



NEXI^{STEPS}



2022 CHRISTMAS NEWSLETTER

**A YEAR OF NEXTSTEPS.
EVER MORE NEXT TO YOU.**



MILANO - BERGAMO - CROTONE - SESTO SAN GIOVANNI - ROMA

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Last year, our holiday wishes included a desire filled with hope for rebirth and a fresh start after we had been through the global pandemic together.

One year on and the pandemic is possibly at an end, but definitely more in the background, and we have experienced new uncertainties and changes, including a recovery that clearly did not quite go as expected. But it was still an interesting year.

In our own small way, we have also been on a journey over the last year. And we'd like to take this opportunity – during the Festive Season, when we have a little more time and are not caught in the hurly-burly of commitments and regulatory changes – to share some of these steps with you and, importantly, to say something about where we are going. This will be the focus of this “01” issue.

Of course, this is also an opportunity for all of us to send our warmest wishes for a peaceful Christmas full of love and hope.

Such hope is not utopian, but a concrete glimpse of the future because it has deep roots in the present, as the well-known Czech poet Václav Havel wrote to his beloved wife and said at the Académie Française. We have chosen to borrow his words for our best wishes for a 2023 lived together, facing reality with the same passion and professionalism we try to communicate every day.

Hope is definitely not the same thing as optimism. It is not the conviction that something will turn out well, but the certainty that something makes sense, regardless of how it turns out.⁽¹⁾

“ If we are certain that the planting was good and that we are watering regularly, we have no reason to be impatient. It is enough to realise that our waiting has meaning.

Waiting that has meaning because it grows out of hope and not hopelessness, from faith and not despair, from humility toward the time of the world and not out of fear of its sublime tranquillity, is accompanied not by boredom but by suspense. This kind of waiting is more than just waiting. It is life. Life as the joyous involvement in the miracle of Being.⁽²⁾

Merry Christmas to all of you and a happy new year
Luca Insabato and the Jobcode team

(1) Letters to Olga

(2) Speech by Vaclav Havel on Tuesday, 27 October 1992, at the Institut de France, where he was awarded the title of foreign associate member of the French Academy of Moral and Political Sciences.
Vaclav Havel “The Art of the Impossible: Politics as Morality in Practice.”

Where were we?

A year has gone by and it has definitely been fast, intense, and full of challenges and changes.

Let us look back at the steps taken that have brought us this far, towards the coming year.

PARTNERS

Our company expands!

Jobcode was founded in 2018 at the initiative of Luca Insabato to create a company that focused solely on employment consulting and HR services. It might have been created by a single person, but it was also designed to be a partnership. Jobcode's original DNA incorporated the certainty that the future was plural—a certainty mirrored in the choice of corporate form and brand (not linked to the founder's name). It was built on understanding that cooperation was the sole pathway for creating and developing ever more professional, customer-friendly services. Such cooperation is the essence of how we work together every day and has finally culminated in having a new partner among the young professionals who have been working with us for several years. This is the next step in strengthening our corporate partnership and building an even solid base for the future.

In 2022, we welcomed **Luca Pirola** as a new **equity partner**. He is a labour consultant with a law degree and, most importantly, a professional who has been contributing to the growth and development of Jobcode for several years. Luca has been part of the Jobcode adventure since its first steps, gaining experience over the years as he consulted for companies in a range of industries, coordinating teams and projects for many clients, both large and small, and specialising in out-of-court settlements and labour law due diligence.

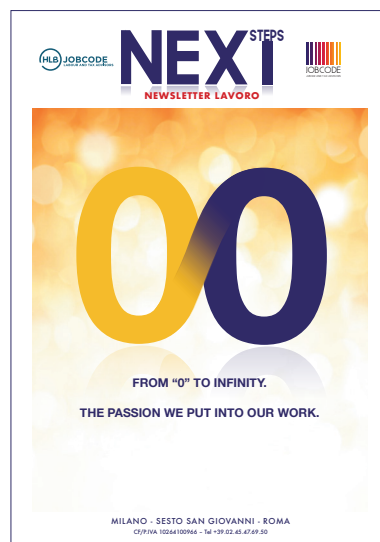
He has actively participated at a number of conferences in Europe and abroad organised by the HLB network, honing his professionalism in a way that will prove invaluable in his new role as a partner.

NEWSLETTER



Ever more Next to you.

Our first step has always been to stand by our customers, knowing we have their trust and ensuring their satisfaction. This approach is partly why we wanted our regular newsletter, **Nextsteps**, to really become – this year more than ever – a vital source of news and information that is not only clear and timely, but also useful and comprehensive.

Nextsteps has been backed by other new forms of communication, including our breaking news and LinkedIn posts that offer increasingly real-time information.





NEWSLETTER

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LABOUR NEWSLETTER - MAR 3/22


31/03 New Covid Decree.
On the scent of spring again.



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LABOUR NEWSLETTER - APR 4/22

Work-life balance decree.
Spending as much time on the important things in life.





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LABOUR NEWSLETTER - 5/22


One-off allowance.
200 good reasons.




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LABOUR NEWSLETTER - 6/22


Decree on transparency for new hires.
A clearer picture.





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LABOUR NEWSLETTER - 7/22

Parental leave.
Interesting changes.




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LABOUR NEWSLETTER - 8/22

2022.
Exemption threshold for fringe benefits raised to € 3,000.

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PARTNERSHIP

Jobcode and Zucchetti: the jewel in our crown.

As promised in issue “0”, during 2022 it was a great pleasure for us to become a **“service partner”** certified by Zucchetti. This partnership really improves our expertise and strengthens our relationship with Zucchetti, ensuring that our customers receive knowledgeable, technologically advanced support in the management of payroll and HR office solutions.

By Jobcode becoming a Zucchetti certified partner, we guarantee ever greater professionalism and added value in customer service.



JOB CODE AND HLB JOB CODE

Sustainability and the common good.

In our own small way, we follow Pope Francis’s words as he has repeatedly indicated the need for

“a model of recovery capable of generating more inclusive and sustainable solutions, a model of development based on peaceful coexistence and on harmony with all creation.”

We seek to make his works reality through active projects.

Such choices and initiatives have always been part of us, but this year we took a decisive step forward by making HLB Jobcode a “Società Benefit”, or a benefit corporation.

JOB CODE AND HLB JOB CODE

We strongly believe the benefit corporation model (introduced in Italy in 2016 with the name Società Benefit and based on the American Benefit Corporation B-Corp. concept) is the natural extension of how we view our company.

The decision to become a benefit corporation, starting with HLB Jobcode srl, helps us place greater emphasis on our social impact by developing initiatives that match this vision. This specifically entails:

a) Projects focusing on young people starting on their professional journey:

For years, Jobcode has been a partner in a venture that establishes and manages vocational training courses that help young people enter the working world, especially those looking to work in the field of payrolls and social security contributions. Each year, this project gives Jobcode the possibility to have some students work at the company on internships, with most of these interns moving on to become our employees.

Similarly, each year Jobcode offers a few recent graduates the possibility to do their professional training at the company so they can become licensed labour consultants. Once again, two of these people qualified this year and are now part of our team of consultants.

b) Projects focusing on our staff:

In 2022, a corporate welfare plan was introduced to encourage improved work-life balance, offering special support for colleagues who have children or other people dependent on them.

During the year, we also opened a branch office in the Bergamo area to bring our offices closer to where some of our staff live, thus helping them cut their commuting time and distance.

Another aspect of fostering a better work-life balance was the approval of the company's "remote working" rules, which guarantee that all staff can work from home at least twice a week, with an option to request additional days because of commuting time or special family needs.

JOB CODE AND HLB JOB CODE

c) Projects focusing on the world in which we live:

In response to the emergency caused by the war in Ukraine, we called for donations to the NGO AVSI, which supports Ukrainian refugees, pledging to triple any amount that each of our employees donated. It is a drop in the ocean, but it is multiplied and shared by everyone.



People for development

<https://www.avsi.org>

Jobcode offered support for “Famiglie per l’accoglienza,” a non-profit that coordinates numerous initiatives to help families who are willing to adopt and foster children, as well as supporting young mothers or other fragile family situations.



<https://www.famiglieperaccoglienza.it>

Like for 2022/23, 2023/24 will also see us playing our leading role at La Scala in Milan, making our contribution as a “corporate subscription” holder for a venue that for us means a chance to share beauty with friends, staff and clients, supporting an institution that is good for Milan and the world as a whole. We will take you with us soon!

<https://www.teatroallascala.org/it/le-aziende-e-il-teatro/hanno-scelto-scala/abbonamenti-corporate.html>

JOB CODE AND HLB JOB CODE

For our 2022 Christmas dinner, we chose a new restaurant that was opened this autumn at the Milan premises of “Piazza dei mestieri,” a non-profit organisation that helps find solutions for young people who are not studying or working, including people who might have dropped out of school or are in a situation of hardship. The dinner was prepared and served by young people who are now being educated at “Piazza”.



<https://piazzeimestieri.it>

ADOPT A BEEHIVE

On our road to becoming a B-corp, we're already a Bee-corp.

Jobcode has decided to join **3Bee's initiative** to adopt a beehive because it is aware of the positive impact that businesses can also have in addressing the great challenges that climate change is bringing.

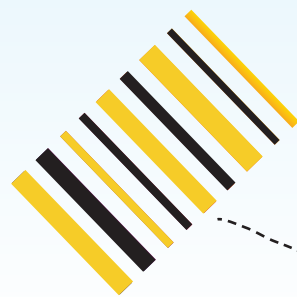
Plus, a beehive is a lovely metaphor for a way of working...a way that we like. Everyone cooperates, freely. Everyone has his or her own task and style that superficially creates an impression of confusion, but is actually perfect, well-organised and purpose-driven order.



<https://www.3bee.com>

See our hives here.





BEE JOBCODE.

HLB JOBCODE is with 3Bee. Biodiversity, freedom and cooperation.

**Each and every day, we work to be a #sustainable company.
Supporting the regeneration of #biodiversity is an integral part of what we do
on a daily basis because everything is interconnected.
As such, we have decided to adopt, through #3bee, two #beehives in Calabria,
thus ensuring 600 million flowers will be pollinated. <https://www.3bee.com/en/>**



BEE HAPPY.

MERRY CHRISTMAS FROM EVERY LITTLE ONE OF US.

Christmas is even sweeter this year with Jobcode.

We have adopted two Italian beehives that produce organic honey.

It is a way to help protect bees and improve the world we live in.

On the road to becoming a B-Corp, from this year, we are undoubtedly a **BEE-Corp.**

