

PARTNER

Nicola Bonante

Milan

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PROFILE

Nicola's practice focuses on all aspects of labor law and industrial relations, advising clients on both domestic and international matters.

Nicola regularly assists companies with employment-related issues, including employee benefits, stock option plans, management incentive arrangements such as MBOs and LTIPs, and workforce management matters arising in reorganizations and restructuring processes. He also advises on labor law aspects of extraordinary corporate transactions, including M&A and private equity deals.

Nicola has developed significant experience supporting employers through complex employment matters connected to corporate strategy, helping clients navigate regulatory requirements while aligning workforce structures with business objectives.

Nicola is recognized in leading legal directories, he is ranked for employment by *Chambers and Partners Europe* where their commentary describes him as a "highly skilled lawyer with extensive experience in business issues across a range of sectors, as well as excellent negotiation skills" having "great client awareness and service," and "strong negotiation skills and an international perspective that allows him to deal with complex problems with international customers." Nicola is also ranked by *Legal 500* as a 'Leading Partner - Employment' and 'Recommended' by *Who's Who Legal* in the Italy – Labor Employment & Benefits category. He also has been recognized in the *Best Lawyers* in Italy since 2022.

Nicola has also received several industry recognitions, including being named the exclusive winner of the 2018 International Law Office Client Choice Award in the "Employment & Benefits" category for Italy, as well as "Labor/M&A Lawyer of the Year" at the Legalcommunity Awards in 2015.

PRACTICES

Employment Disputes

EDUCATION

University of Bari

ADMISSIONS

Bars

Italy

AWARDS AND ASSOCIATIONS

Leading Partner, Employment, *Legal 500*

Band 4: Employment, *Chambers Europe* (2019-2025)

Italy – Labor Employment & Benefits, *Lexology*

Labor Employment & Benefits, *Who's Who Legal*, Italy

International Law Office Client Choice Award, Employment & Benefits (2018)

Legalcommunity Awards, Labour/M&A Lawyer of the Year (2015)

He is a member of the European Employment Lawyers Association (EELA), the International Association of Defense Counsel (IADC), and the Italian employment lawyers' association Avvocati Giuslavoristi Italiani (AGI).

Nicola speaks Italian and English.

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