Assolombarda for Enterprises

IDENTITY, REPRESENTATION & SERVICES
Assolombarda for Enterprises

IDENTITY, REPRESENTATION & SERVICES
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IDENTITY AND REPRESENTATION

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JOIN ASSOLOMBARDA
Assolombarda is a point of reference for Enterprises, artificer of the new world of entrepreneurship, always on the move and changing.

Assolombarda is the place ideas are brought to so that they become a reality and where plans are developed.

Assolombarda is where enterprises submit their petitions and obtain representation, lobbying, and solutions.

Assolombarda is where discussion occurs, to make both your business and other enterprises grow.
Our mission is to facilitate the development of member Enterprises providing support, constant updates, and training opportunities on the main questions and technical problems every Enterprise has to deal with.

We listen to the needs and safeguard the interests of member Enterprises, taking their petitions to Institutions, Public Administrations, the political and trade union worlds, and civil society.
Who we represent

For more than 100 years we have been the Association of Industrial and Services Sector Enterprises in the Metropolitan City of Milan and the Provinces of Lodi, Monza & Brianza, and Pavia and we represent more than 7,000 member enterprises.

More than

7,000

Start-ups and Italian and International Small and Medium-Sized Enterprises
Producers of goods and services in all goods sectors

More than 400 thousand

MEMBER ENTERPRISE EMPLOYEES

What economic weight do our Enterprises have?

54 %
LOMBARDY ADDED VALUE

12 %
ITALIAN ADDED VALUE
How are our Enterprises broken down in terms of size?

More than 48,000 employees

More than 55,000 employees

More than 74,000 employees

More than 64,000 employees

More than 150,000 employees

As well as 7,000 Total enterprises

- From 0 to 50 employees
- From 51 to 100
- From 101 to 250
- From 251 to 499
- More than 500

- 76%
- 11%
- 8%
- 3%
- 2%
Our Values

Identity

We valorise the uniqueness of each Enterprise and promote unity in the entrepreneurial system.

Representation

We defend the specific interests of members and categories, but above all, we promote projects with a general impact in favour of developing the territory.

Services

We offer professional and operational support to member Companies.
The Representation we provide

We are the voice of our Enterprises and our territory. We represent the aspirations and interests of the Enterprises, in all sectors, in the territories of Milan, Monza-Brianza, Lodi, and Pavia, which are among the most advanced and competitive in Europe. We provide a point of reference for every one of our Enterprises.

By taking part in association life - in the form of institutional, working, networking, and socialising events - the Enterprises discuss and share goals, matters of interest, best practices among the members and goods categories, ideas, projects, needs for support, and in-depth study.

Based on the input we receive, the Association launches targeted actions and services, representing the Enterprises at all levels and in any matter. Due to our capacity for forming a system, we facilitate activation of projects and initiatives in the territory, in line with shared goals. We inform Enterprises of new opportunities to be taken, sensitising them ahead of time about strategic questions and projects.

We guide and provide a driving force, taking a leading role in public debate and economic growth in our Country. We are socially active and promote change. We believe in the importance of sustainable economic growth. We talk to the new generations, open doors, and create opportunities. We believe in the power of collaboration and efficacy of system building. We represent, support, and encourage.

We are the voice of our Enterprises. We are the spokesperson for their interests.

We are Assolombarda
How is Assolombarda's representation expressed?

Our representation also takes the form of Group actions, which facilitate discussion on matters of common interest and grouping within the same operational setting.

The groups represent the interests of goods categories or groups across the board such as Light Industry and Young Entrepreneurs.

The aim of the Groups is to:

1. Concur on attainment and dissemination among Enterprises of the strategic goals of the guidelines indicated by the Association President’s programme.

2. Take part in Technical Groups, set up in relation to theme-related delegations.

3. Promote and consolidate association life and communication between member Enterprises.

4. Interact with the other forms and components of the Association.

5. Interact with trade Associations.
Our Groups

**FOOD**

**CHEMICAL**
Cosmetic Chemicals
Construction materials,
Therapies, and Life Technologies

**DESIGN & FURNISHING**

**ENERGY**

**RUBBER - PLASTIC**
Packaging

**INNOVATION SERVICES**
Industrial Services
Professional Services
Connecting Services
Digital Services
Engineering Services

**MEDIA, COMMUNICATION AND SHOW BUSINESS**
Cosmetic Chemicals
Construction materials,
Therapies, and Life Technologies

**MECHATRONICS**

**FASHION**

**HEALTH**

**TRANSPORT, LOGISTICS AND INFRASTRUCTURES**

**TOURISM**
Hospitality
Small Enterprise

Assolombarda’s Small Enterprise Group gives specific relevance to small and medium-sized enterprises. Member Enterprises that employ up to 249 people are part of this group.

The Small Enterprise group is a meeting place for member SMEs and point of reference of matters of interest to them. An ‘antenna’ able to pick up on the needs and criticalities of SMEs in a market that is constantly and rapidly changing.

The Small Enterprise group works to:

1. Sensitise public opinion and social forces to the industrial culture and entrepreneurial spirit.
2. Stimulate an awareness in SMEs of their role in the economy and in association life.
3. Implement each initiative to safeguard, promote, and disseminate the values that are typical of SMEs.
4. Deal with matters of interest, preparing proposals, and promoting implementation.

Scan the QR the access the web page or click here
Young Entrepreneurs Group

Assolombarda's Young Entrepreneurs group is made up of those between the ages of 18 and 40, who play a managerial role within their member enterprise. The group also involves managers and children of entrepreneurs in their activities.

Historically, the Young Entrepreneurs movement takes the form of a forum for ideas, strategies and actions, that stress the role of critical awareness in the system and in society, and that promote an Entrepreneurial culture. The group was also set up to meet the need to prepare people to take on responsible roles in the association system.

Assolombarda's Young Entrepreneurs group is the most numerous of the territorial groups in Italy, with about 600 registered members.
Family Businesses

Given the strategic nature and particularity of this large group of enterprises that represent a significant portion of the entire association base, Assolombarda has dedicated a specific project to family businesses, which includes various initiatives, such as: a path laid out for the children of entrepreneurs (the Boss's children), a cycle of meetings to facilitate sharing and discussion between family businesses (Family Meetings), and socialising between the families (annual family dinner).

The family business desk is a tool that can be used to interact with experts in various spheres and get initial support aimed at correct management of the dynamics of family type businesses.

Scan the QR code to access the web page or click here.
Assolombarda is the ideal place for facilitating awareness and discussion between Enterprises and Entrepreneurs, which are essential for developing plans and ideas. For this purpose the association has come up with settings, dedicated mainly to the network between enterprises in various goods sectors and company sizes.

Assolombarda’s Chains are networks set up to facilitate and incentivise contact and awareness between Enterprises in different goods sectors, when it comes to their reference market, interested to developing plans, synergies, and partnerships together, also based on business logic.

Each Chain has its Coordinator - an entrepreneur who looks after its development, gathers proposals from participating enterprises, and coordinates the work it does. Each Chain can centre its activities on one or more matters of interest.

Its main activities are networking meetings to get to know the excellence in our and other territories up close, or meetings with Buying Managers from some Companies (especially during company visits), as well as in-depth looks at matters of common interest.
Our Chains and Business Matching

**AGRI-FOOD**

The Agri-Food Chain brings together Enterprises in the territory known for their excellence, who are involved in bringing products from the field to the table, forming a value chain in the food sector, from raw materials through to the food we eat.

**ENERGY SUSTAINABLE GLOBAL CHAIN**

The Energy Sustainable Global Chain aims to reproduce the value chain related to producing, planning, and distribution of the main energy sources, including Enterprises that offer B2B services for the sector. The aim of the activities promoted by this Chain is to set up synergies and partnerships between all its components, based on a logic of the utmost transversality.

**ATTRACTIVENESS**

The Attractiveness Chain is made up of a network of Enterprises and Stakeholders involved in construction, information, communication, and promotion of the territories of Milan, Monza & Brianza, Lodi, and Pavia. These are enterprises that make these territories a tourist destination appreciated even more and a point of reference for Made in Italy.

**FAST MOVING CONSUMER GOODS**

The Fast Moving Consumer Goods Chain includes production and distribution Enterprises in the sector, from various goods segments such as foods, home products, cosmetics, toys, publishing products, etc. These are goods normally sold with small margins on a mass market, on which the level of competition is very high. This business sector also includes new digital distribution channels, which make an ever greater contribution to the overall margin on the sales by these Enterprises.

**AUTOMOTIVE**

The Automotive Chain brings together all the Enterprises involved in the value chain of manufacturing vehicles, excellence that this Chain aims to valorise by processing projects, company missions, and targeted networking activities for the sector. This Chain organises discussions and business matching meetings, and supports and stimulates competitiveness of participating Enterprises, by organising workshops with experts in the sector.
LIFE SCIENCES

The Life Sciences Chain includes all Enterprises in the value chain of the Life Sciences Industry, a sector that has many examples of excellence in Lombardy. This network’s mission is to guarantee interconnection between Enterprises, by means of meetings and planning, focused on strategic matters, with particular reference to Digital Transformation and Innovation.

Business matching

The Business Matching Desk is a tool, designed for the Chains, that supports member companies in searches within the Assolombarda network for suppliers or partners, while respecting the free choice of the requesting enterprise.

Thanks to our extensive network, we are able to create profiles for the enterprises and cross reference the various needs, finding the partner best suited to your business.

Scan the QR the access the web page or click here
Services
TRADE UNION

LABOUR, SOCIAL SECURITY AND WELFARE

OCCUPATION HEALTH AND SAFETY

TRAINING AND HUMAN CAPITAL

LOANS, FINANCE AND INCENTIVES

FISCAL

COMPANY LAW

ECONOMIC INFORMATION
People

TRADE UNION

LABOUR, SOCIAL SECURITY AND WELFARE

OCCUPATIONAL HEALTH AND SAFETY

TRAINING AND HUMAN CAPITAL
Trade Union

**Phone:** 02 58370.348/732/209  
**e-mail:** sind@assolombarda.it

This service supports member enterprises with interpreting joint contracts, managing human resources, and resolving company crises by managing joint and individual disputes, in accordance with association and confederation representation norms and guidelines.

**Agreements**
- MEAL COUPON
- INCENTIVES

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Labour, social security and welfare

**Phone:** 02 58370.213/336  
**e-mail:** lav@assolombarda.it

This service provides enterprises with consultancy on labour and social security law, and contributes to defining the association’s positions in relation to the matters for which it is competent. It represents entrepreneurial interests at the reference entities (INPS, INAIL, Metropolitan City, etc.).

**Agreements**
- PERSONNEL MANAGEMENT
- HEALTH AND ASSISTANCE

See the chapter on *Agreements* on page 41
Occupational health and safety

Phone: 02 58370.242
e-mail: sic@assolombarda.it

This service provides assistance with occupational health and safety management and assists member enterprises with applying the important norms for managing all regulations regarding preventing injuries in the workplace. More specifically, we are a privileged go-between for the territorial inspectorates competent for these aspects, such as the Lombardy Regional Authority and ATS, Provincial Fire Brigade Headquarters, Labour Inspectorate, Prefectures, and INAIL.

Agreements

- CREDIT CARDS AND HEALTH
- ASSISTANCE INSURANCE

Training and human capital

Phone: 02 58370.510
e-mail: form@assolombarda.it

This service provides enterprises with assistance and represents entrepreneurial interests in the competent forums related to schooling, university, superior technical training, ongoing training and active policies.

Agreements

- PERSONNEL MANAGEMENT
- MULTIMEDIA COMMUNICATION
Economy

LOANS, FINANCE AND INCENTIVES

FISCAL

COMPANY LAW

ECONOMIC INFORMATION
Loans, finance and incentives

Phone: 02 58370.704
e-mail: fin@assolombarda.it

This service contributes to defining the association's positions and to safeguarding members in dealings with the financial world. In addition, it adopts a consultancy, professional, and confidential approach to supporting Enterprises to optimise the capital they require for operating and developing, in terms of quantities and costs.

Agreements

- CREDIT CARDS
- LENDING BANK INSURANCE

Fiscal

Phone: 02 58370.267/308
e-mail: fisc@assolombarda.it

The frequent legislative amendments that have a significant impact on the life and operational status of Enterprises, give rise to the need for timely updating and operational indications of correct interpretation of the norms. The fiscal service assists member Enterprises with personalised support and the collaboration of experts. Also, by means systematic information actions, it allows Enterprises to keep up with the evolution of the normative framework, and to have the indications required to fulfil fiscal formalities.

Agreements

- INCENTIVES
- FUEL CARDS AND COUPONS
Company Law

**Phone:** 02 58370.267/308  
**e-mail:** fisc@assolombarda.it

Enterprises find that they need to examine national, super national, or sectorial provisions on the widest ranging aspects of their activity. The Company Law service assures member Enterprises of assistance, support, and information, as well as representation when it comes to company law matters, company crises, privacy, contractual matters, and safeguarding intellectual property.

**Agreements**

- ECONOMIC INFORMATION  
- DEBT COLLECTION FOR COMPANY SUPPLIES

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Economic Information

**e-mail:** stud@assolombarda.it

The Studies Centre produces and disseminates information and data for analysing the economic scene and labour market, providing further details on the attractiveness and competitiveness of the territory and the Enterprises. It supports the Association’s strategic projects, working synergically with all the other in-house areas. In addition, it offers consultancy to members on the main economic indicators, forecast scenarios, prices and quotations for raw materials, ship chartering and air cargo. It also provides guidance for evaluating Severance Packages, work loans, and consumer price indices.

**Agreements**

- ECONOMIC INFORMATION AND DEBT COLLECTION

See the chapter on **Agreements** on page 41
Territory

ENVIRONMENT

MOBILITY

AND TRANSPORT

REAL ESTATE

AND TOWN PLANNING
Environment

Phone: 02 58370.204  
e-mail: amb@assolombarda.it

This team assists enterprises with day-to-day management of environmental matters, helping them to grasp opportunities resulting from sustainable management, with a view to ecological transition. The service also provides informative paths for updating and training on environmental sustainability. The complexity and extent of the question requires continuous discussion, integration, and interrelation of skills related to environmental sustainability with those for sustainable mobility and town planning. These make it possible to develop integrated services of high value to member enterprises, and complete, interdisciplinary representation.

Agreements

- COMPANY SUPPLIES
- ECONOMIC INFORMATION AND DEBT COLLECTION

Mobility and Transport

Phone: 02 58370.204  
e-mail: territorio@assolombarda.it

The mobility and transport team develops services and provides representation in the following areas: sustainable, innovative mobility; goods logistics; and infrastructures.

The challenge and vastness of this matter requires constant discussion, integration, and interconnection of mobility and transport related skills, with those related to environmental sustainability, town planning, and territorial competitiveness, thereby developing services and representation.

Agreements

- TRANSPORT
- BUYING AND HIRING CARS

See the chapter on Agreements on page 41
Real Estate and Town Planning

Phone: 02 58370.204
e-mail: territorio@assolombarda.it

The team that deals with Company premises questions, provides services and representation of matters related to building, town planning, the real estate market, and managing company real estate. This support to the Enterprises is provided integrated with other skills related to the service, making it possible to consider the various aspects of competitive development of the Enterprises and production areas, and to provide complete assistance and representation: mobility and accessibility, environmental sustainability, and environmental permitting.

Agreements

- SHIPPING, LOGISTICS AND FILING
- COMPANY SUPPLIES
Development

INTERNATIONALISATION

INDUSTRY, INNOVATION AND QUALITY

START-UPS

ENERGY
Internationalisation

**e-mail:** assolombardaestero@assolombarda.it

This service supports member Enterprises in defining strategies to develop their business abroad, providing information on Countries of interest, and creating opportunities to meet and collaborate with foreign operators.

In addition, it provides consultancy on import, export and intracommunity matters, from the customs norm for being export compliance through to international contractual norms and forms of payment. It even goes to opportunities related to digital exports and loans for growth on international markets.

**Agreements**

- ECONOMIC INFORMATION AND DEBT COLLECTION
- HOSPITALITY

Industry, Innovation and Quality

**Phone:** 02 58370.227
**e-mail:** innovazione@assolombarda.it

The service provided in relation to Industry and Innovation contributes to defining and association’s positions regarding levers for company competitiveness in terms of innovation and digitalisation throughout the value chain. In addition, it assists the Enterprises and represents entrepreneurial interests in the competent settings.

**Agreements**

- MULTI-MEDIA COMMUNICATION COMPANY
- SUPPLIES
Start-ups

**Phone:** 02 58370.531  
**e-mail:** startupdesk@assolombarda.it

These are the most energetic, innovative, and entrepreneurial component of our industrial fabric. The Start-up service provides full support to Enterprises, accompanying them through both the initial setting up activities and the business development process. It covers all company management areas, such as: preparing a business plan, company law, patents, finance and credit, labour, social security, and many more.

**Agreements**

- ECONOMIC INFORMATION
- DEBT COLLECTION LENDING BANKS

Energy

**Phone:** 02 58370.431  
**e-mail:** energia@assolombarda.it

The Energy service offers members consultancy on all energy management related matters. The association provides energy consultancy at a normative, technical, and economics level to the Enterprises, who in turn are all potential users of the services. The experts are available for in-depth energy consultancy on various levels, structured to suit the specific needs of the individual entities.

**Agreements**

- ENERGY
Energy Purchasing Group

Every day we commit to supporting you on the question of energy, in order to find the most efficient solutions in an ever more dynamic and complex market. The normative and technological evolution offers opportunities that can be taken via specific consultation, in which Assolombarda Servizi boasts many years of experience.

Grouping together is the finest solution for increasing contracting power, and so skills are required to interpret the wholesale markets and evaluate the best procurement strategy.

Assolombarda's Buying Group's activities are based on these pillars, and it has already gained the trust of hundreds of enterprises, with polarity that is increasing year-on-year.
Development Tools and optimisation of your business
Assolombarda Servizi proposes operating solutions for your business to grow and for simplified management.

This services Company, 100% Assolombarda owned, has been supporting and safeguarding the competitiveness and development of Enterprises for more than 40 years.

Alongside the Association's consultancy and representation, it offers a wide range of personalised services based on the specific needs of each enterprise, guiding the development of complex projects.

In July 2022 Assolombarda Servizi Spa evolved into a "Benefit Company", amending its articles of association to make official its commitment to pursuing goals of mutual benefit, such as environmental and social sustainability. Benefit Companies are an innovative company type, in a context in which sustainability has fully entered the vocabulary of enterprises, institutions, and citizens. For this reason, at Assolombarda Servizi we seek to represent a virtuous model.

The sustainability areas that Assolombarda Servizi has chosen to support are:

- Gender Equality
- Occupational Health and Safety
- Mitigating the Environmental Impact
Human Resources

SECTOR AND SPECIFIC REMUNERATION BENCHMARKS
BROADBANDING
BUSINESS ACADEMY: TECHNICAL, EXECUTIVE AND SOFT SKILLS TRAINING
CHANGE MANAGEMENT COACHING
ORGANISATIONAL CONSULTANCY (PARTICULARLY FOCUSSING ON FAMILY BUSINESSES AND SMEs)
EMPLOYER BRANDING
OBLIGATORY HEALTH AND SAFETY TRAINING
FLEXIBLE JOBS
PAY SERVICE AND PERSONNEL ADMINISTRATION OUTSOURCING
ATTENDANCE RECORD SERVICE OUT-SOURCING
PARTIAL FULFILMENT OF OBLIGATORY APPOINTMENT OF DISABLED BY COOPERATIVE - ART. 14

People Assessment
Performance Management
Employers Redrees
Talent Management
Temporary Management
Checking Correct INAIL Categorisation and Support with Recovery
Welfare and Company Wellbeing

Finance, loans and accounting

Company and Product/Service Business Plan
Capital Matching (advisory in M&A phase)
Incentive Finance (Regional, National and Community)
Administration and Accounting Service Outsourcing
Safety, environment and energy

Strategy and development

ENVIRONMENTAL CONSULTANCY
HEALTH AND SAFETY CONSULTANCY
ENERGY (electricity and gas buying group, energy audits, etc.)
MOBILITY MANAGEMENT
LEAN MANAGEMENT
QUALITY POLICIES AND ASSISTANCE WITH ISO CERTIFICATION/RENEWAL
SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY

COMPLIANCE AND LEGAL SERVICES
CRISIS MANAGEMENT AND BRAND REPUTATION
DIGITALISATION
INTERNATIONALISATION
HIRING CONGRESS SPACES IN MILANO, MONZA AND LODI
SUPPORT AT ENTERPRISE MARKETING AND COMMERCIAL FUNCTIONS
Assolombarda has set up more than **140 agreements** that allow you to save on many cost items: meal coupons, buying and hiring cars, company supplies.

In addition, you can extend the benefits to your employees by activating **dedicated agreements** free of charge, for things like medical expenses, leisure activities, or travel, for example.
TRANSPORT

HOSPITALITY

INCENTIVES

ECONOMIC INFORMATION AND DEBT COLLECTION

LENDING BANKS

HEALTH AND ASSISTANCE

CONGRESS SERVICES

SHIPPING, LOGISTICS AND FILING

LEISURE ACTIVITIES

TRANSPORT AND TOURISM
A toolbox for your Enterprise

Assolombarda makes a toolbox available, full of tools and free of charge to members, designed to help in your day-to-day activity, to support your plans, and to extend your business boundaries.

SOCIAL SAFETY NETS AND ACTIVE LABOUR POLICIES
Discover the social safety nets and active labour policies that best suit your enterprise, using our guide.
Scan the QR or click here

EASY APPRENTICESHIP
Discover the apprenticeship contracts best suited to your enterprise, to add new personnel.
Scan the QR or click here

BANCOPASS
Simply click to get your economic/asset situation, and begin financial planning for your enterprise.
Scan the QR or click here
WASTEWATER TARIFF CALCULATOR
Simulate the tariff for industrial wastewater, and see how to get an economic benefit straight away. Scan the QR or click here

INCENTIVES CHECK-UP
Check the main conditions for accessing tender processes and monitor the limits to be met to obtain public grants using our guide. Scan the QR or click here

INSURANCE CHECK-UP
Identify and draw up a roadmap for managing the most significant risks related to your business and learn how to deal with the world of insurance cover. Scan the QR or click here

EMPLOYMENT CONTRACTS
Discover the main employment contracts best suited to your enterprise’s employment needs. Scan the QR or click here

LOCAL FISCAL MATTERS
An information tool that can be used to analyse fiscal and local tax pressure within the Municipalities in the Milan, Lodi, Pavia and Monza & Brianza territories. Scan the QR or click here
ENTERPRISES AND THE DISABLED

Discover the best solution for your company to meet obligatory employment of disabled and protected categories of people. Scan the QR or click here.

NEWS4YOU

Request the best incentives and financial opportunities to develop your enterprise. Scan the QR or click here.

PARTNERSHIP ENTERPRISE EUROPE NETWORK

Consult the EEN (Enterprise Europe Network) database for searching for and offering of partners for business and technological collaborations, as well as on European projects. Scan the QR or click here.

ADDITIONAL SOCIAL SECURITY

Discover the most suitable solution for additional social security and Severance Package management for your enterprise. Scan the QR or click here.

TRIANGULAR VAT

Use our virtual guide to identify the fiscal invoicing and registration formalities for triangular VAT, community, and extra-community operations. The tool is accompanied by an exemption in e-book format. Scan the QR or click here.
Join Assolombarda
Assolombarda is a strategically in managing and developing your Enterprise.

Here are 5 good reasons for joining the Assolombarda Community:

FOR IDENTITY AND REPRESENTATION › Assolombarda listens to and safeguards the needs and interests of member Enterprises. Our goal is to get where you cannot get to alone. We put the petitions of about 7,000 enterprises to institutions, Public Administrations, the political and trade union worlds, and civil society.

TO DEVELOP YOUR ENTERPRISE › Assolombarda implements actions and targeted services to support enterprises and their professionals. It facilitates activation of projects and initiatives in the territory and promotes and indicated new opportunities to be taken for developing your Enterprise.

FOR CONCRETE SUPPORT › With the support and assistance of more than 250 professionals, the Association concretely supports you in carrying out all your work activities, while keeping you informed at all times of new norms and market trends.

TO FORM A NETWORK › Assolombarda is, by definition, the place that most enables awareness and discussion between Enterprises and entrepreneurs. These are essential for developing and sharing projects and ideas.

TO MAKE YOUR ENTERPRISE MORE EFFICIENT › Assolombarda knows how important saving and increasing efficiency are for the sustainability of your Enterprise. That’s why, besides qualified experts in the field, it also makes a range of tools available, as well as operating instruments and agreements, of use for attaining your goals.
Are you not a member of Assolombarda yet?
What are you waiting for? Join now!

For more information on how to join, contact us at svil@assolombarda.it - phone 02 58370287 or complete the form on our website accessible by scanning the QR below.

Scan the QR complete the form and join, or click here!