



**Tesoro&Partners**  
EMPLOYMENT LAW FIRM

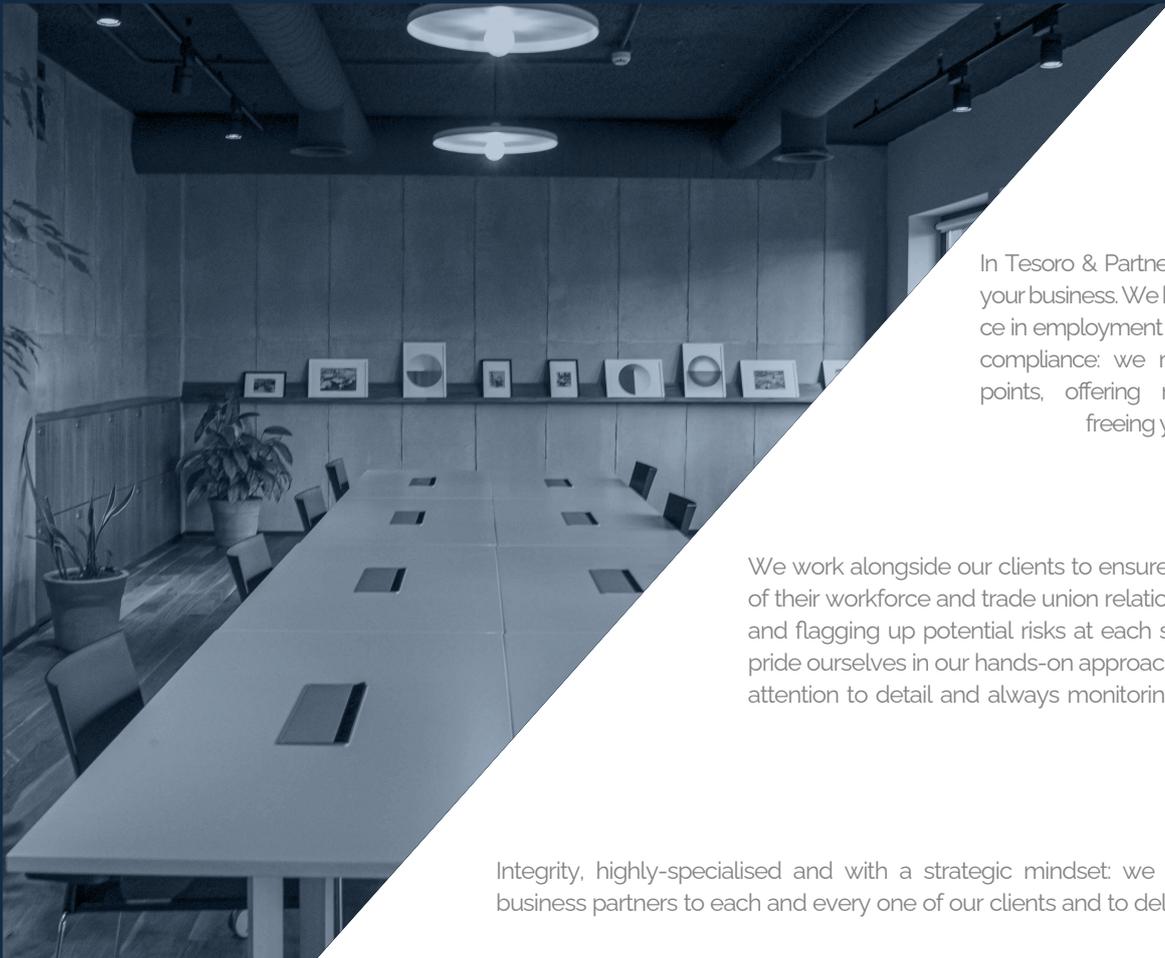


# THE FIRM

**Tesoro & Partners** is an Italian independent law firm specialising in employment law and industrial relations, with its headquarters in Milan.

The firm made up by specialized employment lawyers only, the firm embodies the backgrounds, training, character and experience of its partners.





## MISSION

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In Tesoro & Partners our business is to know your business. We have a fully-rounded practice in employment law, industrial relations and compliance: we manage the HR pressure points, offering risk-based solutions and freeing you up to run your business.

## VISION

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We work alongside our clients to ensure an optimal management of their workforce and trade union relations, foreseeing their needs and flagging up potential risks at each stage of the business. We pride ourselves in our hands-on approach, our daily interaction, our attention to detail and always monitoring future developments in business and law.

## VALUES

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Integrity, highly-specialised and with a strategic mindset: we truly strive to be valued business partners to each and every one of our clients and to deliver the best results in the shortest time possible.

# TEAM

## Marco Tesoro

Founder and Managing Partner

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### Biography

Marco is an employment lawyer and lecturer of employment law and trade union labour relations at 24ORE Business School.

In the last ten years he has worked in leading national and international law firms ever since, always dealing with employment and industrial relations law.

Marco has gained a consolidated experience in the management of company crisis and trade union relations, managing numerous national and cross-border reorganization projects, collective redundancies, company transfers and collective bargaining.

He collaborates with the editorial group Gruppo24ORE and is author of several publications.

### Qualifications

- Catholic University of the Sacred Heart of Milan J.D. in law with full marks
- Milan Bar Association
- University of Milan Master course in "Sports law and justice system"



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## Chiara Perrone

Partner

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### Biography

Chiara is an employment lawyer and lecture of employment law at 24ORE Business School.

For over 15 years Chiara has been assisting numerous national and international companies and top management on all the aspects of Italian employment law: both in the ordinary and strategic consultancy and in the litigation phase.

Chiara has a remarkable track record in a variety of sectors, including large-scale retailing, fashion & luxury, commercial sector and insurance. Chiara regularly attends and is often a speaker at congresses and seminars. Chiara Perrone has been appointed as expert lawyer in the field of workplace discrimination, abuses and harassment, supporting the Gender Equality Office of the Municipality of Milan.

### Qualifications

- University of Milan – J.D. in law (2000)
- Milan Bar Association (2004)
- Diploma of School of Higher Learning – Trade Union Employment Law and Social Security (AGI, Italian Employment Lawyers' Association) (2006-2008)
- Italian Employment Lawyers' Association: Master course in "Sports Labour Law" (2019)



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# AWARDS AND RECOGNITIONS



## THE NETWORK



# EXPERTISE

## COMPANY RESTRUCTURING & REORGANISATION

- Analysing and implementing reorganization and restructuring projects, both nationally and cross-border.
- Collective redundancy, collective transfers, outsourcing, tendering and service contracts.
- Trade union and labour relations and state-funded social measures.
- Contract review.

## M&A, OUTSOURCING AND TUPE – ALL EMPLOYMENT LAW ASPECTS

- Company transfer, M&A – employment aspects
- Due Diligence on employment and trade union matters, agency and social security contributions.
- Trade union procedures.
- Contracts harmonisation, revising and integration.

## MANAGING THE EMPLOYMENT RELATIONSHIPS

- Setting up, management and termination of employment relationships.
- Non-compete and non-solicitation of employees, golden parachute, stability pacts, confidentiality duty, IP protections.
- Smart working and welfare program.
- Disciplinary process, litigation.

## FOREIGN COMPANIES

- In-house training, technical assistance for putting in place an employment relationship under Italian law.
- Managing cross-border HR projects.
- Comparative analysis and advice on national collective bargain agreements, contracts translation and harmonization.
- Consultancy and assistance for international secondment.





## TRADE UNION RELATIONS

- Negotiate, renew, revoke and modify company level agreements.
- Planning and management of union relations.
- Legal opinion and day-to-day consultancy.

## SPORTS LAW

- Assisting sports clubs, agents and members, in the drafting, closing, dissolution and renewal of contracts.
- Compliance requirements to register and file contracts.
- Drafting and negotiating sponsorship contracts.

## PRIVACY

- Drafting privacy policies, informative and appointments.
- Drafting the application and managing the process of obtaining specific authorizations
- Analysing use of company instruments and tools, to ensure compliance with the law and GDPR.
- Litigation.

## EXECUTIVE MANAGEMENT

- Legal advice and assistance to companies and executives in setting up, modifying and terminating the employment relationship.
- Non-compete and non-solicitation of employees and clients, golden parachutes, stability pacts, confidentiality and intellectual property clauses, incentive plans.



**Tesoro&Partners**  
EMPLOYMENT LAW FIRM

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