

Sommaro Rassegna Stampa

Pagina	Testata	Data	Titolo	Pag.
Rubrica Cisal: stampa				
4	Il Tirreno - Ed. Lucca	19/01/2018	<i>AUTISTI NUOVAMENTE IN SCIOPERO PER IL TICKET ELETTRONICO</i>	2
1	Gazzetta del Sud - Ed. Catanzaro	16/01/2018	<i>PURE MEDICI OSPEDALIERI "IMBOSCATI" NEGLI UFFICI</i>	3
Rubrica Cisal: web				
	Paesenews.it	19/01/2018	<i>CASERTA TRASPORTO PUBBLICO: RITARDI NEI PAGAMENTI, I DIPENDENTI CLP ALZANO LA VOCE</i>	4
	Sicilia24h.it	19/01/2018	<i>SCRITTO DA / 3 VIEWS </i>	7
	Agenparl.com	18/01/2018	<i>SCUOLA DIPLOMATI MAGISTRALE, ANIEF INCONTRA IL PRESIDENTE DELLA VII COMMISSIONE SENATO E LANCIA APPELLO A M</i>	9
	Aletheiaonline.it	18/01/2018	<i>DIPLOMATI MAGISTRALE, ANIEF INCONTRA IL PRESIDENTE DELLA VII COMMISSIONE SENATO E LANCIA APPELLO A M</i>	10
	Anief.Org	18/01/2018	<i>DIPLOMATI MAGISTRALE, ANIEF INCONTRA IL PRESIDENTE DELLA VII COMMISSIONE SENATO E LANCIA APPELLO A M</i>	11
	Cn24.tv	18/01/2018	<i>MALTEMPO, OLIVERIO: "PRONTI A CHIEDERE LO STATO DI EMERGENZA"</i>	15
	Economiasicilia.com	18/01/2018	<i>NUOVA FORMAZIONE PROFESSIONALE PER IL MERCATO DEL LAVORO, LAGALLA RIUNISCE IL PARTENARIATO ECONOMICO</i>	16
	IlCiroitano.it	18/01/2018	<i>DIPENDENTI DELLA CITTADELLA A RISCHIO, LA CISAL SOLLECITA LA REGIONE</i>	19
	Ilfattonissenno.it	18/01/2018	<i>SICILIA: VERTICE IN REGIONE, UN PIANO PER LA FORMAZIONE 4.0</i>	20
	Ilsubsidiario.net	18/01/2018	<i>SCIOPERO OGGI 18 GENNAIO 2018/ TELECOM ITALIA, RAI E GIUDICI DI PACE: GARANTITA UN'UDIENZA ...</i>	23
	Leggo.it	18/01/2018	<i>MOLESTIE SESSUALI A SCUOLA, VIETATE LE CHAT TRA PROF E STUDENTI</i>	25
	Skuola.net	18/01/2018	<i>MOLESTIE A SCUOLA, NUOVE REGOLE SU CHAT TRA PROF E STUDENTI?</i>	27
	Vaitaormina.com	18/01/2018	<i>TAORMINA. BENIGNI: "LIQUIDAZIONE ASM, LA SITUAZIONE E' PARADOSSALE"</i>	29

IL 2 FEBBRAIO

Autisti nuovamente in sciopero per il ticket elettronico



La carta elettronica per i bus

► LUCCA

Quello del prossimo 2 febbraio sarà un altro venerdì nero per il trasporto pubblico locale su gomma. Dopo quello dello scorso 12 gennaio, i sindacati Filt-Cgil, Fit-Cisl, Uilt-Uil, **Faisa-Cisal** hanno indetto un nuovo sciopero del personale della Ctt Nord impiegato a Pisa e provincia. Uno stop di quattro ore (dalle 11.59 alle 15.59) per contestare ancora una volta «i

problemi e i disagi causati agli autisti dall'introduzione della "monetica"», il nuovo sistema di bigliettazione elettronica avviato a Pisa lo scorso giugno. I rappresentanti dei lavoratori contestano in particolare la mancata concertazione nella fase di introduzione del nuovo sistema di vendita dei titoli di viaggio a bordo degli autobus. Uno dei principali problemi sarebbe rappresentato dalla distanza tra la cabina guida e

le "consolle" per la stampa dei biglietti installati sui bus che costringe spesso l'autista a lasciare momentaneamente il posto di guida per emettere il titolo di viaggio. Motivo che per i sindacati è anche alla base dell'aumento dei ritardi delle corse dei bus. Le organizzazioni dei lavoratori rivendicano inoltre l'incremento della percentuale a favore degli autisti sui ticket emessi a bordo. (d.r.)



Codice abbonamento: 125183

Catanzaro

Pure medici ospedalieri "imboscati" negli uffici

▶ Pag. 21

Emergono nuovi particolari sulla gestione del personale nel comparto della sanità e in particolare nell'Asp e nell'azienda Pugliese-Ciaccio

Non solo infermieri ma pure medici "imboscati"

Attraverso la formula del «comando» hanno trovato posto dietro le scrivanie negli uffici della Regione

Luana Costa

Contraddizioni palpabili nel comparto sanitario. Da un lato, si utilizza l'argomento delle carenze d'organico per giustificare disservizi e continue richieste di personale; dall'altro, però, i dipendenti che potrebbero essere utilmente impiegati nelle corsie d'ospedale o nei presidi delle aziende per fornire rapide ed efficaci risposte alla vasta domanda sanitaria che attraversa i territori subiscono inusuali dirottamenti verso uffici e mansioni diverse da quelle per cui sono stati assunti.

Non si vogliono certo condannare le pur legittime aspirazioni di crescita professionale ma semplicemente rilevare una stortura che conduce a sguarnire le avanguardie sanitarie per ingrossare le fila di una categoria amministrativa che ha il suo centro gravitazionale nel dipartimento regionale Tutela della Salute.

I trasferimenti dalle corsie degli ospedali agli uffici delle stesse aziende sono, infat-

ti, solo la punta dell'iceberg di un fenomeno ben più esteso che ha fatto incetta di profili professionali sanitari attraendoli verso le scrivanie della cittadella regionale. Si inizia da un provvedimento di utilizzo temporaneo, solo qualche mese o qualche anno, in cui il dipendente viene provvisoriamente trasferito e "comandato" a ricoprire un incarico diverso al dipartimento regionale per passare poi attraverso progressivi rinnovi che di fatto segnano una strada di non ritorno dalle aziende di provenienza.

Dirigenti medici, infermieri professionali, ostetriche, nutrizionisti, psichiatri, cardiologi. La lista è lunga almeno quanto le risorse drenate alle aziende sanitarie che spesso, soprattutto durante la stagione estiva, sono costrette a interrompere o ridurre la quantità di prestazioni erogate per l'assenza di profili professionali adeguati. La diaspora va avanti da anni allo scopo di

rimpiangere il personale in forza al dipartimento Tutela della Salute sceso inesorabilmente sotto l'asticella degli standard minimi ma l'effetto è dirompente per le aziende costrette a cedere preziose unità di personale e di conseguenza, a centellinare le prestazioni in base all'organico disponibile.

L'Azienda sanitaria provinciale e l'ospedale Pugliese sono le due strutture più propense a rinunciare ai propri dipendenti seppur gravate dalle più onerose responsabilità d'erogazione di cure mediche sul territorio. Sebbene la maggior parte dei trasferimenti interessi profili professionali amministrativi che quindi abbandonano le postazioni aziendali per portarsi al dipartimento regionale per svolgere analoghe funzioni, non manca però personale con specializzazioni squisitamente sanitarie e tecniche impiegate nei medesimi ruoli.

Vi sono casi, ad esempio, di infermieri professionali

provenienti dall'Asp e che hanno trovato posto negli uffici del dipartimento ma anche uno psichiatra che inizialmente svolgeva la propria funzione al dipartimento Tutela della Salute Mentale dell'azienda sanitaria, anch'esso "comandato" alla Regione. Vi è, ancora, un tecnico ex dipendente del dipartimento Prevenzione ceduto dall'Asp alla cittadella ma anche un buon numero di dirigenti medici che adesso, smesso il camice, hanno assunto funzioni dirigenziali.

Poco o nulla ha invece rinunciato il policlinico universitario Mater Domini. Risultano infatti trasferimenti di soli dipendenti amministrativi e in numero davvero limitato. Il caso delle "cessioni" dalle aziende al dipartimento di impiegati era stato sollevato qualche tempo fa dal sindacato **Cisal** che aveva puntato il dito contro il mancato utilizzo di personale amministrativo interno all'ente e l'abbondante ricorso, invece, all'esterno per colmare i vuoti d'organico. ◀

In passato a sollevare il caso era stata pure un'organizzazione sindacale



Carenza d'organico. L'ospedale Pugliese-Ciaccio sempre a corto di personale infermieristico anche per via dei trasferimenti

,O QRVWUR VLWR XVD L FRRNLH SHU JHVWLUH OH XQLW& SXEEOLFLWDULH H FRQWHQXWL SURSUL H
ODJJLRUL LQIR

&URQDFBROLWLFDRQRPLD&XOVX>U&SHWWDFRSRLUW7HFQRORJHDSLXOHWOWHLPD&XD&XUL5XEULFKH
&RPXQLFD&LLJQHWWH

6MUJ &\$6\$*.29(± 1DVFRQGHYD TXDVL PH]]R FKLOR GL GURJD QHOO&DUPDGLR DUUHVDWR HQQH

* OPTUSJ TFSWJ[J WJ

9LVXDOL]]D DOW

6XFFHVVLV

%FD² WJB - 4UVS[P 5

6OJQPM4BJ "HFO[JB E
4BSEFMMB 5FMFGPOP

\$"4&35" " 5SBTQPSUP QVCCMJD
\$-1 BM[BOP MB WPDF

'UDJRQLW JHQQDLR • &URQDFD/DVFLD XQ FRPPHQWR

&\$6(57\$ † /D &/3 FRQ QRWD
SURWRFROODWD LO QRYHPEI
DYHYD DIIHUPDWR
O%LQIRQQGDWH]]D GHOOH QRWF
SDJDPHQWL GHL GLSHQGHQWL
DYHYD VFULWWR DOOH VHJUHW
) ,/7 &*,/) ,/7 &,6/ 8./ 75\$63257, {
)\$,6\$ &.6\$/ H)\$,6\$ &21)\$,/ QRQF
GL 1DSROL VRVWHQHQR GL I
VSHWWDQ]H QHO ULVSHWWR GF
QHOOR VSHFLILFR DYHYD ULED
GHOOR VWLSHQGLR GHO PHVH I
VDUHEEHUR VWDWL HURJDWL LC
SDJDPHQWR GHOOD WUHGLFHV
VWDWD HURJDWD QHL WHUPLQL
FRQYHQXWH OD OH ODPHQWHO
FRQLXQDQR URERDQWL \$OPH
PHVH GL GLFHPEUH 6HPEUHUHE
GLSHQGHQWL QRQ VLDQR DQFR
PHQVLQWj GL GLFHPEUH D
FRPXQLFDWR DO SHUVRQDOH V

6WDPSD SUWLFRO



7XST EPPE
GETIPPM
TIVWM RSF
VMGVIWGS

DOL&VSPTFSWJ[J SFWJTJ

%JBOBVUP \$PODFTTJF
'DOLVTBUF "MWJHOBOP

FKH LO SDJDPHQWR GHOOD PHC
YHUU; HURJDWD LO JLRUQR
ODOFRQWHQWR GXQTXH GD SDL
ODPHQWDQR ULVSRVWH WDUGL

OMRKYE WXVERI



k 3DHVHQWZWWWL GLULWWL VRQR ULVHUYDWL 5LSURGXJLRQH YLHWDWD GL RJQL FRQWHQXWR V
DXWRULJJDJLRQH GHOOD UHGDJLRQH GHO QRVWR SRUWDOH /H SXEOLFLWD VRWWR IRUPD GL
VSRQVRULJJDWH 7JWBJP EB 4UFGBOP

OMRKYE WXVERI



&RQGLYLGL TXHVWR DUWLFRO

\$POEJWJEJ

m 2UHFHQWL 6XFFHVLY
6DQ 1LFROD OD 6WUDGD Æ 6SDFFLR G\$OLIH Æ 8FFLGH LC
GURJD DUUVVWDR HQQH SURWHJJHUH OD PD
SHVDQWH OD SRVLJL 7JMMB 5VSSJUB %SBH

-BTDJB VO DPNNFOUP

,O WXR LQGLULJJR HPDLO, GFDPSIDRE SGEEDWRDWR/RQR FRQWUDV
&RPPHQR

1RPH

(PDLO

6LWR ZHE

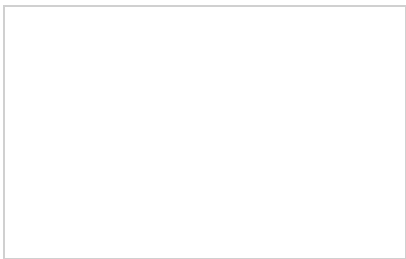
-BWBHHJP BVUP I %S

:H XVH FRRNLHV WR HQVXUH WKDW ZH JLYH \RX WKH EHVW H[SHULHQFH RQ RXU ZHEVL
VHWWLQJV ZH OO DVVXPH WKDW \RX DUH KDSS\ WR UHFHLYH DOO FRRNLHV IURP WKL
SUHIHUHQFHV \RX PD\ GR VR E\ **IKBUHZLQJ** WKH LQVWUXFWLRQV

+20(&521\$&\$ 32/,7,&\$ &8/785\$ 63257),/2 ', 127\$ /(77(5(\$/ ',5(7725(58%5.&+(6.&,/, \$

&HUFD QHO VLWR

YHQHUGu JHQQDLR WNFULW\$YRQ D]DRQH \$JLHZV _
**5LXQLRQH GHO SDUWHQDULDWR
5HJLRQH 6LFLOLDQD /DJDOOD
SHU WUDJXDUGR GHOO-RFFXSDJ**



/ CE] u šWvo iì} [KCEo v•U •} CE %o%CE • v š v š] o %o CE š v CE] š Z P]}v ^}]o] v U •μ]vÀ]š} o W(E oo} Dμ•μu]U oo[•• ••}CE &}CEu i]}v %oCE}(••)}v o U Z} CE š: }v(CE)v š} •μ] (]•}Pv] %oCE}(••)} o[PP]}CEv u v š} o š o}P} CE P]

æE}v •(μPP o](() }oš o CE }C o À}CE}U oo[]•šCEμi]}v oo (} %o] P > P oo t u] u) ••}oμi

ÀÀ]]v CE <μ •š] u}v]X Yμ oo] }PP] μv %oCE]u]v]i] À Z %o}CECE •}oμi]}v }•š v]]o]U PCE i] o }v šCE] μš} oo[]u%o P\]v š v i]}v] o]v CE]v š CEu]v] } }%o CE i]}v o •μ • o š •šCE v oo %oCE}PCE uu i]}v oo i]}v]U À %oCE}%oCE]}]v <μ •š]CE i]}]•š]šμi]}v š i }oo]U CE}v μv •}•š u •šCEμššμCE š}] %o CE š]%o i]}v X

3/v ^}]o] o (}CEu i]}v %oCE}(••)}v o Z •%o ••} }v(μ•} o[] } š š]]À v š v } • u%oCE] %o]¶ μš}CE (CE v i] o • u%oCE u v } μš]o oo o o À}CE}X W CE š v š]U }v o vμ}À %oCE}PCE uu i]}v U]v š v] u}]uu P]v v]U }v o %oCE}••]u]uu]v v š CE]u} μo i]}v o (}v } • }v(}CEu š •μoo •]P v i] oo]u%oCE • oo %oCE}(••)}v]X ^%o C oo ^}]o] U Z À •}•š Pv} oo P]}À v] P v CE i]}v]U (CE v v %oCE CE] š } •%oCE š š μš š} <μ oo[•} }]v š oo š š μ o Z }v š]v i

WCE • v š oo[]v }v š CE} v Z }v }μov }v š} Z]o CE }U ••}CE > P oo U š š μ oo[•• ••}CE š } /•šCEμi]}v U &}CEu i]}v > }À}CE } []À }P]}M i i š } μ W Q }v • v š]š o CE] %o CE š v i]] %o CE }CE•]]]•šCEμi]}v (}CEu i]}v l }v š] v v Z o %oCE}•%o š š]À oo o }CE} }v š]v μ š (]v } o }v • o[]v }v š CE}] }PP] }v(CEu]o u]}] %o ••}]u%oCE ••} oo[•• • À CE•} CE]•μo š š] u}•μCE]o] À o μ š]o] }v %o CE u š CE] }v }CE (}CEu i]}v u š CE š š }v v • }v]o •}•š u • }o •š] } }v]o }v š •š} u] u v š} o u CE š} o o À}CE} v Z]v }oo }CE i]}v CE }C %o CE o (}CEu i]}v }v š]v μ] o À}CE š }CE]_X

o }v(CE)v š} }v]CE %o%CE • v š v š] o %o CE š v CE] š}U u CE• Pμ CE CE o š CE i} • š š}CE }u μv À CE]u%oCE • •}]o U] •}•š]v š CE v i]}v o] i i]}v] u CE š]X %o}] •}] • μ ••} •μoo o PP u }oš] šCE] %oCE • v š]U À %oCE}(}v u v š CE À}•}v š %o CE Z v } /v(]v •š š } •}oo À š}]o %oCE} o u oo[]v Pμ š i] U •%o ••} CE CE]•%o}v CE }v š u%o •š]À]š <μ o]š oo •]P v i]] (]•}Pv] > P oo U •} o À}CE CE]v •]v š }v }v Po] •• ••}CE š} oo (μv i]}v

^}v } •š š]]vÀ] š š] %o%oCE š š]]u%o v } W o]o[]•šCEμi]}v oo (}CEu i] μ š }CE] š] ' •š]v o WCE}PCE uu K%o CE š]À} & } u i v š } i v } CE R i i } o r b i] %o CE š] u v š } oo & u]Po] oo W }o]š] Z ^}]o]U }v •}Po] (hXZX^X oo Z P]}v ^}]o] v U ^}]v μ •š CE] t }v(]v μ •š CE] ^}]

Codice abbonamento: 125183

oo **}] i}}v] oo W] }o u]]u%CE • •}]o] v U WCE •} \
}v(• CE v\$]U }v()}% CE š]Á ^]]o] U }v(CE i}}v /š o] v P(
Z P]}v o] }o]CE šš] ^]]o] U & CE i}}v Z P]}v o PCE] }oš}CE
^]]o] U ••}] i}}v E i}}v o }uμv] /š o] v] ~ E /• ^]]o] U hv]}v
~hE D• ^]]o] Uv E ^]]o] }•šCEμšš}CE]]o] •}]o] v]U μš}CE
]• }o]š U }v(CE i}}v ' v CE o o > Á}CE} ~ '>•U }v(CE i}}v /
^ PCE š CE] }CE P]}v o oo[hv]}v /š o] v o > Á}CE} ~h/>•U }v(
~ /^ >•U hv]}v ' v CE o o > Á}CE} ~h'>•U }v(CE i}}v ' v CE o
~ KE&^ >•U & CE }v•μu š}CE] ^]]o] U &}CEμu d CEi} ^ šš}CE U CE]
uu]}v•šCE š}CE] v\$] >} o]U hv]Á CE•}š Po] ^šμ]] W o CEu}U
vv U hv]Á CE•}š Po] ^šμ]] D ••}v U hv]Á CE•}š >hD^ t ^
}v•}Po]} E i}}v o oo Z] CE Z ~ EZ•U u CE] }uu CE]} /v μ•
oš v]}• šš dCE % v]U u CE] }uu CE]} /v μ•šCE] U CEš]P] v
}uu CE]} /v μ•šCE] U CEš]P] v š} PCE] }ošμCE] š v] U Z Pμ
%CE}(••}v o] }šš}CE] PCE}v]u]] }šš}CE] &}CE •š o] ~ KE &
^]]o] U & CE i}}v CE P]}v o Po] PCE}š v]] PCE}š v]] > μ
PCE}š v]] PCE}š v]] > μCE š] W o CEu}U }v•μoš Po] }CE]\
}v• CEÁ š}CE]] ^]]o] U }v•μoš Po] }CE]v] Po] CE Z]š šš] '
W o CEu}U KCE]v %CE}(••}v o Po] ••}•š v\$] •}] o] Z P]}v ^
W o CEu}U KCE]v]vš CE%CE}Á]v] o] Z]u]] oo ^]]o] U }v
KCE]v %CE}(••}v o] }v•μo v\$] o > Á}CE} }v•}Po]} %CE}Á]v
}šš}CE] }uu CE] o]•š] Po] •% CEš] }vš]o] oo ^]]o] U K
•% CEš] }vš]o]] W o CEu}U KCE]v %CE}(••}v o CE P]}v o
' }u šCE] > μCE š] oo ^]]o] U }oo P]} %CE}Á]v] o ' }u šCE]
%CE}(••}v o] }]CEv o]•š]] ^]]o] U }v•μoš }CE]v]]vP Pv
oo WCE}Á]v]] W o CEu}U KCE]v %CE}(••}v o Po] W•} }o}
Po] d v}o}P] o]u v\$]CE]] ^]]o] ^ CE Pv U KCE]v %CE}(••
oo WCE}Á]v]] W o CEu}U KCE]v %CE}(••}v o] %CE]š]]
] W o CEu}U & CE o CEPZ] ^]]o] t hZ ^U & CE o CEPZ] oo /•
W o P] U WCE •} v\$ h / t hv]}v CE]•š] v /u%CE v]š}CE]]CE]P

/DVFLD XQ FRPPHQWR

1RPH ULFKLHVWR
(PDLO YDOLGD DL ILQL GHOOD SXEEOLF]L
6LWR ZHE

+RPH 3ULYDF6FULYL D 6LFL QDDLRUHFLVRRNLH \$RQWFX FXOWXUD PXVLF] (PSHWRVDF#QRDWRFLRLH#666LOLD
6LFLOLD 25(±6LFXWWD KQLWULWVL VRQR ULVHUVDWL 'LUHWWRUH UHVSRQVDELOH /HOLR &DVWD
ZHVWDWD LVFHLWWD DO Q CHO 5HJLVWUR 6WD RSRREH]ZROFXDQWVXGDGHUHQHFWRLLO

+20(327,7,&S)	(&2120,SÙ	5(*.21,Ù	0S*\$=,1(Ù	6325Ù	\$/75(Ù	\$*3 ,17(51\$7,21S/	
\$*3 1(:6 7UDVSRUWL ,WDOR 1WY)RU1							6HDFK *	

6FXROD 'LSORPDWL PDJLVWU [REDACTED] HI
 3UHVLGHQWH GHOOD 9,, &RPPLVLRQH
 ODQFLD DSSHOOR D 0DWWDUHQD

[.QWH] [VWUX] [6RFL] PLQV DJR

- 6KDULQJ
- 7ZLWWHU
-)DFHERRN
- *RRJOH
- /LQNHGLQ
- (PDLO WKLV DU
- G 3ULQW WKLV DL
- SXWKRUV
- 8JR *LDQR
- 7DJV
- DQLHI

\$(13\$5/ 5RPD JHQQDLR 'RSR LO GHOXGH
 GHOO",VWUX]LRQH GL LHUL RJJL LO SUHVLGHQWH Q
 LO VHQDWRUH \$QGUH 0DUFXFFL SHU LOOXVWUDUJ
 XUJHQWH XWLOH D ULDSULUH OH *UDGXDWRULH DG
 OD PLJOLRUH VROX]LRQH FRQGLYLVD SHU HYLWDUH
 DELOLWD]LRQH VL ULWURYLQR QRQ VROR IXRUL GD
 HVSXOVL GDOOD VFXROD SHU YLD GHOO"DSSOLFD]LR
 FKH LPSHGLVFH GL FRQIHULUH VXSSOHQ]H GL OXQJ
 VXSHUD L PHVL GL VHUYLJR DQFKH QRQ FRQLQ
 JLRYDQH VLQGDQDFWR VL ³ ULYROWR DO &DSR GHOO
 O"LQWHUYHQWR OHJLVODWLYR LPPHGLDWR SURSUL
 HVSXOVLQRQH JLRUQDOLHUD GHL PDHVWUL H GHOOH
 0DUFHOOR 3DFLILFR \$QLHI &LVDO 5LDSULUH OH *I
 HVWUHPD VHQVLELOLW SHUFK« GHFUHWHUHEEH O
 PHWWHQGR OD VFXROD QHOOH FRQGL]LRQL GL IXQJL
 FUHHUHEEHUR VHUL SUREOHPL DOOD GLGDWWLFD G
 SULPDULD 0D ELVRJQD IDUH LQ IUHWWD SHU FROR
 FRQVHJXLWR HQWR LO RFFRUUH SUHYHGHH ;
 IDWWR SULPD GHOO"HQWUDWD LQ YLJRUH GHO QXRY
 SUHYLVWR GDOOD /HJJH GHO LO TXDOH SHU
 UXROR PHWWHQGR LQ !FRQFRUHQJD" GRFHQWL FRQ
 &RQIHUPLDPR GL YROHUH DYYLDUH XQD YHUD H SUR
 SHUFK« OH QRVWUH LVWDQJH YHUUDQQR SUHVH LQ
 DQFKH FRPH GHXQFLDUH OR 6WDWR LWDOLDQR ULV
 FRQIHUPLDPR SRL OD YRORQW GL EORFFDUH PROVI
 OD ILQH GL JHQQDLR H O"LQL]LR GL IHEEUDLR ,QRO
 GHO 3DUODPHQWR ,QILQH QHO JLRUQR GL LQVHGL
 XQ JUDQGH DSSXQWDPHQWR LQ SLD]JD QHOOD FDSL
 (VHFXYLYR D WURYDUH XQD VROX]LRQH LPPHGLDWD

(VSHUDQJD 2UHOODQD UHVDC
 PXOWLXQFLRQDOLGDG GH O
 1DWXUDOHV 9°DV 9HUGHV TX
 HO DFHUFDPHQWR GH OD SF
 PHGLR UXUDO

/D VHFUHWUDULD GH (VWDGR
 \$PELHQWH VH UH%QH FRQ HC
 GH \$JULFXOWXUD 0HGLR \$PI
 'HVDUUROOR 5XUDO GH OD ->
 &RPXQLGDGHV GH &DVWLOOI

5(/\$7(' 32676

6FXROD 'LSORPDWL PDJLVWUHQD \$QLHI DLSORPDWL PDJLVWUDOH
 0LXU VXELWR XQ GHFUHWWRQRJWH DSSXUHL JLRUQL GDOOD
 VDU & JXHUUD QHL WULEXQDOLWVRODGHOO"DGXQDQJD SOHQDULD H
 VFLRSHUDUH GRSR JOL VFOXYLFR FVLXUD WDFH VXOOD TXHVWLRQH
 PDUJR

6FXROD \$QLHI 5LQQF
 XQD SROSHWWD DYYHC
 EXVWD SDJD L ERQXV
 PHULWR

&RRNLHV V X TXHWHVWV R IWRWR R JOL VWUXPHQWL WHUJL GD TXHVWR XWLOLJIDW \$ F L HW WDS
FRRNEH QHFHVVDUL DO VXR IXQJLRQDPHQWR HG XWLOL DOOH FGDOLWJ L OOXVWUDWH QHC
VDSHUQH GL SLFRRNLVXO VOLEG HQGR TXHVWR &DQGHU 675FRUHQGR 52 XH VWD S D 215 Q D / \$ 1
FOLFFDQGR VX XQ OLQN R SURVHJXHQGR OD QDYLDJLRQH LQ DOWUD PDQLHUD DFFRQVH
KHUWH YXRL ULILXWDUH O VXR GHL FRRNLH LPSRVWD LO WXR EURZVHU QHOOH PRGDOLWJ



Rg[_\=mR \=PRkmj=[J~]RJO R]F_]mj= R[,jJk /211 , /[[e\$7
[=]FR= =ggJ[[_ = !=mm=jJ[[- f,, \=jy_ Pj=]HJ \=]ROJkm=yR_]

6&82/\$ È 'LSORPDWL PDJLVWUDOH \$QLHI LQFRQWUD LO 3UHVLGHQWH GHOD 9,, &RPPLVVI
ODWWDUHOOD PDUJR JUDQGH PDQLHVWDJLRQH GL SURWHVWD D 5RPD

'RSR LO GHOXGHQWH LQFRQWUR DO 0LQLVWHUR GHOOÈ,VWUXJLRQH GL LHUL RJJL LO SU
3DFLãFR KD LQFRQWUDWR LO VHQDWRUH \$QGUD 0DUFXFFL SHU LOOXVWUDUJOL L GHWV
XWLOH D ULDSULUH OH *UDGXDWRULH DG (VDXULPHQWR LO WHVWR SUHVHQWDR UDSS
SHU HYLWUDH FKH ROWUH PLOD PDHVUL FRQ UHJRODUH DELOLWDJLRQH VL ULWURYL
(VDXULPHQWR PD DGGLULWXXUD HVXSOVL GDOOD VFXROD SHU YLD GHOOÈDSSOLFJLRQH
6FXROD FKH LPSHGLVFH GL FRQIHULUH VXSSOHQJH GL OXQJD GXUDWD D WXWR LO SHU
GL VHUYLJLR DQFKH QRQ FRQLQXDWLYR &RQWHVXDOPHQWH LO OHDGHU GHO JLRDQ
6WDWR DIãQFK« LQYLWL LO *RYHUQR D SUHGLVSRUOH OÈLQWHUYHQR OH IIVODWLYR L
DVVLVWHUH DOOÈLQLXVWD HVXSOVLRQH JLRUQDOLHUD GHL PDHV ! 1 < \$" HVWU

7XYHMS OIKEPI 3RPMRI



0DUFHOOR 3DFLãFR \$QLHI &LVDO 5LDSULUH OH *D(D TXHVWL GRFHQWL VDUHEEH XQ JH
GHFUHWHUHEEH OD SDUROD ãQH DG XQ FRQWHQJLRVR VHQJD ãQH PHWWHQGR OD VFXRO
PHJOLR ,Q FDVR FRQWUDULR VL FUHHUHEEHUR VHUL SUREOHPL DOOD GLGDWWLFD GL X
GHOOÈLQIDQJLD H SULPDULD 0D ELVRJQD IDUH LQ IUHWWD SHU FRORUR FKH GHWHQJRC
HQWUR LO RFFRUUH SUHYHGHUH XQD JUDGXDQVWDELQJLDJLRQH ,O WXWR YD ID
QXRYR VLVWHPD GL IRUPJLRQH H UHFOXWDPHQWR SUHYLVWR GDOOD /HJJH GHO
DQFKH DO SHUVRQDOH GL UXROR PHWWHQGR LQ ÈFRQFRUHQJDÈ GRFHQWL FRQ SURãOL
&RQIHUPLDPR GL YROHUH DYYLDUH XQD YHUD H SURSULD ÈJXHUULJOLDÈ OHJDOH SULPD
YHUUDQQR SUHVH LQ FRQVHJQD GD %UX[HOHV GRYH VL YDOXWHUç DQFKH FRPH GHQXC
DOOÈ(XURSD \$ OLYHOOR QD)JLRQDOH FRQIHUPLDPR SRL OD YRORQWç GL EORFFDUH PRO
SUHYLVWL WUD OD ãQH GL JHQQDLR H OÈLQLJLR GL IHEEUDLR ,QROWUH VFLRSHUHUHR
3DUODPHQWR ,QãQH QHO JLRUQR GL LQVHGLDPHQWR GHOOH QXRYH &DPHUH a VWDWR
SLD]JD QHOOD FDSLWDOH LQ PRGR GD VHQVLELOJ]DUH LO QXRYR (VHFXWLYR D WURYD

5(*,675\$7,RSSXUH/2*,1

5, & 256,

) 250 \$ = , 21 (

', 5, * (17,

& ('\$ 1

+20(. 6&5, =, 21\$ (6, 21(5, & 256, \$7\$ 6(0, 155, 68332572 21/, 1(568 67\$03\$ & 217\$77,) 250\$ =, 21(

2 & (5&\$

& HUF D

'LSORPDWL PDJLVWUDOH \$QLHI LQFRQWUD L 3UHVLGHQWH GHOOD 9,, &RPPLVLRQH 6HQD ODQFLD DSSHOOR D 0DWWDUHOOD PDUJR PDQLHVVD]LRQH GL SURWHVVD D 5RPD

'RSR LO GHOXGHQWH LQFRQWUR DO 0LQLVWHUR GHOOD ,VWUX]LRQH GL LHUL RJJL LO SUHVLG 0DUFHOOR 3DFLILFR KD LQFRQWUDWR LO VHGDWRUH \$QGUD 0DUFXFFL SHU LOOXVWUDI SURSRVWD GL GHFXVWRXHD JHLODWHU OH *UDGXDWRLH DG (VDXULPHQWR LO WHVWR SUHV UDSSUHVHQWD OD PLJOLRUH VROX]LRQH FRQGlyLVD SHU HYLWDUH FKX ROWUH PLOD PDHV DELOLWD]LRQH VL ULWURYLQR QRQ VROR IXRUL GDOOH *UDGXDWRLH DG (VDXULPHQWR PD [GDOOD VFXROD SHU YLD GHOOD DSSOLF]LRQH GHOOD GRUPD LQWURGRWWD FRQ OD LPSHGLVFH GL FRQIHULUH VXSSOHQ]H GL OXQJD GXUDWD D WXWWR LO SHUVRODOH SHUFDU PHVL GL VHUYL]LR DQFKH QRQ FRQWLQXDWLYR &RQWHVXDOPHQWH LO OHDGHU GHO JLRV ULYROWR DO &DSR GHOOR 6WDWR DIILQFKp LQYLWL LO *RYHUQR D SUHGLVSRUOH O LQ LPPHGLDWR SURSULR SHU HYLWDUH GL DVVLVWHUH DOO LQJLXVVD HVSXOVLQRH JLRUQDOLHU PDHVWUH GDOOH QRVWUH VFXROH SXEOLFKH

0DUFHOOR 3DFLILFR \$QLHI &LVDO 5LDSULUH OH *D(D TXHVWL GRFHQWL VDUHEEH XQ JH' VHQVLELOLWj SHUFKp GHFUHWHUHEEH OD SDUROD ILQH DG XQ FRQWHQ]LRVR VHQJD ILQH PHV QHOOR FRQGL]LRQL GL IXQ]LRQDUH DO PHJOLR ,Q FDVR FRQWUDULR VL FUHHUHEEHUR V GLGDWWLFD GL XQ DOWLVLPR QXPUR GL VFXROH GHOOD LQIDQ]LD H SULPDULD 0D ELVRJQD FRORUR FKX GHWHQJRQR XQ GLSORPD PDJLVWUDOH FRQVHJXLWR HQWUR LO RFFRUUH \$ JUDGXDOH VWDELQ]D]LRQH ,O WXWWR YD IDWWR SULPD GHOO HQWUDWD LQ YLJRUH (IRUPD]LRQH H UHFOXWDPHQWR SUHYLVWR GDOOD /HJJH GHO LO TXDOH SHUDOWU DQFKH DO SHUVRQDOH GL UXROR PHVWHQGR LQ pFRQFRUHQ]D] GRFHQWL FRQ SU LQFRPSDWLELOL &RQIHUPLDPR GL YROHUH DYYLDUH XQD YHUD H SURSULD pJXHUULJOLD] WXWWR SHUFKp OH QRVWUH LVWDQ]H YHUUDQQR SUHVH LQ FRQVHJQD GD %UX[HOHV GRYH FRPH GHQXQFLDUH OR 6WDWR LWDOLDQR ULVSHWWR DOO (XURSD \$ OLYHOOR QD]LRQDOH YRORQWj GL EORFFDUH PROWL VFUXWLQL GHO SULPR TXDGULPHVWUH SUHYLVWL WUD OD ILQH GL IHEEUDLR ,QROWUH VFLRSHUHUHR VXELWR GRSR O LQVHGLDPHQWR GHO 3DUODPHQR GL LQVHGLDPHQWR GHOOH QXRYH &DPHUH q VWDWR ILVVDWR XQ JUDQGH DSSXQWDPHQWR FDSLWDOH LQ PRGR GD VHQVLELOL]DUH LO QXRYR (VFXWLYR D WURYDUH XQD VROX]LRQH LPI

'RSR O LQFRQWUR GHOXGHQWH GHOOD JHLODWHU LQOHLSQLHI FKX KD DEEDQGRQDWR LO WDYROR SHU OD VWHULOLWj GHOOH SURSRVWH GHOOD DPPLQLVWUD]LRQH FRQLQXD O D]LRQH LQFHVVQWH GHO XQD VROX]LRQH LPPHGLDWD H FRQGLYLVD ILQDOL]DWD D ULDSULUH SHU O XOWLPD YROWD OH *UD FRQVHQWLUH D WXWWL JOL DELOLWDWL GL WURYDUH TXHOOR VSD]LR DO PRPHQR FKL GDOOD DGXQDQ]D SOHQDULD GHO &RQLJOLR GL 6WDWR GHOOR VFRUVR GLFHPEUH

Codice abbonamento: 125183

6WDPDQH LO SUHVLGHQWH QD]LRQDOH \$QLHI V HODDWR R O B F S G O B H I L F O D U K F F I F Q L F R Q W U D W R
3UHVVLGHQWH GHOOD 9,, &RPLVVLQRH 6HQ DSWR S B M W L G Q X G H F U C H W R I X U Q H Q V S H U W L F R O D U L O D
SURGRWWD GDO VLQGDGDFWR XWLOH D WURYDUH XQD VROX]LRQH FRQGGLYLDV SHU HYLWUDH FK
UHJRODUH DELOLWD]LRQH VL ULWURYLQR QRQ VROR IXRUL GDOOH *UDGXDWRULH DG (VDXULPHQWF
VFXROD SHU YLD GHOOD]DSSOLF]LRQH GHOOD QRUPD LQWURGRWWD FRQ OD %XRQD 6FXROD F
VXSSOHQJH GL OXQJD GXUDWD D WXWWR LO SHUVRQDOH SUHFDULR FKH VXSHUD L PHVL
FRQWLQXDWLYR

3E XQD SURVSHWWLYD DVVXUGD ± KD GHWWR LO SUHVLGHQWH \$QLHI ± PD SHU HYLWUDH FKH VL U
VHUL SUREOHL DOOD GLGDWWLFD GL XQ DOWLVLPR QXPHUR GL VFXROH GHOO]LQIDQ]LD H SUL
FRORUR FKH GHWHQJRQR XQ GLSORPD PDJLVWUDOH FRQVHJXLWR HQWUR LO GHYRQR WURYDUH
*D(E QHFHVVDULR SUHYHGHH TXLQGL XQD ORUR JUDGXDOH VWDELQ]LD]LRQH ,O WXWWR
SULPD GHOO HQWUDWD LQ YLJRUH GHO QXRYR VLVWHPD GL IRUPD]LRQH H UHFOXWDPHQWR SUH
LO TXDOH SHUDOWUR VDUj DSHUWR DQFKH DO SHUVRQDOH GL UXROR PHWWHQGR LQ μFRQFRU
H FXUULFXOD LQFRPSDWLELOL'

\$ TXHVWR SRSRVLWR LO SUHVLGHQWH \$QLHI KD VHPSUH RJJL ODQFLDWR XQ DSSHOOR DO 3UHVI
6HUIJR ODWWDUHOOD DIILQFKp LQYLWL LO *RYHUQR D SUHGLVSRUOH O LQWHUYHQWR OHJLVODWLYF
GL DVVLVWHUH DOO LQJLVWD HVSXOVLQRH JLRUQDOLHUD GHL PDHVWUL H GHOOH PDHVWUH G
IUHTXHQWDWH GD WUH PLOLRQL H PH]JR GL DOXQL FRQ HWj FRPSUHVD IUD L WUH H JOL XQGL
TXHVWL GRFHQWL ± KD GHWWR 3DFLILFR VDUHEEH XQ JHVWR GL HVWUHPD VHQVLELOLWj SHUFK
ILQH DG XQ FRQWHQ]LRVR VHQ]D ILQH PHWWHQGR OD VFXROD QHOOH FRQGL]LRQL GL IXQ]LRQDUH

\$QLHI ULFRUGD LQILQH FKH OR VHVVR RUJDQR GL JLVVWL]LD FRQWLQXD D QRQ SUHQGHUH XQD
ULFRUGDUHDFKDGWWR LQ TXHVWR XODVLFMVRD]H]LRQH GHO &RQVLJOLR GL 6WDWR FKH KD
SURGRWWR LO VXR DVVHQVR SHU O]LQFOXVLRQH QHOOH *UDGXDWRULH DG (VDXULPHQWR GL X(
GLSORPDWL PDJLVWUDOH FRPH VH O]DGXQDQ]D SOHQDULD GL SRFKL JLRUQL ID QRQ VL IRVVH PDL

34XDORUD OD VLWXD]LRQH QRQ VL GRYHVHV VEORFFDUH D EUHYH ± KD FRQFOXVR LO OHDGHU GHC
YHUD H SRSULD μJXHUULJOLD] OHJDOH SULPD GL WXWWR SHUFKp OH QRVWUH LVWDQ]H YHUI
%UX[HOHV GRYH VL YDOXWHUj DQFKH FRPH GHQXQLDUH OR6WDWR LWDOLDQR ULVSHWWR DOO'
FRQIHUPLDPR SRL OD YRORQWj GL EORFFDUH PROWL VFUXWLQL GHO SULPR TXDGULPHVWUH SUHY
O]LQL]LR GL IHEEUDLR ,QROWUH VFLRSHUHUPR VXELWR GRSR O]LQVHGLDPHQWR GHO 3DUOD
LQVHGLDPHQWR GHOOH QXRYH &DPHUH LO SURVVLPR PDU]R q VWDWR ILVVDWR XQ JUDQGH DSS)
D 5RPD LQ PRGR GD VHQVLELOL]DUH LO QXRYR (VHFXYLYR D WURYDUH XQD VROX]LRQH LPPHGLDW

3(5 \$3352)21',0(17,

9LGHR LQWHUYLVWD D ODUFHOOR 3DFLILFR SUHVLGHQWH QD]LRQDOH \$QLI GDYDQWL DO OLQL
O]LQFRQWR WHQXWR FRQ O]8IILFL'ESGRD DMSI R DJL V D L D O H V V B D R L I O F R L X X E L W R D S H U W X U D
GHOOH *D(H DVVXQ]LRQH PD TXDWH]LRQWR FRFRQDOLVHUYDWR

,/ '(&5(72 />(* (35232672

OLVXUH XUJHQWL SHU JDUDQWLUH LO UHJRODUH VYROJLPHQWR GHO VHUYL]LR VPRODVLFR H OD FRQWLQXLWj

,/ 35(6,'(17('(\$ 5(38%/,&\$

9LVWL JOL DUWLFROL H GHOOD &RVWLWX]LRQH

5LWHQXWD OD VWUDRUGLQDULD QHFHVVLWj GL DGRWWDUH PLVXUH G XUJH DUH '
VXOO LQWHUR WHUULWRULR QD]LRQDOH

5LWHQXWD LQ SDUWLFRODUH OD VWUDRUGLQDULD QHFHVVLWj HG XUJH OO]I
IRUPD]LRQH H UHFOXWDPHQWR GHO SHUVRQDOH GRFHQWH GL FXL DOO]DUV DSI
VHQWHQ]D Q GHO GLFHPEUH GHOO]SGXQDQ]D 3OHQDULD GHO &RQL OL]IE
QHOOH VHGL GL DVVH]QD]LRQH OD FRQWLQXLWj GLGDWWLFD 2WR
GHWHUPLQDWR JLj LQVHULWR QHOOH *UDGXDWRULH DG (VDXULPHQWR FRQ 3RFH
HQWUR OD GDWD GL FRQYHUVLRQH GHO SUHVHQWH GHFUHR O]LQVHULPHQ .PHQ
GHOOD OHJJH GLFHPEUH Q DOO]DWWR GHOO]DJJLRUQDPHQWR SUH LFRC
Q

9LVWD OD GHOEHUJ]LRQH GHO &RQVLJOLR GHL OLQLVWUL DGRWWDWD QHOOD

6XOOD SRSRVWD GHO 3UHVVLGHQWH GHO &RQVLJOLR GHL OLQLVWUL H GHO OL 2LYH

(PDQD LO VHJXHQWH GHFUHR OHJJH

\$UW

'LVSRLV]LRQL XUJHQWL SHU LO FRUHHWR VYROJLPHQWR GHOO DWLWLYWj VF QWLC

\$O ILQH GL JDUDQWLUH OD FRQWLQXLWj GLGDWWLFD GHO SHUVRQDOH GR LWX]
QD]LRQDOH D VHJXLWR GHOOD VHQWHQ]D Q GHO GLFHPEUH GHOO]R GL
SURFHVR GL DWWXD]LRQH GHO QXRYR VLVWHPD GL UHFOXWDPHQWR GL FXL 2WLY
SHU O]D V DOO]DWWR GHOO]DJJLRUQDPHQWR O]LQVHULPHQWR ULH
OHWWHUD F GHOOD OHJJH GLFHPEUH Q D GRPDQGD GL WXWWR LO SHUVRQDOH LQ SRVVHVR GL DELOL
OD GDWD GL FRQYHUVLRQH GHO SUHVHQWH GHFUHR \$ WDO ILQH O]DUW FRPPD OHWWHUD F GHOOD OHJJ

LQWHUSUHW D QHO VHQVR FKH KDQQR GLULWWR DOO LQVHULPHQWR QHOOH JUDGXDWRULH DG HVDXULPHQWR JOL LQVH.
DOO LQVHJQDPHQWR FRPXQTXH FRQVHJXLWD LYL FRPSUHV L JOL LQVHJQDQWL LQ SRVVHVVR GHO GLSORPD PDJLVWUDO
O¶DQQR VFRODVWLFK

&RQVHJXHQQWHPHQWH q JDUDQWLWD SHU O¶D V QHOOH VHGL GL DVVHJQD]LRQH OD FRQLQXLWj GLGDWW
GHO SULPR H GHO VHFRQGR FLFOR G¶,VWUX]LRQH DVVXQWR D WHPSR LQGHWHUPLQDWR H GHWHUPLQDWR FRQ FOC
GHILQL]LRQH GHO JLXGLFH GL PHULWR LQ TXDQWR LQVHULWR QHOOH JUDGXDWRULH DG HVDXULPHQWR FRQ ULVH
FDXWHODUH GHO JLXGLFH DPPLQLVWUDWLYR R GHO ODYRUR SXUFKp LQ SRVVHVVR GHOO¶DELOLWD]LRQH DOO¶LQ'
PDJLVWUDOH FRQVHJXLWR HQWUR O¶D V 1HO FDVR GL VXSHUDPHQWR GHOO¶DQQR GL SURYD GL FXL DL FRF
OHJJH OXJOLR Q DQFKH VH LQWHUFRUVR VXFHVVLVDPHQWH DOOD GDWD GL FRQYHUVLRQH GHO S
SHUVRQDOH GRFHQWH DVVXQWR LQ UXROR FRQ ULVHUYD q GLVSRVWR LO PDQWHQLPHQWR LQ VHUYL]LR H OR \
GHFRUUHQ]D JLXULGLFD GDO f VHWWHPEUH GHOO DQQR VXFHVVLVYR DOOD FRQIHUPD LQ UXROR 6RQR IDWWL V
GHWHUPLQDWR H LQGHWHUPLQDWR QHOOH LVWLWX]LRQL VFRODVWLFKH GDO SHUVRQDOH GL FXL DO SUHVHQWH FRPPD

'DOO DWXDJ]LRQH GHL FRPPL SUHFHGHQWL QRQ GHYRQR GHULYDUH QXRYL R PDJJLRUL RQHUL SHU OD ILQDQ]D SXEEK
SUW

(QWUDWD LQ YLJRUH

,O SUHVHQWH GHFUHWR HQWUD LQ YLJRUH LO JLRQR VHVVR GHOO VXD SXEOLF]LRQH QHOOD *D]HHWWD 8IILF
VDUj SUHVHQWDWR DOOH &DPHUH SHU OD FRQYHUVLRQH LQ OHJJH

,O SUHVHQWH GHFUHWR PXQLWR GHO VLJLOOR GHOO 6WDWR VDUj LQVHULWR QHOOD 5DFFROWD XIILFLDOH GH
LWDOLDQD È IDWWR REEOLR D FKLXQTXH VSHWWL GL RVVHUYDUOR H GL IDUOR RVVHUYDUH

'DWR D 5RPD DGGU BBBB

, 3817, '(// \$ 3, \$77\$)250\$ 35(' 6\$ 2367, () , / * , 2512 '(// 2 6 & , 23(52 '(//¶
*(11\$, 2

3, \$77\$)250\$ 6FLRSHUR 1\$ = , 21\$/(JHQQDLR

3817, (66(1=, \$/, (81 35299(' 0(172 85*(17(

9RJOLDPR VXELWR

8Q GHFUHWR OHJJH FKH FRQVHQWD QHO O¶LQVHULPHQWR QHOOD WHU]D IDVFLD GHOOH *UDGX
GHO SHUVRQDOH GRFHQWH LQ SRVVHVVR GHOO¶DELOLWD]LRQH SULPD GHOO¶DWWXD]LRQH GHO Q
LQL]LDOH H UHFOXWDPHQWR SUHYLVWR GDOOD OHJJH H FKH FRQIHUPL QHL UXROR LO SHUVR
GDOOH *DH D WHPSR LQGHWHUPLQDWR H GHWHUPLQDWR LQ PRGR GD JDUDQWLWH OD FRQLQXLWj GLGD

&KLHGLDPR D UHJLPH

\$EROL]LRQH GHO PDHVWR XQLFR H ULSULVWLQR QHOOD VFXROD SULPDULD GHL PRGXOL RUJDQL]DWLYL
GXH FODVVL QHO DPELWR GHO SOHVVR GL WLWRODULWj R GL SOHVVL GLYHUVL GHO FLUFROR R
GHOO¶XWLQ]LRQH QHO SOHVVR GL WLWRODULWj GL PRGXOL FRVWLWXLWL GD TXDWWUR LQVHJQDQWL VX W
, VWLWX]LRQH SHU OD VFXROD GHOO¶LQIDQ]LD GHOO¶RUJDQLFR GL SRWHQ]LDPHQWR

8Q QXRYR VLWHPD GL IRUPD]LRQH H UHFOXWDPHQWR FKH ULJXDUGL DQFKH LO SHUVRQDOH GHOO¶LQID
FRQVHQWD LO UHFOXWDPHQWR DQFKH GHL ODXUHDWL LQ 6FLHQ]H GHOO)RUPD]LRQH SULPDULD

\$GHJXDPHQWR GHOO RUJDQLFR GL IDWWR DOO RUJDQLFR GL GDVVWRFRFRQ FRQVHJXHQWH SLDQR VWUDR
LQGHWHUPLQDWR GHO SHUVRQDOH GRFHQWH H \$7\$ QHOOH LVWLWX]LRQL VFRODVWLFKH VWDWOL GL RJ
YDFDQWL H GLVSRQLELOL

7UDVIRUPD]LRQH LQ RUJDQLFR GL GLULWWR GHL SRVWL SOXULHQDOL DWWLYDWL LQ GHURJD VXO V
DVVXQ]LRQDOH

\$JJLRUQDPHQWR DQXDOH GHOOH *UDGXDWRULH DG (VDXULPHQWR

7UDVIRUPD]LRQH GHOOH JUDGXDWRULH GL FLUFROR H G LVWLWXWR LQ JUDGXDWRULH SHU DPEL
DQXDOPHQWH H GD FXL DWWLQJHUH SHU LO UHFOXWDPHQWR GHO SHUVRQDOH GRFHQWH D WHPSR
HVDXULPHQWR GHOOH JUDGXDWRULH H[SHUPDQHQL

\$EROL]LRQH GHO YLQFROR WULHQDQDOH GL SHUPDQHQ]D QHOOD SURYLQFLD SHU L QHR DVVXQWL H UL
VWLSHQGLDOH

3DULWj GL WUDWDPHQWR JLXULGLFR HG HFRQRPLFR WUD SHUVRQDOH D WHPSR GHWHUPLQDWR H LQ
(OLPLQD]LRQH GHO GLYLHWR GL VXSSOHQ]H GRSR L PHVL GL VHUYL]LR VX SRVWR YDFDQWH H GLVSR
GL XQ SURYYHGLPHQWR SHU OD VWDELOL]D]LRQH GHO SHUVRQDOH

\$57, & 2/, 5(&(17, 68//2 67(662 \$5*20(172

\$ 1, () 25 *



'LSORPDWL PDJLVWUDOH OH SURWHVWH SDJDQR \$QLHI FRQYRFDWD DO 0LXU LO JHQQDLR SHU FRQGLYLVD

'LSORPD PDJLVWUDOH \$QLHI LPSXJQHJ LQ &DVVDJLRQH OD VHQWHQJD GHOOD SOHQDULD SH JLXULVGLJLRQDOH

'LSORPDWL PDJLVWUDOH LQ YLVWD GHOOH HOHJLRQL SULPDYHULOL OD SROLWLFD VL VFRQWUD VX /¶ JHQQDLR ULSUHQRQR OH OHJLRQL PD PROWH VFXROH GHOO LQIDQJLD H SULPDULD ULPDUUDQQ

'LSORPDWL PDJLVWUDOH FRQWUR OD VHQWHQJD GHOOD GLVFRUGLD DUULYDQR OH LQWHUURJDJLRQ

'LSORPDWL PDJLVWUDOH SUHVHQWDWD LQWHUURJDJLRQH XUJHQWH DO 0LQLVWHUR)HGHO ' ,QWDQWR L UDSSUHVHQWDWLYL GLFKLDUDQR OD ORUR LQHUJLD YHQWHQQDOH

'LSORPDWL PDJLVWUDOH ROWH PLOD GRFHQWL FRLQYROWL QHOOD VHQWHQJD GL HVFOXVLI SHUFKp VFLRSHULDPR O¶ JHQQDLR

'LSORPDWL PDJLVWUDOH VL DOODUJD OD SURWHVWD LQ YLVWD GHOOR VFLRSHUR GHOO¶ JHQQ DOOD PRELOLDJLRQH GHFLVLYR O¶LQFRQWUR GL GRPDQL DO 0LXU

5LQQRJR GHO FRQWUDWWR IXPDW QHUD DOO¶\$UDQ JOL HXUR ULPDQJRQR XQ PLUDJJLR

'LSORPDWL PDJLVWUDOH GRPDQL UHFRUG GL DGHVLRQL SHU LO SULPR VFLRSHUR GHOO¶DQQR PLOLRQL H PHJJR GL DOXQQL GHOOH VFXROH GHOO¶LQIDQJLD H SULPDULD

6FLRSHUR JHQQDLR SHUVRQDOH LQIDQJLD H SULPDULD PLJOLDLD GL DGHVLRQL YDFDQJH WHUPLC

'LSORPDWL PDJLVWUDOH LO SUHVLGHQWH QDJLRQDOH \$QLHI UHSOLFD DOOD 0LQLVWUD)HGHO GHOO¶\$YYRFDWXUD GL 6WDWR VH QRQ DUULYD VXELWR XQ GHFUHW OHJJH VDUj DQFRUD VFLRSHU

'LSORPDWL PDJLVWUDOH 0LXU SUHGLFD EHQH H UDJJROD PDOH FDFFLDWH OH SULPH PDHVWH GD

'LSORPDWL PDJLVWUDOH LO 0LQLVWHUR GHOOD)XQJLRQH 3XEEOLFD XIILFLDOLJJLD LO QXRYR VFLRSHU PHVH LQGHWWR GD \$1,() PDHVWH VX KDQQR SDUWHFLSDWR DOOD SURWHVWD GHOO¶ JHQQDL

&DWHJ¶HIZV
3XEEOLFDWR *HQQDLR

6XSSRUWR RQOLQH¶RRJOH 3OXV

)DFHERRN

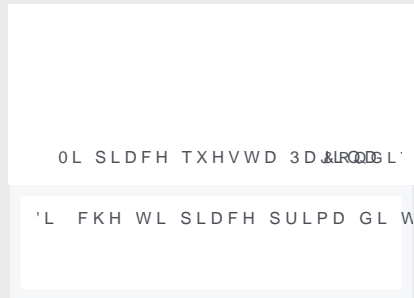
3HU LQIRUPDJLRQL ULYROJLWL DO QRVWUR QXRYLVVLPV VXSSRUWR RQOLQH

\$00,1,675\$=,21(

3HU DYHUH FKLDULPHQWL HG LQIRUPDJLRQL ULJXDUGR DOO LVFULJLRQH HG DO ULQQRJR GHOO LVFULJLRQH DOO \$QLHI

35(\$'(6,21(\$, 5,&256,

3HU DYHUH FKLDULPHQWL HG LQIRUPDJLRQL ULJXDUGR DOOH PRGDOLWj GL DGHVLRQH DL ULFRUVL \$QLHI



\$1,() \$VVRFDJLRQH 6LQGDFDOH 3URILVHGHVWYDWR 3N5HFRQVLGHUD &RRNLH

4XHVWR VLWR R JOL VWUXPHQWL WHUJL XWLOLJJDWL VL DYYD \$FFRQ GL FRRNL

&\$/%5,\$ &\$7\$1=\$52 &26(1=\$ &52721(5(**,2 9,%2 (9(17, 9,'(2 58%5,&+(

3URYLOFLD GL 9LER 9
O1LWHU SHU O1DPPF
SURYLOFLDOH

0DQFD VSDJLR
RELWRULR VD
FRUULGR LR RV
SURWHVWH

7RUQD LO VRC
&DODEULD VL
GDQQL LQJH
PDOWHPSR

2PLFLGLR /HW
LQIOLWVL
UHFOXLRQH I

3LDR *LXVHS
VLOHQJLR VXU
O1XOWLPR VD
HQQH DVVDV

0DOWHPSR 2OLYHULR 33URQW HPHUJHQJD'

FHUF

*(11\$,2 | &\$/%5|\$778\$/7-

127,=,(&255(/\$7(

RJLL
0DOWHPSR ROWU
ULFKLHVWH G1LQ
YLJLOL GHO IXRF

RJLL
0DOWHPSR 3URW
DOO1RSHUD QHL

RJLL
7RUQD LO VROH V
FRQWDQR L GDQC
PDOWHPSR

RJLL
0DOWHPSR LQ &D
LQWHUYHQWL GHI

3, GDQQL FDXVDWL DOOH LPSUVH DJULFR
OD &DODEULD QHOOH VFRUVH RUH VDUI
YHULILFD H FRQVHJXHQWHPHQWH Y
SURFHGXUH SHU O1HYHQWDOH GLFKLDUE

È TXDQWR DIIHUPD 3UG VLOHQJLWV DGHLOOD
ODULR 2OLSYHULR QGR GHL GDQQL SUR
JLRQDWD GL LHUL H QHOOH XOWLPH RUH

3'D SL• SDUWL DJJLXQJH 2OLYHULR FL YF
FDXVDWRUGVHOYHQWR FKH KDV 3SDQWVW
FRQWHVWL WHUFRVORVX DGH OH VWUX
SURGXJLRQH D,LU LFRQDULPHQWR UHJLRQD
SDVVDWR IDUj TXDQWR QHFHVVDULR SH
DIIURQWDUH H VXSHUDUH TXHVWD HQQHVL

/D SURGXJLRQH DJULFROD HG DJURDOLPHG
VXELUH QRQ VROR OH VWRUWXUH H OH LF

VL WURYD VHPSUH SL• IUHTXHQWHPHQWH D GRYHU IURQWHJJLDL
DQFRUD QRQ F1q OD QHFHVVDULD FRQVDSHYROHJJD GD SDUWH (

3\$ WHVWLPRQLDQJD GL FLz FRQFOXGH LO 3UHVLGHQWH GHOO
OLQLVWUR GHOOH 3ROLWLFKH \$JULFROH \$OLPHQWDUL H)RUH
HFFHJLRQDOL DYYHUVLWj DWPRVIHULFKH YHULILFDWHVL QHL
YHQWLGXH VHWWHPEUH 'GHOOR VFRUVR DQQR

7ZHHW

< 5,352'8=,21(5,6(5

6SRQVRUHG /LQNV

8Q ELFFKLHUH RJC 3HQVDWH FKH JOL /1LQJOHVH LQ K 1
SHUGL NJ DO JLF GHQWDOL VLDQR F VWXGLDWR O1LQJ
VHUD LPSLDQWL _ /LQN VSRQVF TXHVWR SDUOD S4
0XOWL60LP /LQJ)OXHQW

\$/75(127,=,('\$/ 7(0\$

0DOWHPSR *DEU
SURVVLPR &GP V'
&DODEULD
QRYHPEUH

+QOG 0GYU 0GYU 2TQKKR0GYU 5KEKQEWU(FKVQTK6MGTVWR5KEKNKC

,SQI 2I[W 2YSZE JSVQE^MSRI TVSJIWWM PEZSVS 0EKEPPE VMYRMWGI MP TEVXIREVMEXS IC

2I[WPIXXIV

P

(EP QIWI HM 3XXSFVI RI[WPIXXIV ZIVVp VMGIZY EFFSREQIRXS 7SWXMI GSR YRE UYSXE ERRYEHI

2YSZE JSVQE^MSRI TIV MP QIVGEXS HIP VMYRMWGI MP TEVXIGSRSQMG S WSGMEI 4S WX E)G\$ H\$ EQ M M P M G M P M E

,VFU



5YIWXE QEXXMRE E 4EPE WSRS VMYRMXM M VETTVI TEVXIREVMEXS IGSRSQMG 6IKMSRI 7MGMPMERE WY HIPPE 6IKMSRI 2IPPS 1YV HIPP«%WWIWWSVI EPP«-W *SVQE^MSRI TVSJIWWSR 0EKEPPE TIV YR GSRJVSF

8K 1SX SVM

8+ (IWMKR " 2SZIQFVI

TVSJIWWSREPM I TIV P«EKKMSVREQIRXS HIP G -2SR WJYKKI PE HMJJMGSPXp HIP VEGGSVHS XVE JSVQE^MSRI TVSJIWWSREPI " WTMIKE 0EKEPPE EZZMGMREVI UYIWXM QSRHM 5YIPPE HM SKKM TSWWMFMPMPXp HM EREPM^EVI M TVSFPIQM I TS EPP«MQTIKRS HM XYXXM KPM EXXSVM HIP WMWX MR XIVQMRM HM GSSTIVE^MSRI PI WYI WGIPXI W TEVXIREVMEXS RIPPE TVSKVEQQE^MSRI HIPPI E GSRWIRXI HM VEJJSV^EVI PE GSW XEVE M GSRH VXR WMWXIQE WXVYXXYVEXS HM TEVXIGMTE^MSRI

'IVGE

6MGIVGE TIV

&HU

--R 7MGMPME PE JSVQE^MSRI TVSJIWWSREPI LE " EKKMYRKI 0EKEPPE " HMZIRXERHS WIQTVI HM EPPI GVIWGIRXM I HMZIVWMJMGEXI IWMKIR^I HIP TVSKVEQQE^MSRI MRXIRHMEQS KYEVHEVI EP XV GSR PE TVSWWMQE MQQMRIRXI VMQSHYPE^MSRI QMWYVE GSRJSVQEXE WYPPi IWMKIR^I HIPPI MQ SXXIRIVI YR VMWYPXEXS RIPP«MRXIVIWWI HIPPE KIRIVE^MSRM JVIRERHS PE JVYWXVE^MSRI HM G

4EKMRI

'SRXEXXM

6IGIRXM 4STSPEVEWYEPM

Codice abbonamento: 125183

UYIPP«IWSHS MRXIPPIXXYEPI GLI GSRXMRYE E M
 4VIWIRXI EPP«MRGSRXVSGSRGLYPHMRMP&S&GLVM
 EXXYEPQIRXI (MVIXXSVI +IRIVEPI HIPPE«%WWIWW
 6IKMSRI 0SQFEVHME -(STS P«EZZMWS GSR
 TIVGVSWM HM MWXVY^MSRI I JSVQE^MSRI TIV P
 GSRXMIRI ERGLI PE TVSWTIXXMZE HIPPE PSVS G
 UYEPMJMGE " HMGLMEVE &SGGLMIVM " P«MRGSR
 MQTVIWW S HEPP«%WWIWW SVI 0EKEPPE GSR YR
 I ZEPYXEFMPM GSR TEVEQIXVM GSRGSHVHEXM TV
 JSVQE^MSRI WXVIXXEQIRXI GSRRIWWE GSR MP W
 TVSHYXXMZS TIV EJJVSRXEVI M GEQFMEQIRXM I
 GSPPEFSVE^MSRI I VEGGSVHS WXVEXIKMGS GSR
 GSRXMRYE HIM PEZSVEXSVM®

(EP GSRJVSRSXS GSR M VETTUIWIRXERXM HIP TEV
 ZEPSVM^^EVI P«EVXMKMEREXS HM KYEVHEVI EP
 HM WSWXIRIVI P«MRHYWXVME I M TVSGIWWM
 HMWGYWWS WYPPE PIKKI HIP « GLI WIGSR
 TVIWIWIRXM ZE TVSJSRHEQIRXI VIZMWSREXE TIV
 HIP WIXXSVI -RJMRI WXEXS WSPPIZEXS MP TV
 VMWGSRXVEXE HIPPE TYFFPMGE EQQMRMWXVE^
 EPPI IWMKIR^I I EM JEFFMWSKRM HIP XIVVMXSVI
 PEZSVIVp MR WMRXSRME GSR KPM %WWIWW SVEX

7SRS WXEXM MRZMXEXM E TEVXIGMTEVI MP (MT
 TVSJIWWSREPI MR UYEPMPXp HM %YXSVMXp HM
 I (MTEVXMQIRXS VIKMSREPI HIP PEZS
 HIPPI 4SPMXMGLI 7SGMEPM 'SRWMKPMIVI VIKMS
 9 6 7 HIPPE 6IKMSRI 7MGMPMERE 7MGMRHYWXV
 7MGMPME 'EWEVXMKMERM 9RMSRI HIPPI EWWS
 4VIWMHIRXI 9RMQTVIWE *IHIVE^MSRI 6IKMSREPI
 7MGMPME 'SRJIHIVE^MSRI -XEPMERE %KVMGSPX
 HM 'SPHMVIXXM 7MGMPME *IHIVE^MSRI 6IKMSRE
 9RMSRGEQIVI 7MGMPME %WWSGME^MSRI 2E^MSR
 2E^MSREPI 'SQYRM 'SQYRMXp)RXM 1SRXERM 9
 IHMPM WMGMPMERM %YXSVMXp KEVERXI TIV PI
 HIP 0EZSVS '+0 SRJIHIVE^MSRI -XEPMERE 7MR
 VIKMSREPI HIPPE«9RMSRI -XEPMERE HIP 0EZSVS
 %YXSRSQM SVEXSVM '-7%0 9RMSRI +IRIVEP
 +IRIVEPI HIM 7MRHEGEXM %YXSRSQM HIM 0EZSV
 *SVYQ 8IV^S 7IXXSVI %VGMHSRRE 0IKEQFMIRXI
)RXM 0SGEPM 9RMZIVWMXp HIKPM 7XYHM HM 4E
 9RMZIVWMXp /SV HM)RRE 9RMZIVWMXp HIKPM
 4EPIVQS %GGEHIQME HIPPI FIPPI EVXM 'SRWMK
 'EQIVE HM 'SQQIVGMS -RHYWXVME %VXMKMERE>
 8VETERM 'EQIVE HM 'SQQIVGMS -RHYWXVME %V
 'EQIVE HM 'SQQIVGMS -RHYWXVME %VXMKMERE>
 7MVEGYWE 'SRWMKPM S HIPPE«3VHMRI TVSJIWWS
 SVIWXEPM '32% *IHIVE^MSRI HIKPM SVHMRM
 VIKMSREPI HIKPM %KVSXIGRMGM I %KVSXIGRMG
 HIKPM %KVSXIGRMGM I %KVSXIGRMGM 0EYVIEXM
 4MERMJMGEXSVM 4EIVEKMMWXM I 'SRWIVZEXSV
 %VGLMXIXXM 4MERMJMGEXSVM 4EIVEKMMWXM I

6IKMSRI VMJMY>
 EGUYE 1YWYQIGI
 +IRXMP SRM -45A
 WXVESHMREVMG
 -P QIVGEXS GMRI
 ETVI EKPM EKPYG
 WMGMPMERM VW
 2YSZE JSVQE^MSRI
 TVSJIWWSREPI
 QIVGEXS HIP PEZ
 0EKEPPE VMYRMV
 TEVXIREVMEXS
 IGSRSQMGS WSGM
 *W %REW REWMS
 YJJMGMEPQIRXIEJ
 HE QMPMEVHM
 JEXXYVEXS

'EXIKSVMI

'EXIKSVMI

7IPI^MSRE YRE G

YQ
 FPM
 WI
 YG
 VW
 VX
 SR
 PR
 ER
 RMV
 SG
 RI
 ZI
 CS
 PJ
 HM
 PPI
 AE
 R X
 IEV
 GE
 MS
 E 3
 *E
 S V
 MP
 I
 *
 MG
 2'-
 MP
 p'
 PM
 HIV
 (W)
 ER
 M 7
 'IV'
 GIV
 VM
 'VE
 ER
 RSC
 *J
 ME
 M S
 E H
 3VF

Codice abbonamento: 125183

(& 2120, \$6, &, /, \$ & 20 : (%











