

# CURRICULUM VITAE

AVV. DAVIDE BOFFI

## PERSONAL DATA

NAME	Davide Boffi
DATE OF BIRTH	5 <sup>th</sup> June 1975
PLACE OF BIRTH	Milan
NATIONALITY	Italian

## EDUCATION

2002	Admission to the Bar in Milan
1994 - 1999	University of Milan – Law graduation with thesis in Employment Law: « <i>Settlement procedures in the Employment Law</i> »
1989 - 1994	Secondary School in Milan (Liceo Classico Omero)

## PROFESSIONAL BACKGROUND

2013	<b>Partner</b> at <b>Ughi e Nunziante</b> , one of the oldest Italian law firms, established in 1967, with offices in Milan and Rome and currently 70 lawyers
2011	<b>Senior Associate</b> at <b>Ughi e Nunziante</b> , as Head of Employment Practice
1999 - 2011	<b>Senior Associate</b> (since 2005) at <b>Toffoletto De Luca Tamajo e Soci</b> , law firm specialised in Employment and Labour Law – member of <b>Ius Laboris</b> , an international alliance of Employment Law Firms around the world
March 2008 - October 2008	<b>Senior Associate</b> in the Employment Department of <b>Herbert Smith Freehills</b> – International Law Firm, Perth (Australia)
October 2008 -December 2008	<b>Senior Associate</b> in the Employment Department of <b>Herbert Smith Freehills</b> – International Law Firm, Singapore (Singapore)

## AREAS OF PRACTICE

- Legal assistance in Court litigation and arbitrations related to Employment Law and Labour Law issues and
- Legal assistance in negotiation with Trade Unions and individuals (employees/executives)
- Advising in all the areas of national and international Employment and Labour law, such as:
  - corporate restructurings; individual and collective dismissals; transfers of undertakings; internal audit and due diligence connected to mergers and acquisitions
  - legal issues affecting employees, executives, self-employed contractors, directors, seconded employees (expatriates)
  - drafting incentive plans, retention plans, stock option plans and bonus schemes for top managers and directors of publicly traded and private companies

- drafting plant-level collective bargaining agreements with Unions, employment and self-employment contracts, general settlement agreements
- Assistance in drafting Privacy Policies, E-mail and Internet Policies
- Assistance in drafting Codes of Conduct; Code of Ethics; Internal Procedures; Disciplinary Codes (also according to Legislative Decree no. 231 of 2001)
- Assistance in drafting non-competition covenants according to Art. 2125 of the Italian Civil Code, confidentiality agreements, non-entertainment and non-solicitation agreements

## PROFESSIONAL SKILLS

- Speaker in several Master courses on Employment and Labour law for lawyers and HR managers organized by *Il Sole - 24 Ore* (i.e. «*Master di diritto del lavoro, contenzioso e relazioni sindacali*»)
- Speaker in several client seminars organised by specialised training companies with regard to Employment and Labour matters and Agency matters (e.g. Paradigma)
- Speaker in several international clients' seminars for multinational corporations with regard to Employment and Labour matters and Agency matters (e.g. ALFA - American Law Firm Association)
- Coordination of a team of lawyers, trainees and paralegals
- Member of IPGs (International Practice Groups) - Compensation & Benefits and Restructuring (participated by EU and non EU law firms)

## PUBLICATIONS

### REVIEWS:

- *Agenti e rappresentanti del settore industria: firmato il nuovo Accordo Economico Collettivo - Lavoro24, Il Sole 24 Ore*, 29<sup>th</sup> August 2014 (New Collective Bargaining Agreement for Agents of the Industrial Sector)
- *Le nuove tipologie contrattuali nella riforma del lavoro – Il Sole 24 Ore*, 13<sup>th</sup> April 2012 (new employment contracts under the Labour Law Reform)
- *Contrattazione collettiva di prossimità in deroga alla legge e ai CCNL*, in *Guida al Lavoro – Il Sole 24 Ore*, 23<sup>rd</sup> September 2011 (new employment perspectives in the economic Italian trend)
- *La ricontrattazione collettiva: gli accordi sindacali di Mirafiori e Pomigliano ed i nuovi scenari di organizzazione industriale*, in *Diritto24 – Il Sole 24 Ore*, 12<sup>th</sup> April 2011 (new perspectives in the negotiation of plant-level bargaining agreements)
- *L'organizzazione salva dai reati – Il D.Lgs. n. 231 del 2001*, in *Il Sole 24 Ore* 22<sup>nd</sup> June 2010 (corporate social responsibility)
- *In Cina i contratti prendono forma*, in *Il Sole 24 Ore*, 20<sup>th</sup> October 2008 (Employment Law reform in China)
- *Il nuovo Accordo Economico Collettivo per gli agenti di commercio*, in *Agenti e Rappresentanti – Il Sole 24 Ore*, March 2009 (the new collective bargaining agreement for commercial agents)
- *Le transazioni nel rapporto di agenzia: confini tra liceità e inderogabilità*, in *Agenti e Rappresentanti – Il Sole 24 Ore*, November 2007 (legal aspects on settlement agreements in agency contracts)
- And several others.

**BOOKS:**

Cooperation in writing the following books:

- *Le investigazioni sui luoghi di lavoro*, 2011, Toplegal Milano (monitoring and investigations in the workplace)
- *Diritto del lavoro*, 2009, Egea Milano (Employment Law – General overview)
- *Il contratto d'agenzia*, 2008, Giuffrè Milano, in *Trattato di Diritto Civile e Commerciale* già diretto da Cicu-Messineo-Mengoni e continuato da Schlesinger (Agency Contracts – General overview)

LANGUAGES Italian, English

ASSOCIATIONS Member of:

- AGI – National Association of the Employment Lawyers
- IBA - International Bar Association
- ALFA – American Law Firm Association - International
- IDI - International Distribution Institute