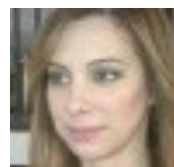


# Manuela Stefoni



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## Profile

Experienced in acting as business consultancy partner for international company's localizations start-up co., assistance to non-profit international organizations' activities, consulting relating to international mobility, expatriates management, individual taxation, Stock plans, Human Resource policies, assistance to clients on cross border investments and estate planning, trust structuring. Assistance to International funds and other financial industry's entities on specific tax topics.

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## Career History

### 2016 – today

**OAdvisory - International Law Tax Finance Firm**, role: Partner - Business Consulting , Italy

Member of “Policies on Trade and Internationalization” International Chamber of Commerce ICC.

Member of "Tools for National Development and International Business" Committee, Ordine dei Dottori Commercialisti di Roma.

### 2013 – 2015

**Oliver & Partners Law Firm**, role: Partner - Business Consulting , Italy

Member of the “Commission for Companies Internationalization” Ordine dei Dottori Commercialisti di Roma.

Collaborates as professional expert to the TV show “Di Martedì” on international tax matters.

### Sept. 2001 - 2013

**Ernst & Young, rank Senior Manager** Extensive experience in consulting and advisory/compliance services related to international personnel management, international mobility.

Manager for the Italian activity of the Human Capital area (Human Resources Dept. for Ernst & Young clients) for various global and priority accounts, coordinates and responds to budget requests for Multinational companies of various industries, assists major clients in managing the cost and risks involved in their Human Resource plans. Skilled in administering compensation and benefits. Skilled in developing and implementing policies and strategic tax planning solutions for major clients of various industries, on employee compensation, international implications of equity plans. Extensive experience in risk management advisory relating to personnel cost for multinational companies.

Subject matter resource in “Share incentive schemes” assisting a huge number of major multinational companies in implementing their Plans in Italy.

Expert in Flexible benefits advisory and tax efficient implementation.

Ability in analyzing HR environment and areas for improvement, HR performance/talent management and related reports, HR industrial relationships, supervising and coordinating labor law issues, compliance of procedures.

Involved in human resource assessments to analyze aspects of HR practices to minimize potential liability, to identify areas of efficiency and areas for improvement, ensure compliance with employment and benefits legislation and to keep attract, develop and motivate qualified employees also by implementing fair and equitable compensation systems.

Involved in Training and learning, evaluation of skills, job performance and developmental needs, feedback forms, action plans and follow-up, training needs assessments.

- Collaborates as professional expert to the TV show “Ballarò” on international tax matters.

### **March 1999-Sept. 2001**

**Arthur Andersen, Business Consulting** , Rome, Italy

Senior advisor: Experience in Labor, Tax HR consulting and advisory/compliance services related to HR management and international mobility. Specialized Team on “Share incentive schemes” for multinational companies.

### **1998-1999**

**Research Center CERFE**, Rome, Bruxelles

Research center for European Union (General offices I/B, V, VIII, XII, ECHO), National Institute of Research (CNR), Presidenza del Consiglio dei Ministri, Social Affairs Dept. Foreign Office Ministry , Foreign Trade Office.

Research areas : International fund raising development and equal opportunities.

### **1995-1998**

**Banca Intesa, Bank Institute**, Rome, Italy

Employee – Private bank department -Experience in stock market, HR training responsible for management of Customer Portfolio.

### **Articles and Teaching**

Teaching qualifications at the Master in International Tax Law at University of Rome La Sapienza in cooperation with the “Scuola Superiore dell’Economia e delle Finanze” and speaker in various seminars on HR cost efficiency and related matters.

## Education

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- 1998-1999** **Master Executive Management– Luiss Management - Business School.**
- 2005-2006** Strategic Planning, Human Resources, Finance, Marketing.  
**Master “Human Resources”** ECC Program 1997-99, funded by ECC and Italian Labor Ministry. (hot topics: Human Resource Management, Managing Organizational Change, Training and Development).
- 1999** **Master in International Tax Law II** Università di Roma.  
**Public Exam:** Dottore Commercialista e revisore Ufficiale dei Conti (transl. Chartered accountant and Statutory Auditor)-University of Rome “La Sapienza”.
- Feb 1995** **Bachelor Degree** cum laude in Business Economics-University of Rome II “Tor Vergata”.

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## Languages

**English:** fluent  
**French:** fluent  
**Spanish:** intermediate.  
**Italian:** mother tongue

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### **Privacy Legislation**

I hereby give my consent to the treatment of my personal data according to the in-force legislation.

*Manuela Stefoni*