice include banking, corporate law, tax counsel, commercial litigation, and dispute resolution relating to various civil law issues, and you can say our teams stand as a full-service business and civil law firm.

Attorneys Enrico Brugnatelli, Manuela Grassi, Francesco Brugnatelli, Luca Szegö, Giulia Baseggio, Ermanno Rho, Benedetta Guidicini, Arcangelo Celi, Valentina Compiani, Andrea Gallarini, Luca Traficante, Matteo Battiston, Andrea Zoccali mainly engage in business law and dispute resolution.





## Banking

Thanks to sound and long experience in this field, members of this Department serve as general or special counsel to banks, lending firms and institutions, handling a wide variety of financial contracts and transactions, such as suretyship, bank's guarantees, letters of indemnity, domestic and international guarantee bonds, letters of credit, loans, current account operation, collaterals, assignments, factoring, leasing, contracts for mandate, and anti-money laundering measures.





## Business Law - Corporate

**We proudly serve clients spanning from small not-for-profits to large publicly-held corporations, as well as individuals in charge in such companies, dealing with withdrawal from partnership, legal actions, opposition to Shareholders' Meeting Resolutions, Company Agreements.**







## Business Law and Bankruptcy

**We serve corporate counsel across a wide range of industry sectors, with special expertise in the areas of commercial law relating to insurance, contracting, purchase and leasing, licensing, distribution and procurement of services, agency, transfer of technology, and real estate transactions.**

**Besides, some of our attorneys specializing in bankruptcy handle a variety of proceedings, such as those aimed to winding up by the Court, actions to prevent fraudulent conveyances, petitions and orders to wind up companies, disqualification orders.**

**We represent clients engaged in litigation and arbitrations, as well as administrative, regulatory and government proceedings. Our representations include cases ad actions in Courts of every grade and jurisdiction, and we appear before tribunals at all levels.**





## Civil Law Practice – Family and Probate Law

We are involved with virtually all aspects of Family Law and Custody, as well as community care and education law; in particular, we deal with separation of common-law partners or married couples, divorce and marriage settlement, adoption and guardianship, custody and foster care issues, paternity disputes, disqualification, legally imposed ban, appointments of legal guardians, inheritance, and juvenile justice.

As regards wills, inheritance, and probate law, attorneys in this department deal with various issues arising from wills disputes or inheritance claims. Under Italy law, some legal services related to the preparation of wills require a notary public to be involved, therefore we have build up a reliable network including competent officers and professionals for any need.





## Administrative Law

**We can also assist our clients in the areas of building regulations and town planning, and with any public tender procedures, public contracts and concessions, and in cases of disputes involving the liability of public officers. Our attorney specializing in this area is Mr Massimo Sanguini, based in Milan, whereas Mr Federico Ghera, based in Rome at Studio Ghera, specializes in various areas of Administrative & Regulatory Law, and his renown is based on sound experience in this complex area of practice.**





# Corporate Criminal Investigations & Criminal Law

Attorneys we usually brief about criminal cases are Ms Laura Panciroli or Ms Ilaria Lena, specializing in corporate investigations, white collar crimes, and work environment offences.

However, their practice areas span all cases of criminal law, and they can handle any issue related to the criminal justice system.







## Meetings and Professional Training

We also organise refreshing courses and update seminars either by our headquarters or outside, featuring essential guidance on the very latest legislative developments and case law.

Our attorneys and other experts regularly attend as speakers, and corporate counsels, professionals, as well as anyone interested into comprehensive professional training, are invited.





## **ICHINO - BRUGNATELLI E ASSOCIATI**

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