



_newsletter!

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_letter from the Chairman

We are pleased to present the second issue of our Newsletter and we hope that you will enjoy it. This newsletter brings information about Pragma's life and its members but its aim is also to be a link between us. I remind you that it is open to any of us who wish to express himself or herself on any subject.

In our last issue, we had announced a conference that was going to take place at the same time as our Annual General Meeting. We had to cancel it, primarily for reasons of cost of organisation. This does not mean that this type of conferences will be abandoned definitively, since the first experiences in Barcelona and Lecco were well appreciated.

Anyway, as forecast, our Annual General Meeting 2005 took place in Warsaw and allowed us to reinforce our relationship with Poland. We met members of Iurislinc's network, to which Wojciech Celichowski's office belongs along with 9 offices in Poland, 1 office in Holland and 2 offices in Germany. The cooperation between our two networks will start very soon, through articles in a common bulletin of information and through a conference organised together at the end of the year.

The Annual General meeting in Warsaw was also a good opportunity to think about our strategy, as Pragma, after 4 years of existence, reaches a key period of its life.

The way of developing our network is one of our principal concerns. We will still try to branch out through new memberships, but we also want to be more aggressive in the common search for new customers, for instance in emerging countries. Possibilities are being explored. We will keep you informed in our next newsletter.

Michel Lacroix
Les Juristes Associés du Centre - Clermont-Ferrand - FRANCE
Chairman of the Board of Directors of Pragma

_conference 2005 in Strasbourg



The team of «Juristes Associés de Lorraine» will be pleased to welcome you to Alsace for the Annual Conference 2005.

You might expect:

- Accommodation to Hannong hotel

Strasbourg Hannong Hôtel
15, rue du 22 Novembre
67000 Strasbourg
Tel: +33 3 88 32 16 22
www.hotel-hannong.com



- Guided tour of the European Parliament



- Discovery of the local gastronomy
- Choice of activities: cycling in Strasbourg, visit of wine cellars or walk
- Gastronomical buffet and dance in Hannong hotel.

Pragma's schedule

21st, 22nd and 23rd October 2005 in Strasbourg (France): Annual Conference

Hemicycle of the European Parliament



_on Friday, the mice will play!?

The practice of abandoning once a week the formality of the corporate image and dressing casually is sweeping across the United States but has a relatively small success in Europe.

While the Americans say that casual Friday allows employees to feel more relaxed and to be more productive at work, Europeans tend to respect the corporate image.

What about our network Pragma? What are the dress codes in our offices? Is Friday a special day in the week? Here is our survey...

Casual every day or never

In multinational companies and European subsidiaries of American companies, casual Friday was quickly adopted. The trend is also widespread in the sectors of communication, media, internet and data processing. For instance, Elisa Gasparini from "Interconsulting" Milan, Italy, says that wearing jeans and sports shirts has been largely adopted at Vodafone Italy.

However, in our branch of activity, the "uniform" (suit and tie for men and shirt or trouser suit for women in formal dark colours) remains strict, because of the daily contact with customers. Federico Finstermacher from "Studio Di Stefano & Auer" Bolzano, Italy, even confirms that the suit is a matter of respect towards the customer and of credibility of a lawyer's function. In other words, lawyers also need to look serious on Fridays.

Nevertheless, some offices follow the trend of casual Friday all the week, which does not mean that they are any less serious. Reynald Faget, from "Juristes Associés de Lorraine" Metz, France, observes that the dress code of his office is not very strict and that he is allowed to come all week in casual style, even

if the suit and the tie are still required for appointments with formal clients. The same is true in the Israeli office of Yitzhak Uzdin.

The young people sometimes dare to sport a scruffy haircut

Does that mean that casual Friday is a completely foreign phenomenon in Pragma? We have managed to find one office which follows this trend.

In Portugal, Nuno Lopes explains that, four years ago, Cecilia Caria Mendes' office adopted the casual Friday, and that not only is this okay with clients but some actually also dress down. Obviously, Nuno wears a tie on Friday when it is necessary, but, in general, he thinks that one person wearing casual trousers, sports shirt and sports jacket can be just as elegant as wearing a suit. However, jeans are a definitive no-no!

In the rest of the offices in our network, casual Friday is still at an embryonic stage, i.e. still rare enough to be noticed, says Aurelia Ben Shlush from "Jean-Claude Coulon Partenaires", Paris, France.

In the same way, in Spain, at "Manubens y Asociados", the dress code is strict 365 days a year, and if the rules tend to be softened, it is only small demonstrations of "rebellion" (a coloured tie or a scruffy haircut).

A question of culture

Behind the superficial aspect, the casual Friday is in fact a question of culture, professional and national.

To adopt casual Friday sometimes means to have pro-American feelings. For example, the former employer of Fabio Colombo, from "Interconsulting" Milan, Italy, imposed the casual Friday in his office after having returned from a trip to the United States.

In Poland, although people speak about Americanisation of their society, Wojciech Celichowski explains to us that the search for authenticity and the force of the national habits make that the only tangible signs of American influence in the Polish society nowadays are Halloween and St. Valentine's day, and not, for the moment, casual Friday.

Finally, why not seek interesting innovations outside the United States? In South Africa, according to Quim de Freitas from Legallink, managers have to invite their secretary to the restaurant once a year. This is the practice of "secretary day".

Then why not widen this practice to all the hierarchy and establish the equivalent of a "secretary day" for all the female workers of the network? The debate is open!

Nathalie Facon

This month's winner:

Congratulations to Gustavo Ventura from Uruguay, the winner of our competition who correctly answered last issue's question about the rate of exchange of the Euro against the US dollar.

Gustavo, your prize is in the post! And thank you all for participating!

This month's question:

How many members has the European Parliament?

- a) 25
- b) 729
- c) 4575

Please send your answer before the 30th of June 2005 to: info@pragma-eu.com

Lots will be drawn to decide the winner.

_in brief

« Il Presidente »



Gilberto Gelosa (on the left) with Roberto Castelli, Italian Minister of Justice

Last October, the Italian Minister of Justice, Roberto Castelli, was invited to the conference organised by Gilberto Gelosa to celebrate the 50th anniversary of the Bar of Dottori Commercialisti of Monza, of which Gilberto is Chairman.

We also congratulate Gilberto for his re-election, at the beginning of the year, as Chairman of CODIS (the Bar of Dottori Commercialisti of Lombardy and North Centre of Italy).

2010 Soccer World Cup



At the Lisbon Pragma conference, Quim de Freitas, from Legallink (South Africa) was approached by a number of members who showed interest in the 2010 Soccer World Cup in South Africa.

With this in mind, he approached a travel agency and asked them to put something together that might wet everyone's appetite to visit South Africa at that time.

To give you a forecast and help you with your planning, this is what you might expect to experience:

- 2 nights in Johannesburg, optional tours to Soweto to view real township life, your first African Soccer Match, Newtown and optional visit to a gold mine.
- Fly to Durban for 3 nights. Tropical beaches. Another Soccer match.



- Then, we will take you to the real Zululand to experience the real Africa of dramatic sunrises, wildlife coming to the waterhole for an early drink, elephants silhouetted in the red glow of the sunset. 2 nights to marvel and learn.

- Cape Town is next. We need 5 nights in the glorious, dramatic Cape of Good Hope. Majestic Table Mountain, the backdrop to the Victoria Waterfront... will take your breath away. We won't forget the Winelands and ... we'll watch Soccer too!



Approximate cost for the holiday will be 3000 Euros).

For any further information, please contact N. Facon – tel:+34 93 206 35 90.

Quim de Freitas – www.legallink.co.za

Annual General Meeting 2005 in Warsaw

Our Annual General Meeting took place in Warsaw on 22nd April and allowed us to reinforce the link with Wojciech Celichowski's network. The day after, a sightseeing tour was organised to discover Frederic Chopin's town and learn a bit more about the history of Warsaw.



Wojciech Celichowski



The participants



Cecilia Caria Mendes

Michel Lacroix



Gilberto Gelosa

Claude Martin



Charles Schlub

Yves Morrier



Michel Lacroix, our guide, Laurent Diatta, Muriel Lacroix, Claude Martin, Yves Morrier and Charles Schlub, in front of the statue of Frédéric Chopin



Jaroslaw Szczepaniak

Marta Kmiecik



Laurent Diatta, Yves Morrier, Claude Martin and Michel Lacroix



Interview: François Dunan and the Black Penitents of Nice

The office Unijuris of Nice has among its three partners the Prior of the Community of Black Penitents of Nice. François Dunan, who is also Vice-Chairman and General Secretary of the association in charge of the coordination of all the French communities of Penitents. This position led him to meet the Pope Jean-Paul II during an audience at the Vatican in April 2003.



Nathalie Facon: Could you explain what the vocation of the Blacks Penitents of Nice is?

François Dunan: Our Community was founded in 1329 to face one of the most terrible famines in Nice's history. In 1458, it was recognized and legally authorised to constitute itself as civil company to help poor people, of assistance in case of epidemics and of the burial of dead. It enjoyed many privileges, one of which was to obtain once a year the grace of one person condemned to death penalty.

Currently, our Community, one of the most active associations in Nice, has approximately 70 members and remains faithful to its double spiritual and social vocation. We organise religious celebrations in our Chapel (registered as Historic Building, "the 8th Wonder of the World... baroque!"), we participate in the life of our Catholic District and in the Catholic Service of Funerals, as one of our original goals consisted in providing a decent burial for people during epidemics.

Our members are also members of other associations, such as charities or the catholic radio of Nice, and bring

material and spiritual assistance to the elderly or to sick people.

N.F.: How does one join your Community?

François Dunan: The members of our Community are catholic laic people. They have a job and a family. To enter our Community, a period of one year was introduced recently, to allow the beginner to live at the rhythm of our association before committing himself or herself.

N.F.: Tell us more about your audience with the Pope...

François Dunan: The aim of the association called "Maintenance des Confréries de Pénitents" is to establish bonds of co-operation and assistance among all the communities of Penitents from France and Monaco. In April 2003, the Board of this association was invited to meet different Catholic Ministers and had the privilege to be received in audience by the Pope Jean-Paul II.

It was an unforgettable experience that consolidated our faith, and makes me say that the Pope Jean Paul II was really a "gift of God".



François Dunan (on the right of the Pope Jean-Paul II, with a book in his hands)