The ideal partner
for today’s and tomorrow’s managers
ABOUT US
Manageritalia is the National Federation of managers, senior staff and executive professionals in the fields of commerce, transport, tourism and advanced tertiary which represents more than 38,000 managers throughout Italy. Its main purpose is to protect their interests and promote their role whilst contributing to the economic growth and social progress of our country, siding the national and international political establishment and other economic, social and cultural organizations. By means of a democratically elected decisional system - representing its 13 local associations plus one dedicated to Professional Executives - and an organizational structure committed to increasing the participation of its members, Manageritalia operates on a national and local level, representing its members during collective agreements drawing up, collective disputes management and in their relations with corporations, authorities and institutions.

TERRITORIAL ASSOCIATIONS
Manageritalia comprises 13 Associations, plus one dedicated to professional managers, which represent and support the moral and material interests of their members locally, based on the Federation’s directives.

MANAGERITALIA SERVIZI
Is the organization of Manageritalia which manages all the initiatives concerning a member’s social life: media and communication, Manager & Job Market data base, help desk, business partnerships, cultural and sports activities.

OUR VISION
Manageritalia is the organization dedicated to managers, whatever their contract type, involved in choices and business performances and with mutual responsibilities and professional needs. Today sees a constantly evolving scene in the structure of the various professions in terms of working times and locations. This creates new types of contracts and determines more and more complex and “fluid” professional lifestyles. A strong need of representation to which Manageritalia provides solutions emerges from this reality. Our aim is to continue to safeguard and supply services both to managers and to all senior staff and professionals who share the same needs but do not receive appropriate assistance. Confident in our skills, we approach institutions so that the service sector can gain the consideration it deserves in our country’s economic and social setting.

MANAGERITALIA VISION
Becoming a relevant social part in our country, positioning Manageritalia as the association of reference in representing collective, institutional, social, professional and cultural interests in the protection of managers and highly skilled professional of the tertiary service field.

OUR OBJECTIVES TOWARDS MEMBERS
- Representing them in drawing up collective work contracts;
- providing various solutions for health and pensions assistance;
encouraging them in their professional growth with cultural activities and professional training;

- offering services, also at local level, through a qualified territorial organization.

SERVICES AND CONSULTANCY SYSTEM

- Advice on matters concerning contracts, legal issues, pensions, Inps, insurance;
- professional information and guidelines;
- health services;
- fiscal advice;
- patronage support;
- personal card;
- Manageritalia assistance program;
- business and health agreements;
- cultural and free time activities.

Choose your local Association and subscribe to Manageritalia!

OUR PRIVATE WELFARE

- FASDAC
- MARIO NEGRI FUND
- ANTONIO PASTORE ASSOCIATION
- CFMT - TERTIARY MANAGERS TRAINING CENTRE

FASDAC

Supplementary health assistance Fund guaranteed by contract to Manageritalia managers. It aims at supplying efficient health protection to members and their families. It provides refunds of medical and dental costs.

MARIO NEGRI FUND

It represents the supplementary pension Fund guaranteed by contract to Manageritalia managers. The fund manages supplementary pensions when old-age and occupational pensions are accrued.

ANTONIO PASTORE ASSOCIATION

Antonio Pastore association guarantees managers' contractual insurance. It provides an insurance agreement involving 5 different savings and risks guarantees. The agreement is managed by ASSIDIR, the insurance broker of Manageritalia.

ASSIDIR

It is the insurance intermediary of Manageritalia which manages the Antonio Pastore agreement and offers members and their families different collective and individual insurance solutions aimed at offering a complete insurance plan.

CFMT

It is the managers training center guaranteed by contract to Manageritalia managers. It offers a vast program including courses, seminars, workshops, conventions and cultural events. Attendance to courses is reserved to members and it is optional and free of charge.
SCOPE OF COVERAGE OUTSIDE ITALY
Coverage is the same as in Italy. A detailed translation of all the items in the invoices and of the health documents is required (e.g. medical prescription, medical records, ...). The translation may also be carried out by the Manager.

FAMILY MEMBERS COVERAGE
- Spouse or cohabitant.
- Children up to 26 years (over 18 if students or unemployed).
- Financially dependent parents.
- Children with disabilities.

NB: all the above conditions can be self-certified

REIMBURSEMENT PROCEDURES AND DEADLINES FOR THE MANAGER AND HIS/HER FAMILY (INCLUDING DOCUMENTS TO BE SUBMITTED), DEDUCTIBLES AND CAPS
- Reimbursement procedures and deadlines for the Manager and his family (including documents to be submitted), deductibles and caps.
- Indirect form only, no direct agreement with clinics abroad
- Refund request: one for each client and event
- Form P01/M for medical practices
- Form P01/D for dental practices
- Presentation times: 6 months from the first expense document
- Threshold: € 51.65
- Presentation only to Manageritalia Association
- Documents: documents of expense (invoices, receipts, ...) and health documents (medical prescriptions, medical records, ...)
- Documents to be sent only in photocopy
- Refund according to "Nomenclatore Tariffario-Range of Fees list“ and specific legislation
- Medical expenses: no caps
- Deductible: max € 51.65 on the practice

COVERAGE FOR DENTAL EXPENSES
- Coverage of all benefits
- Refunds according to the “Nomenclatore Tariffario-Range of Fees“
- Maximum € 30,000 / year for the whole family unit
- Deductible: max 51.65 €
- No oral hygiene and periodontology

CONTACTS
Manageritalia Territorial Association.

CHECK UP (FREQUENCY, COVERAGE, PROCEDURES)
- Prevention programs refunded only through direct agreement in Italy and according to specific programs.

NB. With regards to Covid-19, please remember that all tests carried out abroad are refunded
KIND OF COVERAGE

- **Annuity benefits**: Supplementary treatments in the form of annuities for old age and/or seniority, invalidity, indirect and survivors’ pensions. Admission requirements: at least 5 years of contribution.

- **Retirement benefit in capital form**: As an exception to the law, all members have the option of paying the benefit 100% in capital form.

- **Alternatively**: mixed form, partly in capital and the remaining part in annuity.

AVAILABILITY OF THE CONTRIBUTIONS PAID (AMOUNT AND DATE)

Advances:
- for health care costs on serious situations (manager and family), at any time 100% of the severance indemnity set aside;
- for the purchase or renovation of the main dwelling (manager and family), with 8 years of participation in supplementary pension forms, 100% of the severance indemnity set aside;
- for any other reason (with no obligation to be documented), with 8 years of participation in supplementary pension forms, 80% of the severance indemnity set aside.

R.I.T.A. Fractional disbursement of all or part of the amount accrued from the effective date up to the achievement of the age required for the old-age pension in the compulsory pension system to which they belong.

The requirements are at least 5 years of participation in a supplementary pension plan and:
- termination of work;
- reaching old-age pension age in the compulsory membership scheme within the following 5 years;
- overall contribution requirement of at least 20 years in the compulsory membership schemes;
- or:
  - unemployment for a period of time exceeding 24 months;
  - reaching old-age pension age in the compulsory membership scheme within the following 10 years.

TAXATION

- **Contribution tax treatment**: They do not contribute to the formation of employment income. The employer, in his capacity as withholding agent, decreases the taxable amount by the amount corresponding to the deduction to be paid by the manager and does not increase it - not even partially - with reference to the contribution paid at his own expense, since the deductibility limit envisaged for all pension funds (€ 5,164.57 per year) is not applicable.

- **Taxation of benefits**: For annuities and liquidations on capital account: substitute tax of 15% which is reduced by 0.30 percentage points for each year of enrollment beyond the 15th (maximum reduction 6%). Separate taxation (tax regime in force on 31.12.2006) if paid 100% in capital form.

- **Tax on advances**: 15% (maximum reduction 6%) for advances for health care expenses for serious family situations; 23%, for the others.
- **Redemption taxation**: The subsidized taxation of 15%, maximum reduction of 6%) is applied to:
  - 50% of the share from 1.1.2007 in case of redemption for unemployment for no less than 12 months and no more than 48 months;
  - 100% of the share from 1.1.2007 in case of redemption for unemployment exceeding 48 months or in case of permanent invalidity entailing the reduction of work capacity to less than one third;
  - 100% of the share from 1.1.2007 in case of redemption by the heirs following death of the member before the maturity of the pension requirements;
  - 23% fixed tax is applied for all other cases.

- **Taxation of returns**: In general, a fixed rate of 20% is applied on an annual basis. A fixed rate of 12.50% is applied to the returns deriving from investments in government bonds.

*For allowances set aside from 1 January 2007 onwards*

### HISTORICAL PROFITABILITY OF THE FUNDS

#### RETURNS ATTRIBUTED TO INDIVIDUAL ACCOUNTS (% VALUES)

<table>
<thead>
<tr>
<th>YEAR</th>
<th>GROSS YIELD</th>
<th>YIELD NET OF 20% SUBSTITUTE TAX</th>
<th>RETURN ON EMPLOYEE SEVERANCE INDEMNITY AT THE COMPANY, NET OF 17% TAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>8,04</td>
<td>6,50</td>
<td>1,742</td>
</tr>
<tr>
<td>2018</td>
<td>-4,47</td>
<td>-3,55</td>
<td>1,861</td>
</tr>
<tr>
<td>2019</td>
<td>10,48</td>
<td>8,50</td>
<td>1,489</td>
</tr>
<tr>
<td>2020</td>
<td>4,80</td>
<td>3,82</td>
<td>1,245</td>
</tr>
<tr>
<td>2021</td>
<td>7,72</td>
<td>6,20</td>
<td>3,618</td>
</tr>
</tbody>
</table>

#### SECURED SEGMENT RETURNS ATTRIBUTED FOR EMPLOYEE SEVERANCE INDEMNITY (% VALUES)

<table>
<thead>
<tr>
<th>YEAR</th>
<th>GROSS YIELD</th>
<th>YIELD NET OF 20% SUBSTITUTE TAX</th>
<th>RETURN ON EMPLOYEE SEVERANCE INDEMNITY AT THE COMPANY, NET OF 17% TAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
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<td>2,30</td>
<td>1,742</td>
</tr>
<tr>
<td>2018</td>
<td>2,48</td>
<td>2,08</td>
<td>1,861</td>
</tr>
<tr>
<td>2019</td>
<td>2,37</td>
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<td>1,489</td>
</tr>
<tr>
<td>2020</td>
<td>1,99</td>
<td>1,67</td>
<td>1,245</td>
</tr>
<tr>
<td>2021</td>
<td>2,12</td>
<td>1,63</td>
<td>3,618</td>
</tr>
</tbody>
</table>
### TERM BALANCED SEGMENT RETURNS ATTRIBUTED FOR EMPLOYEE SEVERANCE INDEMNITY (% VALUES)

<table>
<thead>
<tr>
<th>YEAR</th>
<th>GROSS YIELD</th>
<th>YIELD NET OF 20% SUBSTITUTE TAX</th>
<th>RETURN ON EMPLOYEE SEVERANCE INDEMNITY AT THE COMPANY, NET OF 17% TAX</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>2.80</td>
<td>2.23</td>
<td>1,742</td>
</tr>
<tr>
<td>2018</td>
<td>-4.31</td>
<td>-3.45</td>
<td>1,861</td>
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<tr>
<td>2019</td>
<td>7.76</td>
<td>6.30</td>
<td>1,489</td>
</tr>
<tr>
<td>2020</td>
<td>2.64</td>
<td>2.18</td>
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</tr>
<tr>
<td>2021</td>
<td>6.09</td>
<td>4.78</td>
<td>3,618</td>
</tr>
</tbody>
</table>

### LONG-TERM BALANCED SEGMENT RETURNS ATTRIBUTED FOR EMPLOYEE SEVERANCE INDEMNITY (% VALUES)

<table>
<thead>
<tr>
<th>YEAR</th>
<th>GROSS YIELD</th>
<th>YIELD NET OF 20% SUBSTITUTE TAX</th>
<th>RETURN ON EMPLOYEE SEVERANCE INDEMNITY AT THE COMPANY, NET OF 17% TAX</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
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<tr>
<td>2019</td>
<td>11.68</td>
<td>9.42</td>
<td>1,489</td>
</tr>
<tr>
<td>2020</td>
<td>3.79</td>
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<tr>
<td>2021</td>
<td>8.29</td>
<td>6.50</td>
<td>3,618</td>
</tr>
</tbody>
</table>
KIND OF COVERAGE (AMOUNTS INVOLVED IN CASE OF DEATH OR INVALIDITY)

Type of coverage (amounts involved in case of death or invalidity)
The Antonio Pastore Convention "3175", currently in force, provides for the following insurance policies for Managers hired or appointed under the "ordinary" regime:

■ MIXED WITH SINGLE RECURRING PREMIUM AND ANNUAL REVALUATION OF CAPITAL
Capitalization policy which, on the payment of premiums paid quarterly (invested by the insurance companies in the Special Management in which they manage) and revalued annually, builds up a capital that can be redeemed after the termination of the employment relationship. The amount of the annual premium used for this policy varies according to the age reached by the Insured party (see attached table 5.2 at the corresponding column), the amount of the redeemable capital depends on the period of permanence and, therefore, of the contribution.

■ TEMPORARY ONE-YEAR DEATH CASE
Policy that insures the risk of death caused by any event (accident/illness). The policy is active from the date of hiring or appointment with a 6-month shortage (only for death occurred for reasons other than accident or acute illness). Acceptance of risk by the insurance company with no health state assessment.
The insured capital and the related premium vary according to the age reached by the Insured party at the beginning of each year (see attached table 5.2 at the corresponding column).
The coverage is active until the age of 70 (as long as there is a payment of premiums).

■ ANNUITY LINKED TO LACK OF SELF-SUFFICIENCY PROBLEMS
Policy that insures the risk of total loss of self-sufficiency in carrying out daily activities (impossibility to carry out 3 activities out of 6 provided for by the Insurance company: Bathing or showering: ability to perform these actions without the assistance of another person - Washing: carrying out one’s hygiene (understood as the ability to shave, comb or wash one’s self) without the assistance of another person - Feeding: ability to eat and drink without the assistance of another person - Getting dressed: ability to put on or take off one’s clothes without the assistance of another person - Moving: ability to get out of bed, up from a chair, lie down, sitting down without the assistance of another person - Continence: the ability to control bodily functions).
The coverage is active until the age of 70 is reached (provided payment of premiums has been carried out) although it is possible (starting from the age of 66) to opt for the "whole life" form which allows (against the premium payment up to 80 years) life-long coverage. Acceptance of risk by the insurance company with no health state assessment.

■ PERMANENT INVALIDITY RESULTING FROM ILLNESS
Policy that insures against the risk of permanent total or partial loss of ability to carry out one’s profession following an illness. The maximum compensation (degree of invalidity over 66% = 100%) is €325,000.00. The deductible is equal to 24 points for events that have occurred during the insurance period and 33 points for events relating to periods prior to
the hiring or appointment as Manager (previous illnesses). The percentages of "verified invalidity" and "invalidity to be paid" are indicated in the tables contained in the "IPM tables" document attached.

The premium is fixed and independent of the age reached by the Insured party (€ 626.36 per year).

The coverage is active until the age of 70 for still active managers. Retired manager who decide to personally contribute after the termination of the employment relationship, the coverage is active until the age of 65. Acceptance of the risk by the insurance company with no health state assessment.

EXEMPTION FROM PAYMENT OF PREMIUMS IN CASE OF TOTAL PERMANENT INVALIDITY RESULTING FROM ILLNESS OR INJURY

Policy which in the event of Total Permanent Invalidity (greater than 66%) resulting from Illness or Injury and consequent termination of the Insured party’s employment relationship as a Manager ensures the continuation of the insurance coverage provided for by the Agreement up to 65 or 70 years of age according to the moment in which the event occurred (before the 60th or between the 60th and 70th year of age).

The premium is fixed and independent of the age reached (€ 60.00 per year). Acceptance of risk by the insurance company with no health state assessment.

BRIDGE INSURANCE AGAINST THE RISK OF JOB LOSS

Policy that insures the risk of loss of employment resulting from:

a) individual or collective withdrawal, exercised and communicated by the Employer after the effective date of the Insurance;

b) justified resignation presented by the Insured party to the Employer after the effective date of the Insurance through the payment of contributions due to all the Social Security and Assistance Bodies provided for by the National Collective Labor Agreements for Company Managers in the tertiary, distribution and services fields (Mario Negri Fund, Fasdac, Antonio Pastore Association, Cfmt). The causes determining the loss of employment are 5:

a) dismissal, strictly communicated by the Employer mentioning the justified and objective reasons and contested by the Insured party, even only out of court;
b) dismissal following refusal of transfer, contested by the Insured party, even only out of court;
c) dismissal due to bankruptcy or business termination of the company where the Insured party is active;
d) dismissal following termination of the respite period regardless of the health reasons that generated it;
e) resignation of the Insured party for justified reasons.

The coverage is active until the age of 70 is reached (provided premiums have been paid).

The premium is fixed and independent of the age reached by the Insured party (€ 90.00 per year).

For Executives hired or appointed “with reliefs” (lower contributions by companies), the “Mixed, single-premium recurring policy with annual capital revaluation” is not provided.

AVAILABILITY OF THE CONTRIBUTIONS PAID (AMOUNT AND DATE)

The “Mixed, single premium recurring insurance policy with annual capital revaluation”, during the manager’s period of employment, constitutes an “accrued capital” available only after the termination of the employment relationship. The former Manager may therefore
request the provision of the policy only after the conclusion of his/her employment relationship (managerial position) with a company that applies the National Collective Labor Agreements for Managers of Companies in the Tertiary, Distribution and Services field.

The amount of the benefit is proportioned to the premiums paid, to the duration of the payment period and to the returns obtained over the years from the Special Management in which the premiums were invested.

HISTORICAL PROFITABILITY OF THE FUNDS
Attached is a table which summarises the returns paid over the last 10 years to the reserves present in the Special Management of Insurance Companies. As can be deduced from the table itself, starting from 2018 the yield is differentiated between premiums paid up to 2017 and premiums paid from 2018 onwards (current "3175" Agreement in force).

TAXATION
According to current legislation, during the liquidation phase the insurance company calculates (and withholds from the gross liquidated capital) the taxation on the accrued capital gains (difference between the release value and the sum of the premiums paid on the capitalization policy) by applying the following withholding tax quotas:

a) 12.50% on the capital gains accrued on 31/12/2011;
b) 20.00% on capital gains accrued from 01/01/2012 to 30/06/2014;
c) 26.00% on capital gains accrued starting from 01/07/2014.

The legislation also expects the aforementioned tax quotas to be re-proportioned, taking into account the composition of the Special Management:
- the 12.50% quota refers to the portion of capital gains attributable to government bonds or equivalent;
- the 20% and 26% quotas, referred to respectively in letters b) and c), are applicable only to the part of capital gains generated by financial instruments differing from government bonds such as, for example: shares, derivatives etc.

Our Special Management is comprised mostly of Government Bonds or equivalent (white list). The sums collected by the insured party, already net of taxation, must not be included in the following year's Italian individual tax return statement.
Community consists of 25,160 executives and 8,600 member companies. Our offer is not structured around a single training activity, but aims to provide members with a "blended" learning experience, facilitating the personalisation of courses to the benefit of effectiveness. Our goal is to put the person at the centre and support them in the construction of their own learning pathway. For 25 years, we have been supporting the employability of managers and helping to improve business competitiveness. Our Community consists of 25,160 executives and 8,600 member companies.

START
Do you wish to build a learning path designed around your needs? We have developed START for you, a new self-assessment tool born out of a partnership with LIUC, Business School and London Business School that supports managers in identifying the key skills of the future. The self-assessment questionnaire rests on the understanding that, in an increasingly uncertain and ambiguous world, continuous learning is indispensable. Whether in a classroom, reading an article, attending a webinar or listening to a podcast - the need to stay up-to-date and anticipate change is no longer a distant hypothesis, but an ever-present and unavoidable requirement. The tool, completely web-based, represents a further step towards full customisation of your training path. You can choose to analyse the results of the questionnaire with us, to receive guidelines, pointers and in-depth information on the activities proposed.

LEARNING PATH
Blended Learning Paths are a rich mix of resources and methodologies. They provide a modular offering with a structured organisation of activities. You can take advantage of in-person training days, virtual classrooms, webinars, training tips, podcasts, videos and books. But the organisation of your development is flexible. You choose only the steps that interest you and design your own path. Each Learning Path allows you to create your own growth path both as a manager and as a person. The goal is to fill-in the gaps and acquire new skills.

SCHOOL
The management school is the beating heart of Cfmt. Over the years it has evolved, changing and improving its educational offering. The challenge of management training is to provide executives with a way of managing their knowledge, enabling them to acquire new skills and redefine their existing ones so that they can cope with an increasingly blurred context. Shifting from the logic of training towards that of learning makes it possible to put the person at the centre, with his or her needs, requirements and ambitions for growth and continuous improvement. Our aim is to accompany executives on the growth path they wish to take. We facilitate a continuous learning process, going beyond the idea of discontinuous and occasional training, blending various types of use to meet every learning style preference. Our offering is structured around four macro areas: Personal Improvement - Team Empowerment - Organisational Performance - Business Development - addressing all the skills a Leader needs to look to the future.
EVENTS
We have always organised events to anticipate new trends and changes. On the one hand, we provide managers and companies with the tools to stimulate a rethink. On the other, we create opportunities for discussion to generate ideas, prompt new visions and to get involved. We like to bring together people from different worlds of knowledge. From science and philosophy, to design and literature. Or even sport, music, cooking and television. We work to develop a managerial culture, conscious that the productivity and competitiveness of companies are closely linked to the diffusion of management, organisational and innovation culture. We think of events as opportunities to confront new points of view, to encounter different worlds and introduce the company to a new way of interpreting its business.

OBSERVATORIES AND RESEARCH
Since 2007, we have been leading several research projects aimed at encouraging change and growth in Tertiary Sector companies and supporting the employability of managers. We develop ideas and thinking by working on tools that anticipate the times with a concrete approach, through surveys and field analyses. We do not do this alone. We work with a network of universities, consultants and management scholars to identify trends in the evolution of managerial culture and related business models. We edit two series of publications: T-Lab Laboratorio del Terziario che innova and Terziario Futuro in Open Access, which provide contributions from experts that can help managers and entrepreneurs understand and identify the directions of evolution and innovation in the Tertiary Sector.

PROJECTS OF EXCELLENCE - MASTER’S DEGREES
Courses designed to excel in the market, a way to stay constantly up-to-date, ready to face the challenges of a managerial career. We have designed courses built of multidisciplinary modules with a focus on managerial growth and input from world other than business. These courses were developed in partnership with some of Italy's most prestigious business schools: SDA Bocconi, LIUC Business School and MIP Politecnico di Milano.

MICROLEARNING
We have always preferred an offering that allows for a high degree of customisation both in the topics themselves and the way they are covered. This facilitates a continuous learning process, rather than discrete and occasional training. The aim is to build awareness on the path of growth, favouring training moments that extend the learning process in time and space. The classroom is only one of the moments of this process. Microlearning also includes Podcast, Ebook and Videos.

CORPORATE PROJECTS
Working alongside HR, we design a customised course that fits the company’s needs, goals and culture. Our courses set out to valorise internal skills and trigger processes of change and innovation, providing practical tools to tackle daily challenges. We partner the company throughout the whole process, from the needs analysis to implementation of the training. Member companies are able to take advantage of this service for their executives.