Débora Elizabeth Morinico



Personal Information

Birth date: 12/30/1981
Nationality: Argentinian
Local ID (DNI): 28.013.867
Marital status: Single

Address:
415 Honorio Pueyrredón St., Floor 9°, Apartment 5, City of Buenos Aires

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debora.morinico@gmail.com

Languages

· **SPANISH**
Native language

· **ENGLISH**
Advanced
Laboratorio de Idiomas
U.B.A., Level XIV – concluded
Studies in progress

· **GERMAN**
Basic
Laboratorio de Idiomas
U.B.A., Level III – concluded
Studies in progress

Skills & Hobbies

· Microsoft Window: Office Package
· Outlook
· Legal Soft

Hobbies
· Shoes Design
Studies in progress
· Pilates
· Lecture
· Drawing

Main academic background

July-2011: LAWYER – University of Buenos Aires, City of Buenos Aires, Argentina
May-2012: Member of the Argentinian Bar Association (CPACF) – Membership active
May-2012: Teacher Training – Law School – University of Buenos Aires, Argentina

Professional development, achievements, competencies and responsibilities

It distinguishes me a good capacity for communication, flexibility, initiative and desire to continue learning, which allows me to adapt my communication style according to the profile of people, generating confidence, achieving a high level of satisfaction among clients, and especially, with my work team.

Achievements:

. I developed the Assignment Management service, which allows providing advice on immigration, labor, social security and moving matters, as well as managing the vendor that provides these services, to clients with high volume of expatriates.
. I developed the Social Security exemptions service, generating significant savings for clients, which allowed me to contribute to the business growth and expansion of the services provided by PAS in EY.
. I developed the pension advisory service for high executives expatriate (analysis of future impact on retirement).
. I participated and continue to be actively involved in the training of my collaborators in the areas of my knowledge.
. I coordinated global accounts, increasing the metrics of my local office (KPIs), through interaction with offices and laws of other countries, which allows me to be the person to be looked for by the other EY offices for advice and generation of new businesses.
. Active member of the Committee of Diversity and Inclusion in PHM, collaborating in the change of policies within EY.
. Currently, I am participating in a global EY project (implementation of MERCURY - SAP), being my participation product of the network of contacts generated during the LAS EXPLORER exchange program at EY San Pablo (August / October 2018).

Competencies:

. Migration Law. Analysis of global assignments to define the expatriate migration process, as well as the possible savings in Social Security.
. International and local Social Security
. Labor and pension law.
. Emotional intelligence, organization, ability to analyze, teamwork.

2012- TODAY: PISTRELLI, HENRY MARTIN & ASOCIADOS (EY) - LAWYER
25 de Mayo 487, C.A.B.A. / Phone 4318-1600
Main contact for references: Javier Sabin (Partner)
July-2016: Senior – LAW – Labor & Employment Law
July-2014: Senior – PAS (People Advisory Services) – Social Security
July-2013: Senior – TAX - Human Capital – Immigration Services
June-2012: Assistant – TAX - Human Capital – Immigration Services

Responsibilities:

. Coordination of global assignments for external companies. Analysis of options related to immigration and moving procedures (documents requirements and its obtaining, local legislation compliance, coordination of appointments with the local vendors, general agenda of the assignees).
. Advisory on immigration local law. Local and abroad application (local immigration office procedure / procedure before the consulates).
. Assistance with the obtaining of visas for another countries (documents required and its obtaining, and appointments before the Consulates)
. Analysis of Immigration Office cases. Process monitoring to final approval.
. Obtaining of local documents (Provisional Labor ID, Definitive Labor ID and Local ID)
. Registration of companies before the Immigration Office (RENURE). Corporate documentation review.
. Implementation of SAP modules (Mercury, internal EY project).
. Advice on international social security agreements. Applications of pension exemptions by conventions or local legislation (art.4 Law 24.241)

. AFIP requirements response - General Directorate of Social Security Resources.
. Assessment of the pension impact of executive assignments abroad. Evaluation and advice for its measurement and neutralization.
. Labor reviews and audits. Payroll review.
. Evaluation of corporate documents, contract for directors and advice on social security.
. Startup of companies (high as employer, ART, health providers and digital rubric of salary books)
. Analysis of social benefits.
. Analysis of labor conflicts. Telegraphic exchange and resolution before SECLO.

2012-2013: DIRECCIÓN NACIONAL DE LA POLICIA DE SEGURIDAD AEROPORTUARIA (PSA)

External lawyer
Main contact for reference: Sebastián Trillo +54 11 3762-7361

Responsibilities:
· Paralegal
. Tracking of cases before the Federal Court

2007- 2012: ESTUDIO JURÍDICO ARES DE PARGA & ASOCIADOS – LAWYER

Viamonte 1342, 2do. Cuerpo, 2º piso, Dto. 5, C.A.B.A / Phone 4371-3740
Main contacts for reference: Juan José Ares de Parga / María Laura Cabral

June-2012: External Lawyer
July-2011: Lawyer
June-2008: Paralegal
May-2007: Legal assistant

Responsibilities:
· Representative for disputes on base Consumer Protection Act and Labor Law
. Judicial cases (200 approx.). Law suits and court procedure
. Tracking of cases before Federal, Civil and Commercial Court (torts and heritance)
. Procedures of property registration

2006-2007: ESTUDIO JURÍDICO PODESTA-PONZI

Roque Sáenz Peña 852, 5º Piso, Dto. 502, C.A.B.A. / Phone 4328-8788
Main contacts for reference: Carla Emilia Podestá – Mariel Cecilia Ponzi

Responsibilities:
· Paralegal
. Tracking of cases before Federal, Civil and Commercial Court.

Academic background

2019: III Social Security Conference – AAEF, City of Buenos Aires, Argentina.
2019: Labor Law Seminar. Current and controversial aspects Compensation and income tax – CEDEF LAW, City of Buenos Aires, Argentina.
2017: Management Skills Development Program for Seniors (EY) – Torcuato Di Tella University, City of Buenos Aires, Argentina.
2016: Retirement and Pension. Program for advisors – School of Economics, U.B.A., City of Buenos Aires, Argentina.
2016: Course on Income Tax for Individuals, Payroll Employees and Personal Assets – School of Economics, U.B.A., City of Buenos Aires, Argentina.
2015: Advanced Management Certificate – Harvard ManageMentor
2015: Oil and Natural Gas Law – Law School, U.B.A., City of Buenos Aires, Argentina.
2014: Labor Audit – C.F.E, City of Buenos Aires, Argentina.
2014: Mandatory Labor Conciliation – Workshop - Law School, U.B.A., City of Buenos Aires, Argentina.
2014: Income Tax for Payroll Employees – Workshop - Law School, U.B.A., City of Buenos Aires, Argentina.
2012: Torts – Professional Improvement Program - Law School, U.B.A., City of Buenos Aires, Argentina.
2012: Contracts – Professional Improvement Program – Law School, U.B.A., City of Buenos Aires, Argentina.
2012: Consumer-User Legal Protection – Professional Improvement Program – Law School, U.B.A., City of Buenos Aires, Argentina.
2012: Summary Judgment – Professional Improvement Program – Law School, U.B.A., City of Buenos Aires, Argentina.
2011: Conference of the XXIII Conference of Civil Law - U.B.A., City of Buenos Aires, Argentina.
2011: Judicial Procedure – Law School, U.B.A., City of Buenos Aires, Argentina.
2011: Bankruptcy – Professional Improvement Program – Law School, U.B.A., City of Buenos Aires, Argentina.
2011: Labor Procedural Law – Professional Improvement Program – Law School, U.B.A., City of Buenos Aires, Argentina.