

**Alessandra Valentina Rovescalli**  
**Lawyer**

Place and date of birth: Italy, Milan, 4 December 1985 – Address: Via Vanvitelli 45, 20129 Milan  
Mobile: +39 393 8110610 – Email: [alessandra.rovescalli@lexalliance.it](mailto:alessandra.rovescalli@lexalliance.it) or [alessandrarovescalli@gmail.com](mailto:alessandrarovescalli@gmail.com)

## **WORK EXPERIENCE**

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**LexAlliance**  
*Partner*

**Italy, Milan - Rome**  
March 2019 - date

**Ferrario Provenzali Nicodemi & Partners**  
*Senior Associate*

**Italy, Milan**  
September 2018 – February 2019

### Employment and Labour Law Firm

- Assistance to multinational and Italian companies in employment and labor law matter (i.e. in disciplinary proceedings, hiring or firing processes, drawing up employment contracts).
- Assistance individuals (i.e. to face discriminatory behaviors during maternity leave).
- Draw up deed to be filed in front of the Supreme Court.

**Scorcelli Rosa & Partners Studio legale**  
*Senior Associate*

**Italy, Milan**  
March – August 2018

### Employment and Labour Law Firm

- Assistance to multinational and Italian companies in employment and labor law matter.
- Assistance executives, in order to settle dispute referred employment relationship with Italian or multinational companies.
- Drawing up deed to be filed before Labour Court or Supreme Court.
- Assistance own clients - Italian companies and executives.

**Lexellent**  
*Junior – Senior Associate*

**Italy, Milan – Rome**  
September 2011 - February 2018

### Employment and Labour Law Firm

- Assistance to multinational and Italian companies in employment and labour law matter. Follow below brief example of the sectors in which client companies or executives operated:
  - primary company in Automation & Industries, that employs more than 230 employees;
  - cooperative company with more than 230 employees. It works in distribution field (supermarkets);
  - lead company in Transportation sector (based in Bozen, it employs more than 1150);
  - important pharmaceutical company (more than 220 employees);
  - SME electronic systems (less than 15 employees);
  - many executives in Trade sector (in collaboration with Manageritalia), etc.
- Providing legal opinions for companies on relevant issues to HR management, also attending meetings with employees, supporting the employer's requests and drafting legal documents.
- Drawing up employment contracts, notice letters, dismissal letters and company's policies (i.e. on harassment, non-discrimination).
- Dealing with Trade Unions, negotiating termination's indemnities and drafting settlement agreements to be signed in front of competent authorities, such as Local Labor Office. Sign Trade Unions' agreement, with employer and employees.
- Drawing up pleas or deeds for the first hearing and higher degree proceedings (i.e. regarding unlawful dismissal, discriminatory dismissal, damages).
- Drafting articles regarding employment law and equal opportunities, such as:

- AA. VV., Codice delle Pari Opportunità, La Tribuna, March 2017;
- AA. VV., Parks liberi e uguali “*La Legge Cirinnà e i datori di lavoro. Guida all'utilizzo della Legge 76/2016*” September 2016;
- A. Rovescalli, Lexellent Accademy “*Si può licenziare per giustificato motivo oggettivo non solo per evitare perdite ma anche per mantenere o incrementare i profitti. Diventa quindi sempre possibile licenziare per motivi economici?*” 14 July 2016 <http://lexellent.it/category/academy/page/4/>;
- A. Rovescalli, Lexellent Accademy “*E' possibile cambiare il contratto collettivo nazionale?*” 1 July 2016 <http://lexellent.it/category/academy/page/4/>;
- A. Rovescalli, Lexellent Accademy “*La nuova legge sulle Unioni civili e la disciplina sulle convivenze*” 6 June 2016 <http://lexellent.it/category/academy/page/4/>;
- G. Bergamaschi, A. Rovescalli, Diritto & Pratica del Lavoro 21/2015 “*Azioni positive: i cambiamenti attesi?*”, Percorsi di Maggio 2015 pp. from 1333 to 1338;
- S. Barozzi, A. Rovescalli, Harvard Business Review “*I miti da sfatare sul problema dell'occupazione femminile*”, June 2013, p. 63;
- A. Rovescalli, L'Impresa “*Cosa cambia per le donne. Previste quattro misure a favore dell'assunzione e di una cultura di genere, che in Italia stenta ancora ad affermarsi?*”, May 2012, p. 53.
- Managing an editorial project for “L'Impresa”, Sole24Ore, (2012/2013; 2013/2014), “*8 casi di discriminazione sul lavoro. HR Manager alla prova: e se a decidere fossi tu?*”; drafting articles on employment law, equal opportunities and discriminatory dismissals.
- Managing an online editorial project for AIDP “*Se voi foste il Giudice?*”, drafting articles on jurisprudential cases and employment law.
- Actively collaborate with Sodalitas (no profit organization of Assolombarda), Parks Liberi e Uguali and AGAM Labour commission, organizing and attending at workshops or seminars.
- Managing the organization of seminars on employment law, unfair competition, diversity management as a speaker:
  - 1 March 2018 seminar for companies on Discrimination at work – survey – in collaboration with S. Barozzi.
  - 10 July 2017 seminar in Court of Milan through AGAM Labour commission, also with the Judge Ms. Locati, on the new reform of art. 2113 Civil Code.
  - 19 January 2016 seminar with Fondazione Sodalitas (Assolombarda); A. Rovescalli “*Giovani e Lavoro: le novità normative più recenti, a partire dal Jobs Act?*”.
  - 4 November 2015 annual seminar on equal opportunities, organized by Lexellent, “*Promozione dell'occupabilità di disabili e giovani alla luce del Jobs Act?*”; A. Rovescalli “*I risultati del Mc Kinsey Global Institute?*”.
  - 2 February 2015 seminar organized by S. Barozzi and A. Rovescalli “*Il rebus Jobs Act?*”.
  - 10 November 2014 for The Bar Association of Milan “*Corso di scrittura professionale?*” in collaboration with Giovanni Acerboni.
  - 4 November 2014 annual seminar on equal opportunities “*La diversità come valore da difendere?*”; A. Rovescalli “*Parità di accesso nei consigli di amministrazione?*”.
- Coordinating and managing the law firm's website and online communication regarding articles, press releases, appointments, seminars, training and social media.

## Studio legale Ghia

Trainee

Italy, Milan – Rome

October 2008 – July 2011

- Assistance to multinational and Italian companies in civil law and corporate law. Drawing up legal advice.
- Performing due diligence and drafting memoranda on several matters related to Italian civil law.
- Attendance at court hearings and drafts of complaints, motions, appeals and other trial related documents.
- Preparing injunctions.

## World Jurist Association

Trainee

USA, Washington, DC

July 2009 – August 2009

- Legal researches and analysis.
- Drawn up a work paper, published for “*The Role of the Legal Profession in Conflict Resolution and Reconciliation & The Rule of Law Celebration?*”, Vienna & St. Margarethen, Austria, October 21-25 2009:
  - A. Rovescalli, “*The role played by the WTO in world peace*” October 2009, work paper, World Jurist Association.

## EDUCATION

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**Università degli Studi di Milano, Facoltà di Giurisprudenza**

*Italian law degree*

Honors: graduated with 110/110.

**Liceo classico G. Berchet**

High school diploma

91/100

**Milan**

March 2011

**Milan**

September 1999 – July 2004

## AFFILIATIONS AND OTHER INFORMATION/SKILLS

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- Member of AGAM, Associazione Giovani Avvocati Milanesi since 2015.
- Admission to the Italian BAR - September 2013.
- Languages: Italian - native speaker; English - good speaker.
- Nationality: Italian.
- Computer skills: Microsoft Office Specialist - obtained five official Microsoft Office proficiency certificates.
- Interests: sports - in particular skating on ice; travelling; paintings and sculptures.