

CURRICULUM VITAE



PRESENTATION

I have been practicing as a lawyer for more than 20 years.

During these years I have gained excellent skills in the relationship both with my clients and with Courts.

I am determined but at the same time collaborative and this makes the team I work with consider me as a crucial person to achieve the goal.

My experience as Bank and Financial Arbiter has allowed me to achieve a deep knowledge of ADR (Alternative Dispute Resolution) techniques useful to solve a potential dispute on a conciliatory base without going in front of the Court.

PERSONAL INFORMATION

Name	MINCATO NICOLETTA
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Nationality	Italian
Date of birth	30th October 1971

JOB EXPERIENCES

- January 2008 up to present
Mincato&Russo Associate, Roma
Law Firm
Equity partner
Lawyer

Establishment, together with avv. Andrea Russo, of Mincato & Russo Associates law firm: in 2008, after having achieved a wide experience in two important Roman law firms, I decided to set up my own law firm, which specializes in several fields, with the aim of offering full assistance to companies, in judicial and extrajudicial matters.

Main fields of specialization of Mincato & Russo Associates law firm:

- labour law: advice on an daily basis in connection with the ordinary management of labour relations (job classification and tasks, business travels, transfers and secondments, working time, compensation and incentive plans,

including stock option plans, disciplinary codes and procedures, supervision of workers and privacy, waivers, settlements, etc.)

- assistance in connection with inspections carried out by the competent authorities and the challenging of assessments by INPS, INAIL and the Ministry of Labour;
- agency contracts;
- workforce supply;
- service contracts;
- contracts relating to employment, parasubordinate and self-employment labour relationships, flexible and/or atypical work, managers and directors (including probation and non-compete arrangements, stability clauses and golden parachutes);
- individual and collective dismissals;
- advice on labour law matters associated with extraordinary operations such as M&A, transfers of businesses, due diligence;
- corporate restructuring, also in connection with bankruptcy procedures;
- drafting of collective agreements;
- unions' consultation and information procedures;
- compulsory and supplementary social security;
- corporate law (extrajudicial assistance in setting up new company or designing the best corporate governance system or the shareholders' agreement, judicial assistance in the dispute between shareholders and company or shareholders and directors, etc.);
- corporate administrative liability as per Legislative Decree 231 of 2001 (setting up of organizational and management models aimed to prevent corporate criminal offences, training of employees on Legislative Decree 231 of 2001, assistance to companies in case of notice of alleged offence by Public Prosecutor).

We also provide full assistance to foreign investors and multinational companies, from the set up in Italy onward.

As an expert of Legislative Decree 231 of 2001, I am member of several Supervisory Bodies (Organismi di Vigilanza) and have often been involved in setting up adequate organizational model to prevent bribery and corruption (from Codes of Ethics to antibribery protocols).

I have also trained employees with reference to Legislative Decree 231 of 2001 all over the world.

I am member of some Board of Directors and Control and Risk Committee.

I am also member of ABF - Bank and Financial Arbiter (Board of Naples), Alternative Dispute Resolution system of the disputes between consumers or non-consumers on the one hand and banks or other intermediaries on the other hand.

• 2006-2007

Ripa di Meana e Associati, Roma
Law firm
Associate
Lawyer

Lawyer at Ripa di Meana e Associati law firm

• 1996- 2006

Studio Libonati, Roma
Law firm

Lawyer at Studio Libonati – Jaeger in Rome

EDUCATION

- 1999 Admitted to Roman bar (since 2015 authorised to practise before the high Courts - i.e. Corte di Cassazione and Consiglio di Stato)
- 1998 Admitted to Ordinary Magistrate
- 1996 Graduated in law at University "La Sapienza" of Rome (110/110 *cum laude*)
- 1990 High school diploma at high school "Francesco Vivona" (60/60)
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- 2017 specialization course in Migration and asylum law held by Ius & Nomos
- 2011 internship on the civil trial system in the U.S.A. held by Beasley School of law (Temple University of Philadelphia)
- 2010 internship on trust held by FederManager
- 2009 workshop on Legislative Decree 231 of 2001 held by Paradigma with focus on groups of companies
- 2008 workshop on Legislative Decree 231 of 2001 held by Paradigma with focus on the Supervisory Body (Organismo di Vigilanza)
- 2007 internship on financial statement according to International Accounting System held by Euroconference (Centro Studi Forense)
- 2001 workshop on Legislative Decree 231 of 2001 held by ABI Associazione Bancaria Italiana with focus on laundering
- 1998 specialization course on Civil, Criminal and Administrative law held by Judge Rocco Galli
- 1997 internship on credit risk analysis at Istituto Mobiliare Italiano IMI s.p.a.

PUBLICATIONS

- 2000 "Purposes and characteristics of compulsory IPO" in "IPO", published by Il Sole 24 Ore, 2000

- 2011 "Audit Systems and communication: the compliance to Legislative Decree 231/2001", published in "Law and Economics of media", Liguori, 2011
- 2015 "Prevention capability of Organizational and Management Model of Astaldi S.p.A.: main issues of the decisions of the Court of Brescia" (in collaboration with Fabio Accardi), in "Rivista 231", Plenum, n. 2
- 2017 "Main international laws and regulations on governance, risk and control: institutional references for internal auditor" in "Risk and control governance – A value-creation perspective" di Fabio Accardi, ed. Editoriale Scientifica, Napoli, 2017

LANGUAGES

Italian, English (Proficiency in English of Cambridge University) and French (DELF 1 and 2)

PERSONAL SKILLS AND ATTITUDE

I am dynamic and flexible. I am good at coordinating teams creating motivation in reaching the goals.

Best regards,

