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,O FDQH H¶ GL '¶\$OHPD GLYRU]LR SLX¶ IDFLOH
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VRQR PHGLRFUL *LXVWL L YDQWDJL GDWL GDL 3I
DPPRUWL]]DWRUH VRFLDOH

,/ 7(032 S 5DGLFDOL LO VPH GHOD GLVREEHG
OD WHVVHU DOO¶LVFULWR DUULYD XQ VHPLQR

,/ 7(032 S 3LUR]]L FRQWR 'L ODLR %DWD WRX
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,/ 7(032 S /D UDEELD GHO SULPR FLWWDGLQR GL
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,/ 7(032 S /¶,VLV HVXOWD SHU LO GLYLHWR GL 7
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G D O O L Q F D S D F L W G L P H W W H U H L Q S L H G L X Q S U R J H W W R F K H L P S H G L V F D D L Q R V W U L J
H P L J U D U H S H U W U R Y D U H R F F X S D J L R Q H D O W U R Y H

5 H V W R F R Q Y L Q W R F K H D Q F R U R J J L Q R Q F L V L a U H V L F R Q W R G H O O D S H U L F R O R V L V
U L I R U P D G H O O D Y R U R O H J D W D O - R E V \$ F W S H U F X L O D & L V D O K D G H F L V R G L L Q Y H
L P S H J Q R F R Q V L G H U H Y R O H Q H O O D P H V V D L Q D W W R G L Q X R Y H V W U D W H J L H X W L O L D I D

& DODEULD LO SHUFRUVR SL» LGHDOH SHU XQD SL» SLHQD ULSUHVD HFRQ
RFFXSDJLRQDOH

0DU *HQQDLR
' XH DQQ L GL
* RYHUQR 2O LYHULR
VHJUHWHULD 3G \$WWR GL
JUDQGH WUDVSDUHQJD
YHUVR HPDQFLSDJLRQH
&DODEULD

0DU *HQQDLR
0HOLWR 3RUWR
6DOYR 5& PLQRUDQJD
V X UR W W D P DJLRQH
FDUWHOOH (TXLWDOLD
\$OWUD RFFDVLRRH SHUVD

0DU *HQQDLR
/ LPSUHQGLWRUH
% UXQL & K LXGHUH
DHURSRUWL KBOHQJH GHPRFUDJLD HFR
JUDYH HUURH QWULEXWR XQD YHUD DO

0DU *HQQDLR
3URWHVW D DOB
VWDJLRQH GL QLYDWRH OD FRUUXJLRQH
5& EORFFDWD OLQHD
5HJJLR 3DROD

0DU *HQQDLR
&DWDQJD
G R P H Q L F D O D
GRQDJLRQH GL 8QLYHUVR
OLQRUL SHU JURWWD GRYH
YHUJ ULSRVWD VWDYXD
GHOOD ODGRQDD GL
OHGMXRUMH JAFDWLYD VSLHJDQGR FK

0DU *HQQDLR
5HJJLR LO
IHEUDLR UHSRUW LYXOH
DWLWYLV GHODRSHGHORQH
3RVHLGRQ JDQLJDLRQL VLQGD FDO

0DU *HQQDLR
5HJJLR LO
IHEUDLR UHSRUWLVVPRSUH FKH LQ ,WE
DWLWYLV GHODRSHUDJLRQH
3RVHLGRQ

0DU *HQQDLR
5RVVDQR
OD UHSOLFGL (FRURVV DO
FRQLJOLHUH 6WDVL

0DU *HQQDLR
)HVWHJJLDWL
GL YLWD GL GLVLFVLLWLD
&DODEULD

0DU *HQQDLR
,O FRQLVJOLHUH
UHJLRQDOH (VSDWRQ SUHVH
3ORYLPHQWR GHUQR VLVWHPD GL UHOD
&DWDQJDUR GD 9LYHUH
ODYRUD SRORFLYFR
PRGHUDWR' DWL FRSWDWL QHO &R
VWUDWRUH GHOOD &LVDO

0DU *HQQDLR
&RVHQWLR
HQQH VFRPSDUVR LQ
&RVWD SLFD

0DU *HQQDLR
&DYDOODUR
&LVDO DQXQFLD WRXU
FRQWR LO -REV \$FW VL
SDUWH GD 9LER

6DUHEEH LQIDWWL EDVWDWR WHQHUH FRQWR
H GHPRFUDJLD VLQGD FDOH SHU LQWXLUH TXDO
WUD SDUL DYUHEEH áQDOPHQWH SRWXWR G
O DOWUR OH VXH WDQWH JUDYL H RGLRVI
O HYDVLRRH ILVFDH H FRQWULEXWLYD OD PD

,QLJLHUHPR GD 9LER 9DOHQWLD HG LQ JLUR S
O DOWUR LO OHDGHU QDJLRQDOH GHOD &LVDO
GL OLEHUDH L ODYRUDWRUL GDOOH áQWH WXV
UHVSRQVDELOL

3ULPD DQFRUD GL FRQFOXGHUH L ODYRUL FRQ
&LVDO KD ODQFLDWR XQD EDWXXWD IXOPLQD
QRVWUR VLQGD FDOH QRQ HVLVWRQR RUWL
DWWHQJLRQH DL WHUULWRUL H DJJLXQJHQGR
SUREOHPD GHOD UDSSUHVHQWDQJD H GHOD U
GHO /DYRUR H GHOD 3ROLWLFKH 6RFLDOL XQD
VRSUDWXXWR GHOD VHGL WHUULWRULDO
3DHVH

3HU &DYDOODUR VRPPDQGR LO QXPHUR GHJO
VRQR SL» LVFULWWL DO VLQGD FDOH FKH LWDO

/ RFFDVLRRH VL á UHVD XWLOH DQFKH SHU G
VLQGD FDOH GLFKLDUDWH DO OLQLVWHUR PD
UHVLGHQJD GHL SURSUL GLULJHQWL

6H QRQ VL FDPELD UHJLVWUR É WXRQD SURYI
GHOOD & ,6\$/ É O DQQR SURVVLPR GLFKLDUHU
FRQWUROOD H YLQFH FKL OD VSDUD SL» JURVVI

1HO FRUVR GHL ODYRUL GHOD PDVLPD DVVL
VWDWR DSSURYDWR LO ELODQFLR FRQV
GDOO HFRQRPLVD (QR ORUHOOL LQ XQD DUWL

,QáQH VX SURSRVWD GL)UDQFR &DYDOODU
1DJLRQDOH L YLERQHVL)UDQFHVFR *UHF DWV
H &RVXOHQJH H \$QWRQ /R %LDQFR QHZ HQWU

 OL SLD RFRQGLXLG 7ZHHW

6KDU

&UHDWR ODUWHGU *HQQDLR

9LER 9DOHQWLD

5HJJLR & D & D E U L O] D R V H Q & D R W | 9 L E R 9 D O H Q W L D

+ R P H & X O W X U B S R : U W) L U P H ' R V V - L H U H W W H L & R Q W D W W L

& H U I

-REV \$FW SDUWH GD 9LER FDPDSDJQD
SURWHVWD &LVDO FRQWUR L IDOOLPHQWL GHOOD
ULIRUPD

 0 L S L D & R Q G L < L G 7 Z H H W

6 K D U H

3DUWH GD 9LER 9DOHQWLD O D FDPDSDJQD SURPRVVD GDOOD &LVDO &RQIHGHUD]
LWDOLDQD VLQGGDFDWL DXWRQRPL ODYRUDWRUL VXO IDOOLPHQWR GHOOD ULIRUPD G
TXDQWR VL UHQGH QRWR LQ XQ FRPXQLFDWR GHO VLQGGDFDWL \$G XQ DQQR H PH
GHOOD VXD DSSURYD]LRQH ^a GHWRWR QHO FRPXQLFDWR VRQR GHYDVWDQWL JOL I
SURGRWWL GDOO DSSOLFD]LRQH GHO -REV \$FW XQ SURYYHGLPHQWR FKH QRL DE
FRQWHVVDWR SULPD DQFRUD FKH YHGHVVH OD OXFH LQ TXDQWR KD LJQRUDWR JOL
H GHOOD &RVWLWX]LRQH OHJDWL DOOD SDUWHFLSD]LRQH GHL ODYRUDWRUL DOOD
GHOO LPSUHVVD

/ LQL]LDWLYD GHOOD &LVDO ^a VWDWD ODQFLDWD GD 6DOHUQR GRYH VL VRQR WHQXWL
&RQVLJOLR QD]LRQDOH GHOO RUJDQL]D]LRQH 5HVWR FRQYLQWR DIIHUPD LO VHJU
JHQHUDOH GHO VLQGGDFDWL)UDQFR &DYDOODUR FKH DQFRU RJLL QRQ FL VL ^a UHVL
GHOOD SHULFRORVLW & GHOOD ULIRUPD GHO ODYRUR OHJDWD DO -REV \$FW SHU FXL
GHFLVR GL LQYHVWLWH XQ LPSHJQR FRQVLGHUHYROH QHOOD PHVVD LQ DWRWR GI
VWUDWHJLH XWLLOL D IDYRULUH LQ &DODEULD LO SHUFURVR SL» LGHDOH SHU XQE
ULSUHVVD HFRQRPLFR RFFXSD]LRQDOH ,QL]LHUHPR GD 9LER 9DOHQWLD HG LQ JLUR
WXWWD OD UHJLRQH DJJLXQJH &DYDOODUR SRUWHUHPR OD QRVWUD LGHD VXOOD Q
GL OLEHUDUH L ODYRUDWRUL GDOOH &QWH WXWHOH ULWHQHQR VLD JLXQWD O RUD
UHVSQRVDELOL

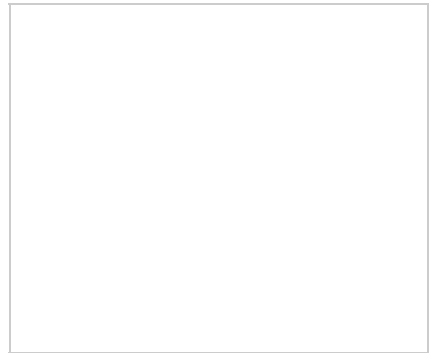
0DU *HQQDLR
\$ *URWWHULD 5&

+2d(&217|S 077(2&\$7\$/2*2)272*5\$),&2/\$92\$58&755%2,706\$\$ '(,|*,29\$1, \$57,67,

\$778 (67(32/,7&&\$785\$ (663(8,763& 5\$66(*1\$

*,251\$/(./)\$772./ 7(032 0\$77,12 1(:6

&HUF D



\$778\$/7\$!,1 5./,(92!5\$66(*1\$ 67\$03\$

5DVVHJQD VWDPSS GHO *HQQDLR

,/ 7(032 SULPD ,QWHUYLVWD D %2&&,\$ 3G VROR (PLOLDQR SXR¶ XQLUH OD 6LQLVWUD 1RQ U
PLR VHJUHWDULR 6ROR LO FRQJUHVVFR FL SXR¶ VDOYDUH &L VRQR WDQWL VFKHPL LO PRGH
GLQDPLFD YLQFHQWH 5HQ]L H¶ FDPELDWR XQD YROWD HUD O¶XRPR GHOD SDUWHFLSD]LRQ
LQL]LDWR D FDPELDUH FRPSRUWDPHQR ,/ 7(032 S 6DOYLQL : **3KRWRJD**

JHQDLR

&RPPH@WL

**5HSRUWDJH GDJOL 6WDWHV
JLRUQDWH GL :DVKLQJWRQ**

,/ 7(032 SULPD ,QWHUYLVWD D %2&&,\$ 3G VROR (PLOLDQR SXR¶ XQLUH OD 6LQLVWUD 1RQ
LO PLR VHJUHWDULR 6ROR LO FRQJUHVVFR FL SXR¶ VDOYDUH &L VRQR WDQWL VFKHPL LO P
UHDOWD¶ GLQDPLFD YLQFHQWH 5HQ]L H¶ FDPELDWR XQD YROWD HUD O¶XRPR GHOD SDUW
2UILQL KD LQL]LDWR D FDPELDUH FRPSRUWDPHQR

,/ 7(032 S 6DOYLQL DSUH D 6WRUDFH H \$OHPDQQR)RQGDWR **3KRWRJD** R PRYLPHQR ,O OH
SURQWR DO GLDORJR

7HUUHPWR OH IRWR VLF

,/ 7(032 S 6FLQWLOOH 1&' '(0 VXOOH DOOHDQ]H 5RVDWR HVFOXGH O¶DFFRUGR FRL FHQWU
DOIDQLDQDL VL LQIXULDQR

,/ 7(032 S 0\$66,0./,\$12 /(1=, 3ULYLOHJL H LQFKLVVH DQQL GL &DVWD 3RFKL FDPELDPR
VHPSUH SLX¶ LQ FULVL LO UDSSRUWR WUD FODVVH SROLWLF D H FLWWDGLQL 1HO XVFLY
1HOOR VWHVVR DQQR FL IX LO 9 GD\ RUJDQL]DWR GD %HSSH *ULOR 6SHVH H ULPERUVL

3KRWRJD

,/ 7(032 S \$/%(572 ', 0\$-2 7DJOLDWL DIILWWL H TXDOFKH EHOHLW OD VSHOCLDPR SLX¶ GL
PLOLDUGR 6ROR SHU OD &DPHUD PLOLRQL O¶DQQR LO 6HC **/LEDQR OD SROL]LD OLEDQ
GDL FDUDELQLHUL GL 81,)/**

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,/ 7(032 S ,QWHUYLVWD D 6(5*,2 5,==2 QXOOD H¶ FDPELDWR LQ TXHVWL DQQL ,O SRSXOLVP GDO QRVWUR OLEUR

,/ 7(032 S ,QWHUYLVWD D *,\$1)5\$1&2 52721', LO GLIHWWR GHL SROLWLFL H¶ FKH VRQR PHC *LXVWL L YDQWDJL GDWL GDL 3DGUL &RVWLWXHQWL 2JJL LO 3DUODPHQWR H¶ XQ DPPRUWLJ

,/ 7(032 S 5DGLFDOL LO VPH GHOD GLVREEHGLHQJD ,QLJLDWLYD SURYREDWRUID FRO C DUULYD XQ VHPLQR GL FDQQDELV

3 KRWRJD
7HUHPRWR /1STXLOD \$SU
VHWWH DQQL GDOOD WUDJH

,/ 7(032 S 3LURJL FRQWUR 'L 0DLR %DVWD WRXU H VFLDFDOL ,O VLQGDFR GL \$PDWULFH GHSXWDWR 0 6 6SHFXODJLRQL SROLWLFLKH VXOOD SHOOH GHL WHUHPRWDL

,/ 7(032 S /D UDEELD GHO SULPR FLWWDGLQR GL)DULQGROD ³1RQ FL H¶ DUULYDWR DOFXQ

,/ 7(032 S &DUFHUH SHU FKL LPEUDWWD L PXUL \$UULYD LQ 3DUODPHQWR OD SRSRVWD GL FRQWUR OD ³VLFXUHJJD XUEDQD´ ,O JLXGLFH GL SDFH SHQDO, GHFLGHU LO IHUPF JLRUQL

3 KRWRJD
1HZ <RUN ,QWHUQDWLRQDO
LPPDJLQL SL• EHOH

,/ 7(032 S (FFR SHUFKH¶ JOL LWDOLDQL VSHQGRQR FRVL WDQW OHVHWHU H DQW DDUH 8C ULYHOD FKH FLEDUVL LO LQ SLX¶ FKH QHJOL DOWUL 3DHVL HXURSHU &POGLUHWWL FROD KDQQR VYXRWDWR OH FDPDQJH

SL{ OHWWL
SHU &POGLUHWWL FROD
1DWDOH GL *HV•
f

,/ 7(032 S)5\$1&(6&\$ 086\$&&+,2 6WUDJH LQ XQD PRVFKHD FDQDGHV¶ /D WWHQWWRUH KD VSDUDWR VXOOD IROOD XFFLGHQGR SHUVRQH WUD FXL O¶L PDP ,O NLOOHU H¶ XQR VWXGH O¶LQWHOOLJHQFH XQ IDQ GL 7UXPS

Q.PRYWUDH 8 SLDQHWDF
DEULDQR D 3UDJD
1RGXOR WLURLGHR SHU SU
ULFRQRV FHUH DUULYD O¶L\$

,/ 7(032 S /¶,VLV HVXOWD SHU LO GLYLHWR GL 7UXPS 6X 7HOHJUDP L PHVVDJL GL JLRLD DOO¶LQJUHVVH GHL PXVOPDQL 3HU L WHUURULVWL H¶ LO SUHWHVVR SHU XQD O¶RYD SLFK DOO¶L2FFLGHQWH

QYDVLFOH DOLHOD HWDK
PLWLDWD GHOD 7HUUD
VSHFLH (7 O¶DUHQD GHL JL
LQWHUVWHOODUL q VRWR

,/ 7(032 S /¶2QX LO ³PXUR´ DPHULFDQR H¶ LOOHJDOH /D UHSOLFDF H¶ VROR OD SULPD PRV \$OOD ULFHUFD GL %DEER 1 YHVD VRULD GL 6DQWD & 1LFROD 8HVFRYR

f
\$OOD ULFHUFD GL %DEER 1
YHVD VRULD GL 6DQWD &
1LFROD 8HVFRYR

,/ 7(032 S 0DWXULWD¶ HVFRQR OH PDWHULH ³VSHUDWH´ /DYLQR DO FODVVLFR PDWHPDW 6L FRPLQFLD LO JLXJQR 7HFQLFL H LVWLWXWL SURIHVVLRQDOL HFFR O¶HOHQFR GHOOH V

1 RW)RXQG
7KH UHTXHVWHG 85/ EDQ
ZDV QRW IRXQG RQ WKLV

,/ 7(032 S &\EHUVSLRQL 2FFKLRQHUR ³HFFR SHUFKH¶ GHYH XVFLUH´

,/ 7(032 S /HJLWWLPR VRVSHWWR ³7UDVIHULUH LO SURFHVVR ODILD &DSLWDOH D 3HUXJLD GHOO¶DYRFDWR 3ODFDQLFD GLIHQVRUH GL XQ FRODERUDWRUH GL %XJL

,/ 7(032 S (FFR O¶,WDOLD FKH QRQ FH OD ID 0HWD¶ GHJOL DIILWXXDUL QRQ SDJD 6LWXD JUDYH DO 6XG \$ 1DSROL PRURVL VX

,/ 7(032 S &\$9\$//52 &LVDO SLX¶ LVFULWWL DL VLQGDFDWL FKH LWDOLDQL 6HUYH OD YH

,/ 7(032 S \$VVH LQWHOOLJHQFH XQLYHUVLWD¶ FRQWUR OD PLQDFFLD FLEHUQHWF

,/ 7(032 S 6FRQWULQR JDWH ULSURFHVVDDWH 0DULQR /D SURFXUD KD LPSXJQDWR O¶DVVR VLQGDFR GHOD &DSLWDOH , PDJLVWUDWL YROWH KD SDJDWR OH FHQH LQ JLRUQL IHVV

/LEHUR SULPD 5(1\$72)\$5,1\$ +DQQR IUHWWD GL SHUGHUH /D IROOH FRUVD GHL SROLWLFL SLX¶ OHDGHU H OHDGHULQL FKH HOHWWRUL H¶ FHUWR FKH QHVXQR DUULYHUD¶ DO PD

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YRWDUH ,QWDQWR OH EDQFKH VWDQQR SHU IDOOLUH OR VSUHDG WRUQD D VDOLUH OD 8H
SDUOD GL DOJDUH O¶,YD 6H '¶\$OHPD KD GRUPLWR PDOH IRQGD XQ SDUWLWR FKH VHFRRGR
/LEHUR SULPD 9,7725,2)(/75, 6L YD LQ JDOHUD SHU WXWWR 3XUH SHU OH IRWR
/LEHUR S)L FRFFROD 'HO 'HEELR (OLWLJD FRO 3G VXO 0DWWDUHOXP
/LEHUR S '¶\$OHPD IRQGR XQD OLVWD GD 5HQ]L VHL 'UDFXOD ,SRWHVL HOH]LRQL LO
/LEHUR S %DQNLWDOLD OR DPPHWWH QRQ FL FDSLDPR QLHQWH ,O GLUHWWRUH JHQHUDO
SROLWLFDPHQWH H SHUVRQDOPHQWH IRUVH FL VLDPR UHVL FRQR XQ SR¶ LQ ULWDUGR FKH
VWDYDQR FDPDLQGR
/LEHUR S 6XLFLGLR 3DGRD ULVFKLR DXPHQR ,YD
/LEHUR S)5\$1&2 %(&+,6 6H PROODQR OD 5DJL L JULOOLQL VL VXLFLGDQR 9LUJLQLD ILQR
OD DWWDFFDQR SHU SHFFDWL YHQDLQ VROWDQR SHUFKH¶ FRQ LO 1R DOOH 2OLPSLDGL KD
/LEHUR S),/,332)\$&&, /¶2QX FRFFROD L GLWWDWRUL SRL VSXWD VHQWHQH VX 'RQDOG ,O
H¶ QRWR SHU VSUHFKL VFDQGDOL H VXGGLWDQ]D QHL FRQIURQWL GHL WLUDQQL OD RUD VE
PXVOPDQL H¶ LOOHJDOH H PHVFKLQR
/D9HULWD¶ SULPD 0\$85,=,2 %(/3,(752 7XWWH OH EDOOH FKH FL UDFFRQDQR VX 7UXPS ,O
OHVVLFR IX LQL]LDWR GD &OLQWRQ /H HVXOVLRLQL VL IDFHYDQR D PLOLRQL DQFKH FRQ 2ED
GHOO¶XOWLPR SUHVLGHQWH GHPRFUDWLFR LO SLDQR SHU EORFFDUH JOL LQJUHVV L GDL 3DH
/D9HULWD¶ S , 5,75\$77, ', 3(51\$ *+(5\$5'2 &2/20%2 /¶H[SP FRQYHUWLWR DO SHUGRQR H DO
SROWURQH /D VWDU GHO SRRO 0DQL 3XOLWH GHWR 5LFFLR ODVFLDWD OD WRJD KD DYX
SUHVWLJLRVL H VL H¶ VFRSHUR JDUDQWLVD H FRQR LO FDUFHU /D UHWURPDUFLD VX
FRUUX]LRQH H¶ SHJJLRUDWD RUD RJXQR UXED SHU VH¶ 1HJOL DQQL 1RYDQWD IDFHYD FR
)UHQDYD JOL HFFHVVL GHO FROHJD H FRQFRUGDYD FRQHVVLRLQL H SDWWHJJLDPHQL 'LH
SHQH GHWHQWLYH FL VDUHEH \$/(66\$1'5\$ '\$/ 0252 OD VHFRCGD PRJOLH FKH H¶ VWDWD SHU
PLQRULOH 'D SRFR QRPLQDWR DO FRQVLJOLR GL YLJLQDQ]D QHO 6ROH RUH (¶ VWDWR LQ %
0LQDQR 5LYROWD FRQRUR OD VFHOWD GL DILGDUJOL OD FDVD HGLWULFH *DU]DQL
/D9HULWD¶ S 5HQ]L FRSLD GD 0DVVLPR G¶\$]HJOLR LO PDVVRQH FKH VSDFFR¶ L FDWWROL
GLHQGH OD OHJJH &LULQD¶ SHUFKH¶ YRWDWD DQFKH GDL FUGHQWL 5LWRUQD DOOD PHQ
SHU DEEDWWHUH OR 6WDWR SRQLLFLR H UHDLQ]DUH O¶XQLWD¶ G¶,WDOLD GLYLGHUH L I
/D9HULWD¶ S , FDYLOOL FKH LPSHGLVFRQR GL SUHQGHUVL LO 3G ,O JRYHUQDWRUH SXJO
GHOD 7RVFDQD 5RVVL ODQFLDQR OD VILGD SHU OD VHJUHWHULD GHO SDUWLWR OD LO FD
SULPDULH QRQ GDO FRQJUHVV 3HU DQWLFLSDUH OD FRUVD 5HQ]L GRUHEEH GLPHWWHU
GDOO¶DVVHPEOD
/D9HULWD¶ S %XFKL JXDL VSUHFKL GHOD VDQLWD¶ WRVFDQD 3RL SDJDQR L PDODWL 1H
FRQVXOHQH DOOHJUH QRPLQH SHU VDOYDUH DPLFL WUDVSDUHQ]D]HUR (LQ IDUPFLD QR
PHGLFLQH
/D9HULWD¶ S 6FULWWR FRVL LO UHWR GL WRUWXUD H¶ VEDJOLDWR ,O PLQLVWR 2UOD
D FRQFOXGHUH O¶LWHU GHOD OHJJH RUD LQ GLVFXVVLQRH DO 6HQDWR /D QRUPD H¶ XQ R
PD QHOD IRUPXOD]LRQH DWXDOH LO WHVWR ULVFKLD GL LRYLQDUH OD YLWD DOJL DJHQW
EXRQVHQVR
,O)DWR SULPD PLQD FRQGDQDWL LQ OLEHUWD¶ 3UHJLXGLFDWL SHU GHOLWWL JUDYLVV
PDQFD LO SHUVRQDOH
,O)DWR SULPD /RPEDUGL DL SP 0DUUD GLHWUR O¶DFFXVD D '(9,72 3DUOD GHO GRVVLHU

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FDQGLGDWXUD 5DJLL

,O)DWWR S \$ 1DSROL PLOD SUHJLXGLFDWL QRQ VWDQQR VFRQWDQGR OD SHQD 0DQFDQR SHUVRQDOH DPPLQLVWUDWLYR H OH FRQGDQGH QRQ VRQR HVHJXLWH

,O)DWWR S 3RFKL WDJOL FRVL LO 4XLULQDOH FRVWD DQFRUD SLX GHG GRSSLR GHOOD 5

,O)DWWR S ,QWHUYLVWD D 0\$5&+(77, ELVRJQD ULSDUWLUH GDOOD VFXROD VHOHWWLYD

,O)DWWR S \$RVWD DL GRPLFLOLDUL LO SURFXUDWRUH FDSR *XDUGLD GL)LQDQJD /RQJD LQGXLRLRQH LQGHELWD GDL FROOHJKL GL 0LODQR

8QLWD S ,QWHUYLVWD D 3,(52)\$66,12 8UQH D JLXJQR GLVFXWLDPR PD FRQ VSLULWR XQL FOLPD FKH QRQ EHQH ELVRJQD FDPELDUL LO PRGR GL VWDUH GHQWR TXHVWR SDUWLWR

8QLWD S ,QWHUYLVWD D *,\$11, &83(5/2 /D VLQLVWUD GLYLVD SHUGH VHPSUH)DFFLDPR S FRQJUHVV

8QLWD S ,QWHUYLVWD D (15,&2 5266, DVVLVWH VHELWR H OHJJH HOHWWRUDOH SULPD GH

5HSXEEOLFD SULPD /\$PHULFD VL ULEHOOD D 7UXPS 2EDPD LQ SHULFROR L QRVWUL YDOR

5HSXEEOLFD S ,QWHUYLVWD D 0\$5& /\$=\$5 ODYRUR HG HFRORJLD FRQ +DPRQ YLQFH XQD Q

5HSXEEOLFD S ,QFHUWH]]D QHL VRQGDJJL PD /H 3HQ UHVWD LQ WHVWD

5HSXEEOLFD S 5LDSUH LO FDQDOH &JLO GHP YRXFKHU SHU JLDUGLQDJJLR H ULSHWL]LRQ

5HSXEEOLFD S (FFR OD OLVWD '\$OHDP YDOH LO 0D %HUVLQL VL VILOD EDWWDJOLD ULODQFLD LQ WY VH QRQ ID LO FRQJUHVV H 5HQ]L FKH VSDFFKHUD WXWR /D UHWH GH SURI GHO 1R H['V &RUWH D %DVVROLQR

5HSXEEOLFD S 67()\$12)2//, /WDOLD VWUHWWD WUD PRQLWL GHOOD 8H H VSLQWH WDWWD DQWLFLSDWR /H QRUPH XVFLWH GDOOD &RQVXOWD VRQR FRPH XQ PRVDLFR GLVRUGLQDWR XQD LQWHVD 0D LO 3G QRQ YXRO HVVHUH DFFXVDWR GL IDUH PHOLQD

5HSXEEOLFD S %HUOXVFRQL FRQ 6DOYLQL H 0HORQL FHUDQR VROR TXDWWR JDWWL QH ,WDOLD IRUWH GHV VRQGDJJL IUHQD JOL DOOHDWL VXOOD OLVWD XQLFD VL VROR DOO]DOO SHU VFULYHUH LO SURJUDPPD

5HSXEEOLFD S /H EULJDVLVWH LUULGXFLLELOL FKH QRQ YRJOLRQR XVFLUH GDO FDUFHUH TXDVL DQQL D /DWLQD 5LILXWDQR GL DYHUH TXDOVLDVL UDSSRUWR FRQ OR 6WDWR 7UD GFKLDPDUVL FRPSDJQH H QRQ KDQQR PDL ULQQHJDWR OD ORWWD DUPDWD

5HSXEEOLFD 5RPD SULPD 5LVWRUDQWL FDVH \DFKW OH VRFLHWD GHV 0DUUD QHL SDUD DQQR LQ FXL FRPSUD O]DSSDUWDPHQWR LQ FLWWD OD PRJOLH GL 5DIIDHOH QH DFTXLVWD &DWHOOR JHVWLVFH OH DWLVLWD GL IDPLJOLD

5HSXEEOLFD S 0DUUD QRQ VL DUHQGH ULFRUVR LQ &DVVD]LRQH SHU WRUQDUH LQ OLEHU

&RUVHUD SULPD /8,*) (55\$5(//\$ 'DO FDVR &RQH DOO]DUHVWR FDGXWD GL XQ SP ,O SUR \$RVWD DL GRPLFLOLDUL SUHVLRQL VX XQ LQGDJDWR SHU IDYRULUH XQ DPLFR

&RUVHUD S ,QWHUYLVWD D 3,77(//\$ FRQL LQ UHJROD VXJUHDOH XQD JXHUUD VXOOR SUHVLGHQWH GHV 6RFLDOLVWL H GHPRFUDWLFL HXURSHL QRQ H GHFLVLYR SHU OR VSUHD O],QKLOWHUUD FRQWR OD 8H 1HVXQR YRUHEEH OD SURFHGXUD G]LQIUD]LRQH OD FRQ

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VDUHEEH QXOOD GL GUDPPDWLFR

&RUVHUD S '¶\$OHPD SHVD OD VFLVLRQH XQD QXRYD IRUJD H¶ ROWUH LO 5HQJL EDVW

&RUVHUD S ,QWHUYLVWD GL 7200\$62 /\$%\$7(D %581(77\$ KR SUHVR ILVFKL LQ SLDJJD IRU HUDQR SHU PH 8QLWL FRQ 6LOYLR DO YHUWLFH ,QVLPH YLQFHUHPR 6DOYLQL H¶ LQWOOO GL 7UXPS" (¶ OXL FKH VWD FRSLDQGR QRL ,R H '¶\$WWRUHH L VROL D HVVHUH VLFXUL GDOO 1R \$OOD EXYHWWH FL DEEUDDFLDYDPR

&RUVHUD S *ULOOD PLQDFFLD XQ¶DOWUD HVSXOVLQRH 3URQWR LO WHVW GL IHGHOWD¶ S

*LRUQDOH SULPD (FFR FRVD VXFFHGH VH VL YRWD RJLL *OL VFLVLRQLVWL GHO 3G DO

*LRUQDOH &+,\$&&+,(5('\$ &\$0(5\$ GL 520\$1\$ /,8==2 0RUUD 0DUWUOOL 5DJLL H TXHOO¶RGRUH GHOOD '& /D 3HOLQR YLYDQGLHUD QRQ SDQH PD FRUQHWWL 6H 6FKLIDQL VL FRQWHQWD GL LPSXJQDUH LO JHODWR ,O FDQH H¶ GL '¶\$OHPD GLYRUJLR SLX¶ IDFLOH \$VFDQL ID O¶DPD]JRQH H PLFD VROR LQ ,WDOLD

*LRUQDOH S %HUOXVFRQL GHWWD OD OLQHD 5LWUQD LO GLDORJR WUD)RUJD ,WDOLD H /H

4Q S ,QWHUYLVWD D /877:\$&. L PXUL" 3URPHVVD PDQWHQXWD 'RQDOG UH GHOO¶DQWLSRO

4Q S ,QWHUYLVWD D *,\$&+(77, 0DVVLPRL GLVWUXJJH WXWR 9XROH VROR XQ SRVWR LQ 3 VLQLVWUD KD XQ VROR QHPLFR 5HQJL /D VFLVLRQH" 3UREOHPD ORUR (PLOLDQR VDUHEEH &HUWDPHQWH QRQ PL VHPEUD JLRYDQH

0HVVDJJHUR S %RUVJLX¶ GHO YROD OR VSUHDG

0HVVDJJHUR S)LOORQ GDL PDJLVWUDWL OD GHVWUD IUDGFHVH SUHSDUD XQ SLDQR %

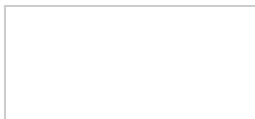
6WDPSD SULPD '¶\$OHPD VH 5HQJL IRUJD SURQWL D IDUH XQD OLVWD

6WDPSD S 7RWR¶ 5LLQD ULVSRQGHU¶ DL SP VXOOD WUDWWDWLYD 6WDWR PDILD

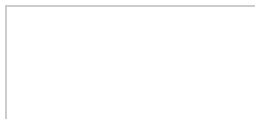
ORQLFD 0DFFKLRQL 'LUH

7\$**251\$/(/)\$772/ 7(032\$77,12(-6 127,=,22/,7,&5\$66(**1\$ 67\$03338%/,&\$

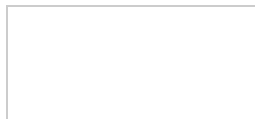
3RWUHEEHUR DQFKH LQWHUHVVDUWL



5DVVHJQD VWDP: *LXJQR



5DVVHJQD VWDP: 1RYHPEUH



5DVVHJQD VWDP: *LXJQR

ORVWUD

&RPPHQWL,PSURQWD

\$FFHG

&RQVLJOLD&RQGLYLGL

2UGLQD GDO SL



&HUF D

&HUF D

\$FFHC

0DL

+RPH 1R ,WI 0RQI 3ROL)LQD &LQF ,1',9,6,9 ...

6HJXLFL   

7XWWL L YLGHR GL <DK

&DYDOODUR &LVDO
SUHYHQ]LRQH H VH
\$VNDQHZV

0HUNHO FRQWUR 7
GHFUHWR q DQWL
\$VNDQHZV

2OWUH PLOLRQH
YLVLDW GL 7UXPS
\$VNDQHZV

6JRPLQDWD XQD E
G LPPLJUDWL FRQ
\$VNDQHZV

&LVDO ILUPDWR L
ODYRUDWRUL HOV
\$VNDQHZV

&DYDOODUR &LVDO DO 3D SUHYHQ]LRQH H VHPSOLILF

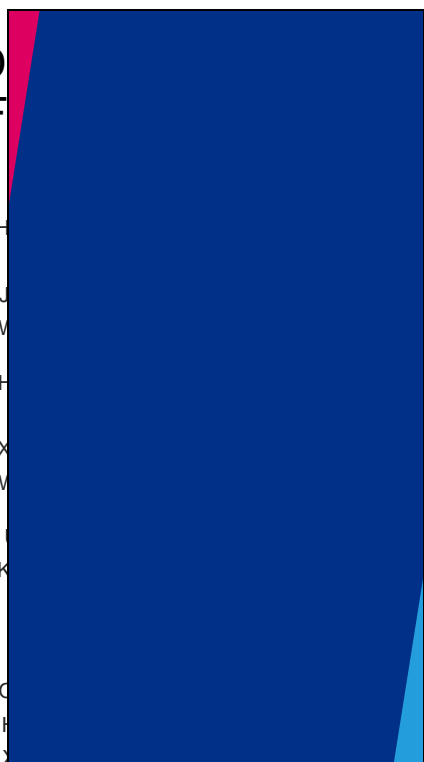
\$VNDQHZVHQQDLR

6DOHUQR DVNDQHZV 1RQ VROR ORWWD DOOD SUHVVLQRH
ODYRUDWRUL PD DQFKH VHPSOLILFD]LRQH H SUHYHQ]LRQH
GHYH HVVHUH PXOWLIRUPH È TXDQWR HPHUVR GDO FRQVLJ
&RQIHGHUD]LRQH ,WDOLDQD 6LQGDFDWL \$XWRQRPL /DYRUDV

/ ,WDOLD YLYH GDO PHVH GL DJRVWR XQD JUDYH HPHUJH
HYHQWL VLVPLFL FKH KD FROSLWR LO FHQWUR GHO 3DHVH
VLD SHU O HFFH]LRQDOH RQGDWD GL QHYH H PDOWHPSR FX
GHOO KRWHO 5LJRSLDQR GL)DULQGROD QHO 3HVFDUHVVH V

1HO ODYRUR GL SUHYHQ]LRQH SHU HYLWDUH FKH VLVPLW
GRYUHEEHUR VYROJHUH XQ UXROR GL SULPR SLDQR FRPH K
&LVDO)UDQFHVFR &DYDOODUR

,O UXROR GHO VLQGDQDWR SXZ HVVHUH LPSRUWDQWH KD
VXOOD EDVH GHOD FRQRVFDQ]D GHO WHUULWRULR H GHOC
QRQ FL PHWWH VROGL SHU IDU Vu FKH TXHVWR DYYHQJD VH
SURWH]LRQH FLYLOH SDUOLDPR GL DULD IULWWD SHUFKp TX



LQ JUDGR GL

LQWHUYHQLUH (SRL FL VRQR VSHVH FKH L FRPXQL GD VROE QRQ SKVVRQR DITURQWBU
WDJOLR GL ULVRUVH VL WURYDQR VHQJD VROGL H QRQ KDO
SHUVRQDOH IRUPDWR DG KRF 4XHVWD q XQD GHXQFLD FK
DFFRUJHUH VROR TXDQGR VXFHGH XQD WUDJHGLD

&DYDOODUR SRL KD ULFKLDPDWR O DWWHQJLRQH VXOOD QH
VHPSOLILFDJLRQH GHOOD PDFFKLQD DPPLQLVWUDWLYD H XQ

6H XQ VLQGDFR GLFH D XQ WHFQLFR FRPXQDOH FKH KD QH
VSLHJDWR H LO WHFQLFR QRQ ILUPD LO SURJHWWR SHUFKOHUNHO FRQWUR 7UXPS LO VXY
FDXVD GL QRUPH QRQ FKLDUH LO ODYRUR FKH XQ DPPLQLV
PXXOPDQL
SVNDQHZV

&RPH EDVH SHU UHGLJHUH XQ EXRQ SLDQR GL SURWHJLRQH FLYLOH LO VHJUHWDULR GHO
SURSRVWR WUD OH DOWUH FRVH GL SDUWLUH GD XQ DFFXWDWYHULIEDGHJOLDPD
VWUXWWXUH SXEOLFKH QHL FRPXQL LWDOLDQL



 ,QLJLD OD FRQYHUVDJLRQH

, YLJLOL GHO IXRFR LWDOLDQ
PRQR
<DKRR 1RWJLH

\$FFHGL SHU SXEOLFDUH XQ PHVVDJJLR

1RWJLHNDQHZV

2JJL ULXQLRQH XUJHQWH 2QX
,UDQ FKLHVWD GD 8VD
6X VROOHFLWDJLRQH GHO DPEDVFLD



6SRQVRUDJ]DMDQGR 3ULYp

7KH 1RUWK)DFH ILQR D
\$EELJOLDPHQR VSRUWLYR SHU DPDQ
ILQR D GL VFRQR 5HJLVWUDWKL

,O JLRFR DPPDJD QRLD SHI
6WRUPIDOO \$JFRBIVFDUJ]DWR

1RWJLHNDQHZV

1HO PLODQHVH QDVFH LO SUI
\$OO 2VWHULD VRFLDOH /D 7HOD GL 5F



3ROLWRORJL UXVVL 7UXPS LF
FKH QRQ VD FRVD YXROH
SVNDQHZV

1RWJLHNDQHZV

5RPD %DOHVWUD 5DJJL QRQ
QHOO DEELJOLDPHQR
9RUUHL YHVWLUOD LR



1RWJLHNDQHZV

0LVV 8QLYHUVR YLQFH XQD IL
DQQL
,ULV 0LWVHQDHU DQQL VWXGLD



0DJLUXV \$ZDUG L YLJLOL GH
PLJOLRUH VTXDGUD
SVNDQHZV

6SRQVRUDJ]DMDFRHW 5HVWDXUDQWŠ

%XRQL SDVWR L YDQWDJJL S
+DL XQ DJLHQGD R XGFR SDUWLYDQVQV
EXRQL SDVWR H ULVSDUPLD VXL FRV

-REV DFW &LVDO LQ &DODEULD LQLJLDWLYH VX IDOOLPHQWR ULIR

‡ 3XEEOLFDFWQDLR

3DUWH GD 9LER 9DOHQWLD OD FD PSDJQD SURPR
LWDOLDQD VLQGFDFWL DXWRQRPL ODYRUDWRUL
ODYRUR (TXDQWR VL UHQGH QRWR LQ XQ FRP)
H PHJJR GHOOD VXD DSSURYD]LRQH H GHWR
JOL HIIHWL SURGRWL GDOO DSSOLF]LRQH G
DEELDR FRQWHVVDWR SULPD DQFRUD FKH YHG
JOL DUWLFROL H GHOOD &RVWLWX]LRQH OH
DOOD JHVWLRQH GHOO LPSUHVD / LQLJLDWLYD
GRYH VL VRQR WHQXWL L ODYRUL GHO &RQVLJO
5HVWR FRQYLQWR DIIHUPD LO VHJUHWDULR JH
&DYDOODUR FKH DQFRU RJJL QRQ FL VL H UHV
ULIRUPD GHO ODYRUR OHJDWD DO -REV \$FW SHU
LPSHJQR FRQVLGHUHYROH QHOOD PHVVD LQ DW
LQ &DODEULD LO SHUFRUVR SLX LGHDOH SHU XC
RFFXSD]LRQDOH ,QLJLHUHPR GD 9LER 9DOHQW
DJJLXQJH &DYDOODUR SRUWHUHPR OD QRWUD
ODYRUDWRUL GDOOH ILQWH WXWHOH ULWHQHGH
UHVSQRVDELOL

)ODVK ,Q (YLG

&26(1=\$,Q &RQILC RQII
GRPDQL VL GDUj DYYL HOC
ODWXDLGHDGLPSUHVD FDFW
5(**,2 %XUURQH RQR
ULPRGXOD]LRQH 'HFUH YH
PLOLRQL SHU LO SLDQ
ILQDOPHQWH VL SDUW DQW
-REV DFW &LVDO 3DJL
LQLJLDWLYH VX IDOOLPHQWR
/2&5, 5& \$SUH R RUJI
GHOOD JLRVHQW• LQ X FDFW
FRQILVDFWR DOOD QG _FRC
9,//\$ 6 *,29\$11, 6 FLV
IHEEUDLR LQFRQWUR HJLH
' \$VFROD H VLQGFDFL \$ VD F
6WUHWWR
526\$512 \$FTXD S XWV
VX ELQDUL EORFFDWR /LWI
0\$5=,\$/(*DUDQWH GHG
,QIDQJLD KD LQVHGLD
VFRODVWLFDF GHO SUR
5(*,21(,O IHEEU
ULXQLRQH &RPPLVLR
5(3257 1XFHUD /D
6LQLVWUD ELODQFLR
TXDOLWD
1,&2/2), JRYHU
UHJLRQDOH LQHUWH L
5(**,2 ,O &LV SUR
'D VROLWXGLQH GHO
JOREDOPμ
5(**,2 ,O *UXSSR
'a'HOHJD DOOD PDQXWH
VWUDGDOH DO &RQVLJ
ULQQRVD LO QRWUR
UHVSQRVDELOLWj YHU
5(**,2 6L q WHQXV
PDQLHVVD]LRQH FRQF
SURJHWR 6SRUW q S
5(**,2 5LWRUQD =
\$UWH 5HJROH LO FRQ
VXOO•LPSRUWDQJD GH
5HJROH
5(**,2 &RUVR GL (
'LJLWDOH 2 JLRVHG u LC
DSSXQWDPHQWR
5(**,2 2JJL D 3DO
&DPSDQHOOD SUHVHQV

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Autostrade i sindacati «Stazioni senza presidi»

distuggere la dignità e precarizzare, con il job act, il lavoro stabile».

St.Cas.

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LO SCIOPERO

Mentre oggi si svolge lo sciopero nazionale per il rinnovo del contratto di lavoro delle telecomunicazioni, indetto dalle segreterie nazionali di Slc-Cgil, Fistel-Cisl e Uilcom-Uil, gli altri comparti dei rappresentanti dei lavoratori Filt-Cgil, Reti-Cisl, Uil-Trasporti, Ugl, **Cisal** e Rsa hanno inviato una lettera ai Prefetti di Roma, L'Aquila, Pescara, Teramo, Chieti e Rieti, ai presidenti della Regione e del Lazio e ai responsabili delle vigilanza sulle concessioni autostradali per denunciare «il mancato presidio delle stazioni autostradali A24 e A25». I sindacati ricordano che la concessionaria Strada dei Parchi «può creare criticità all'utenza. I disservizi sono quelli derivanti dai malfunzionamenti di apparecchiature automatiche, mancanza di informazione, possibili gravi limitazioni al transito ed alla circolazione per effetto di guasti e tutte le altre per le quali l'utente trova normalmente un servizio puntuale attraverso la presenza dell'addetto di stazione». Per i rappresentanti delle maestranze «nessuna diversa organizzazione del lavoro o potenziamento dei sistemi automatici e remoti di sorveglianza del traffico potrà sopperire alla mancata presenza del personale addetto». I sindacati concludono: «Insomma Strada dei Parchi depotenzia, con il servizio non commisurato al livello della tariffa». E così i sindacati ricordano alle autorità «i riflessi sulla libera circolazione dei cittadini e sulla loro sicurezza e quindi valutare gli obblighi della concessionaria».

Passando allo sciopero delle telecomunicazioni, in città si sono svolte assemblee unitarie nella sede della Uil, con i lavoratori dei call center di Ecare, C2C, Nethex e Transcom. Per lo sciopero di oggi «i lavoratori saranno compatti - dice Piero Francazio della Uilcom-Uil - e con questa prima iniziativa, che prevede presidio a Pescara, dimostreranno, a chi vuole



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Trasporti

Licenziamenti Seac, salta l'accordo coi sindacati

SERVIZIO A PAGINA 7

Si è tenuto nel pomeriggio di ieri un incontro tra le associazioni sindacali Filt Cgil, Uil Trasporti, Faisa Ugl Autoferrotranviari, Fit Cisl Molise e la società Seac, presso la sede dell'azienda. L'oggetto della riunione è stato l'esame congiunto richiesto dalle organizzazioni sindacali in merito ai licenziamenti degli autisti di autobus posti in essere dalla società in seguito al taglio chilometrico, determinato dal taglio delle risorse deciso dalla Regione Molise. Il dottor Potenza della Seac ha richiamato integralmente il contenuto della comunicazione di

avvio della procedura ex art 4 L. 223/1991 e le motivazioni in essa richiamate. Ha ribadito, inoltre, la sussistenza di un esubero di personale nei termini indicati nella comunicazione di avvio della procedura. Le organizzazioni sindacali presenti hanno ritenuto illegittima la posizione del comune di Campobasso in relazione al taglio dei chilometri corrispondenti al taglio delle risorse deciso dalla Regione Molise. I sindacati hanno evidenziato comunque che non sono stati consegnati i turni di servizio che permettano di valutare

ziato che, per effetto dei provvedimenti comunali indicati nella comunicazione di avvio della procedura di licenziamento collettivo, l'esubero di personale è determinato, quanto al numero ed alle qualifiche, nella nota di avvio della procedura di riduzione del personale. La riduzione operata dall'Amministrazione determina un effetto immediato e diretto sul personale di esercizio ed il taglio chilometrico può essere contrastato solo con l'adozione di misure strutturali. Le parti, infine, hanno concluso la riunione con un mancato accordo.



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