

Neue Führungsspitze

DI Anka Lorencz und Prof. Dr. Reinhard Kainz bilden die neue, für die Branche relevante Spitze auf Bundesebene – im ÖFZ–Interview schildern sie, was die Branche erwartet



jcb'D]U'Ac]_

 $GY]h'\%''' \not\Rightarrow b]']gh'8 = 5b_U'@cfYbWh'X]Y'bYiY \\ 6i bXYg]bbi b[g[YgW\AZhgZ\hff]b'XYf'@YVYbga]hhY`[YkYfVY''8Yf: `Y]gW\VfUbW\Y'nk Uf'VYfY]hg'k Y]h[Y\YbX'VY_Ubbhž'hfUh'g]Y'XUa]h \\ hfchnXYa 'k c\`']b'[fc>Y':i>ghUdZYb'''8Ybb']\f'Jcf[Ab[Yfž'DfcZ'' 8f''FY]b\UfX'?U]bnž'\temath{0}VhY'X]YgY'HAh][_Y]h'&('\darksymath{0}VhY'X)YgY'HAh][_Y]h'&('\darksymath{0}VhY'')Ub['Uig'' 8]YgYf']gh'bi b'6i bXYggdUfhYb[YgW\AZhgZ\temath{0}VhY'', YkYfVY'ibX < UbXkYf_'ibX'VY_'Y]XYh'XUa]h'kY]hYf\]b'Y]bY'k]W\h][Y'Dcg]h]cb]bYf\U'V'XYf'K?C''8]Y'^2:N'hfUZ'UiZ'Y]bY'dfUI]gbU\Y'DckYfZfUia]h': `Y]gW\']YV\UVYf!:Ua]`]Y'ibX'Y]bYb'Fcih]b]Yf'a]h'KifnY`b']bXYf': `Y]gW\VfUbW\Y'']a'8cddY`]bhYfj]Yk'gW\]`XYfb'g]Y']\fY'D`AbYZ\Temath{0}FX]Y'bAW\ghYb'\dalk'Y''$

8f"?U]bnžG]Y`\UVYb`X]Y`: `Y]gW\VfUbW\Y`gY\f``Ub[Y VY[`Y]hYh"'=bk]YZYfb`kYfXYb`G]Y`a]h']\f`bib 6YfØ\fib[gdib_hY`\UVYb3

 $(X Y)^{2}W Yg^{2}g]bX^{2}X]Y^{2}; Ya Y]bgUa _Y]hYb3$

? U]bn. '9g'g]bX'_`Y]b!'i bX'a]hhY`ghÀbX]gW\Y'6Yhf]YVYž'X]Y'Y]bYa ghUf_Yb'?cb_i ffYbnXfi W_'Ui g[YgYhnh'g]bX"'<]Yf'[Y\hi a 'Y]b GhÀf_Yb'XYf'DfcZ]`]Yfi b['U`g'<UbXk Yf_gVYhf]YV"'8 Ug'k c``Yb'k]f Ui Z'6fØggY`Yf'i bX'ÒghYffY]W\]gW\Yf'9VYbY'U`g'6i bXYggdUfhY Ui ZbY\a Yb'i bX'gc'X]Y'A]h[`]YXgVYhf]YVY'i bX'X]Y 6i bXYg]bbi b[Yb'i bhYfghØhnYb"'; fc»Yg'H\Ya U']gh'ni a '6Y]gd]Y`Yhnh'X]Y'; YZU\f'XYf'@]VYfU`]g]Yfi b['XYf'; Yk YfVYcfXbi b["

K Ugʻk ØfXYʻXUgʻVYXYi hYb3

? U]bn. '8 Ug'k ØfXY'X]Y'5 VgW\UZZi b['XYf'A Y]ghYfdfØZi b[Yb VYXYi hYb"'A Y]b'< Ui dhh\Ya U']gh'Yg'XYfnY]hž'XU[Y[Yb

Ubni _Aa dZYbži bX [Ya Y]bgUa 'a]h'XYb'@UbXYg_Ua a Yfb'i bX \]Yf'U``Yb'; Yk YfVY!'i bX'<UbXk Yf_gj YfhfYhYfb'ZØf'X]Y

5i ZfYW\hYf\U'hi b['Y]bYg'j YfdZ]W\hYbXYbž'ei U`]Z]n]YfhYb

Ni [Ub[Yg'ni 'XYb'; Yk YfVYb'Y]bni hfYhYb'''8 Ug']gh'Ui W\'X]Y

; fi bX`U[Y'XYf'Xi U`Yb'5i gV]`Xi b[ž'X]Y'XUni 'ZØ\fhž'XUgg'Yg'Y]bYb

6]`Xi b[gk Y['V]g'ni f'A Y]ghYfdfØZ b['[]Vh''

8]YgYg'GmghYa ']gh'Y]b'J cfnY][YZU``']b'9i fcdU'''9g'nY][h'g]W\ž'XUgg

X]Y'\$! [YbXUfVY]hg`cg][_Y]h']b'2 ghYffY]W\'i bX'8 Yi hgW\`UbXž'k c'XUg

Xi U`Y'5i gV]`Xi b[ggmghYa 'i a [YgYhnh'k]fXž'gY\f'[Yf]b[']gh'' \ddot XYb

@\AbXYfbz'X]Y'_Y]bY'Xi U`Y'5i gV]`Xi b['\UVYbž'`]Y[h'XYf

8i fW\gW\b]hh'XYf'\$! [YbXUfVY]hg`cg][_Y]h'VY]'\&) 'DfcnYbh''\8 Ug']gh

Y]b'9fZc`[gZU_hcfz'XYb'XØfZYb'k]f'i bg'b]W\h'Xi fW\']f[YbXk Y`W\Y

: fUi 8 = 9 cfYbWhž'k]Y 1 VYgWXfY]VYb 1 G]Y 1 AfYb 1 Ni [Ub[1 ni a H\Ya U 1 : 1 Y]gWX 3

"? U]bn. '8 = @cfYbWh']gh'Y]b'; `ØW_gZU``ZØf'X]Y': `Y]gW\Yfž'k Y]``g]Y
j cb'6Y[]bb']\fYf'VYfi Z]W\Yb'HÀh][_Y]h'Ub'i bX']b']\fYa 'Ghi X]i a
g]W\'a]h'XYa 'H\Ya U': `Y]gW\'VYZUgghY"'=\fY'8]d`ca UfVY]h
VY\UbXY`hY'ni a '6Y]gd]Y``X]Y'GW\k Y]bYgW\`UW\hi b['i bX']\fY
5i gk]f_i b['Ui Z'X]Y': `Y]gW\ei U`]hÀh"'I bg'k Uf'k]W\h]['ž'XUgg'b]W\h
bi f'Y]bY'Ài »Yfgh'_ca dYhYbhY'DYfgcb'a]f'bUW\Zc`[h"'9g'gc``hY
Ui W\'Y]bY'gY]bž'X]Y'ZY]gW\UZZ]b']gh'i bX'X]Y'Y]b'gY\f'[fc»Yg'?bck!\ck']b'X]YgYa '6YfY]W\'a]hVf]b[h"I bX'XUg']gh'i bg'a]h': fUi '8 =

@cfYbWh'[Y`i b[Ybž'XU'g]Y': `Y]gW_ca dYhYbn'gY]h'ØVYf'&\$'\\J\fYbj Yf_\OfdYfh\'8U\Yf']gh'XUg'Y]bY']XYU`Y'K Y]hYfYbhk]_`i b[\z'\z\Of'g]Y U`g'\DYfgcb'i bX'\z\Of'X]Y'\6fUb\\Y''

: fUi '8 = @cfYbWhž'k]Y'_ca a h'a Ub'Y][Ybh`]W\'U`g'K]YbYf]b ni 'Y]bYa '5[fUfghi X]i a ''i bX'j cf'U``Ya 'ni '=\fYa 8]d`ca UfVY]hgh\Ya U3

@cfYbWh. Ni XYa Ghi X]i a 'V]b']WX'[Y_ca a Ybžk Y]`a]WX'X]Y
H\Ya Yb'H]YfY'i bX'BUhi f'gWxcb']a a Yf'ZUgn]b]Yfh'\UVYbž'j cf
U``Ya ']b'F]WXhi b['9fbÀ\fi b['i bX'DfcXi _h]cb'\cWXk Yfh][Yf
@YVYbga]hhY`"8]Y'I b]j Yfg]hÀh'ZØf'6cXYb_i `hi f'V]YhYh'XUZØf'a]h
XYf'Ghi X]Ybf]WXhi b['5[fUfk]fhgWX UZh'Y]bY'gc`]XY'6Ug]g" =a '@Ui ZY
a Y]bYg'Ghi X]i a g'\UVY']WX 'a]WX'XUbb'Ui Z'h]Yf]gWXY'DfcXi _hY
gck]Y'5[fUfÒ_cbca]Y'gdYn]U`]g]Yfh"
8 UXi fWX'\UVY']WX'YXcWX'[Ya Yf_hž'XUgg'a]f'X]Y
`UbXk]fhgWX UZh']WXY'GY]hY'U``Y]b'ni 'k Yb][']gh"'8Ybb'k Ug'a]WX
k]f_`]WX'ZYggY`hž']gh'X]Y'K]fhgWX UZh''8Yg\U'V'\UVY']WX'ni gAhn`]WX
Ui Z'XYf'K]fhgWX UZhgi b]j Yfg]hÀh'XYb'@Y\f[Ub['ZØf'9I dcfh_Ui Z'Yi hY
UVgc`j]Yfh''Ni 'a Y]bYa '8]d`ca UfVY]hgh\Ya U'V]b']WX'[Y_ca a Ybž
k Y]``Yg']a a Yf'a Y]b'K i bgWX'k Ufž'Y]bYb'K]fhgWX UZhgUi ZhfU['U`g
H\Ya U'ni 'VYUfVY]hYb"

K c \ UVYb G]Y X]YgYg i a [YgYhnh3

@cfYbWh. 'A]f'k i fXY'j ca '; YgWk À ZhgZØ\fYf'XYg'XUa U`][Yb'5A:!GWk`UWk h\cZg']b'@]bn'Ub[YVchYbžXYb'I a VUi 'XYf'6YhÀi Vi b[g! i bX'9bhV`i hi b[gUb`U[Y']b'XYf'GWk k Y]bYgWk`UWk hi b[k]ggYbgWk'UZh']Wk'U`g'dfU_h]gWkYg'8]d`ca UfVY]hgh\Ya U'ni VYhfYi Yb'''8 Ug'gU[hY'a]f'gY\f'ni ž'XYbb']Wk'k c``hY'Yhk Ug'a UWkYbž k cfUi g'Y]b'i ba]hhY'VUfYf'Bi hnYb'ZØf'X]Y'K]fhgWkUZh'YbhghY\h''8 Ug YfZc`[hY'XUbb'nk Uf'Ub\UbX'Y]bYg'[fc»Yb'6Yhf]YVYgž'Yg'k Uf'UVYf U'g'6YbWka Uf_'ZØf'UbXYfY'I bhYfbY\a Yb'[YXUWkhž'X]Y'g]Wk'Ui Z X]YgY'5fhi bX'K Y]gY']b'F]Wkhi b[':`Y]gWkei U']hÀh'Ybhk]W_Y`b k c``Yb''8 Ug'k Uf'Y]bY'gY\f']bhYfYggUbhYž'gdUbbYbXY'5fVY]h''I bXYg'k Uf'YfZfYi `]Wk'ni 'gY\Ybž'a]h'k Y`WkYb'ni a 'HY]``Y]bZUWkYb A U» bU\a Yb'[fc»Y'JYfVYggYfi b[Yb'XYf': `Y]gWkei U`]hÀh'Yfn]Y`h k YfXYb'_ObbYb'''8 Ug'k Uf'Ui Wk'ZØf'a]Wk'dYfgÒb`]Wk'U`g'6YhfYi Yf X]YgYq'Dfc'Y_hYq'Y]b'gY\f'gWk\ObYq'9f[YVb]q''

K YfXYb =\fY: cfgWki b[gYf[YVb]ggY`\Yi hY'i a [YgYhnh3 @cfYbWh. '@Y]XYf'b]Wkh']b'2 ghYffY]Wkž'XU'XYf': c_i g'j cb'X]YgYf gdYn]Y``Yb'DfcV`Ya Uh]_'k Y[[Y[Ub[Yb']gh''A ca YbhUb'\UVYb'X]Y GWk`UWkh\ÒZY'UbXYfY'DfcV`Ya Y''Ni a '6Y]gd]Y``X]Y H]YfgWki hnh\Ya Ybž'X]Y``Ui ZYbX'VfYbbYbž'k]Y'Yhk U'X]Y'I a gYhni b[XYf'H]YfgWki hnj YfcfXbi b['VY]'XYf'GWk`UWkhi b['cXYf'Yhk U'X]Y 8]g_i gg]cb'i a 'X]Y': Yf_Y`_UghfUh]cb'a]h'XYa 'DfcV`Ya 'XYf Gh]b_Yf ž'XUg'g]Wk'XUfUi g'Yf[]Vh''

K Ug Ubb XUg: `Y]gW Yf[Yk YfVY j cb =\bYb U`g 6i bXYg]bbi b[g[YgWX ÀZhgZØ\fYf]b Yfk UfhYb3 @cfYbWh.: i ```GYfj]WY"'→W\ 'gY\Y'i bg'U`g'8]Ybgh`Y]ghYf'i bgYfYf :]fa Yb"8 Ug`Y] » hž`XUgg`k]f`Ui Z`XYf`Y]bYb`GY]hY`bUhØf`]WX`U`g=bhYfYggYbj YfhfYhYf'hÀh]['g]bXž'Ui Z'XYf'UbXYfYb'GY]hY'Ui WX'U`g 6YfUhYf'XYf':]fa Yb'VY] DfcV`Ya Yb']b'XYf'dfU h]qWXYb I a gYhni b["I bgYf'xV']gh'Ygž'VYgha Ò[`]WX'X]Y'DfcV`Ya Yž'Gcf[Yb i bX 5b \]Y [Yb XYf 6fUbW Y gck c \ `]b XYb bUh]cbU Yb 6Y \ OfXYb U`g'Ui W\`]b'6fØggY`ni 'XYdcb]YfYb"'I bX'XUa]h'Ui W\'hUh_fÀZh]['VY] XYf'9fghY``i b['j cb'fYW\h`]W\Yb'; fi bX`U[Yb'a]hni UfVY]hYb"'8Ybb X]YgY'a ØggYb''/U'XUbb'i bgYfY'6Yhf]YVY'i a gYhnYb" 8U\Yfa ØggYbik]fi bgYf6YghYgi[YVYbžXUZØfini igcf[YbžXUgg X]YgY; fi bX`U[Yb'a Ò[`]WXgh'k]fhgWXUZhqjYfhfÀ[`]WX'[YghU`hYh k YfXYb"'8]Y'@Yi hYž'X]Y'XUg'XU'XfUi » Yb']b'6fØggY`'Ui Z'GW\]YbY Vf]b[Ybžg]bX]bXYbgYhYbghYb: À`YbY]baU`UaGWX\UWXhVUbX [YghUbXYb"

"8 Ugʻ]ghʻgWk cbʻf]Wk h]["'5 VYf`\ Òfhʻ6føggY``Ui Wk``Ui ZʻG]Y3
@cfYbWh. '8 YfʻJ cfhY]``]ghž'XUggʻk]fʻUi gʻi bgYfYfʻ9fZU\fi b[`\YfUi g
J cfgWk`À[YʻVf]b[Ybʻ_ObbYbž'X]Yʻ]a ʻ, Vf][Ybʻj cbʻXYfʻ?ca a]gg]cb
]bʻ6føggY``Ui WkʻgY\fʻ[YfbYʻUb[Ybca a Ybʻk YfXYb"'8]Yʻ]gh
Xi fWkUi gʻVYfY]hžʻi bgʻni ni \OfYbʻi bXʻi bgʻUi Wk
Ybh[Y[Ybni _ca a Yb"'8 Uni ʻa i ggʻa UbʻUVYfʻXYbʻdYfgOb`]WkYb
?cbhU_h'ni ʻXYbʻ@Yi hYbʻgi WkYb"`A Ubʻa i ggʻg]Wk`k]f_`]Wk`\]bgYhnYb
i bXʻgU[Yb. 'DUgghʻUi Zžʻgcʻ[Y\h gʻb]Wkh"'9i YfʻN]Y``]ghʻc_UmžʻUVYfʻX]Y
A Yh\cXYʻ]ghʻZU`gWk"'8 UbbʻVf]b[Ybʻk]fʻY]bYbʻ5`hYfbUh]j j cfgWk`U[ž
a]h'XYa ʻXUggY`VY`N]Y``YffY]Wkhʻk YfXYbʻ_Ubbžʻc\bY`X]Y`K]fhgWk UZh
XUVY]ʻYI hfYa 'ni ʻVY`UghYb"
5i Wk`XUgʻ]qhʻY]bYʻ9fZU\fi b[žʻX]Yʻ]Wkʻa]hVf]b[Y"'\#W`\UVY`XUZØf

$K Ug g Y hn Y b G Y g W \ Y f Z Ø f N Y Y 3$

"@cfYbWh. 'A]f']gh'Yg'k]WXh][ž'ZØf'X]Y':]fa Yb'XU'ni 'gY]bž'j cf'U``Ya ž
k Ybb'gc[YbUbbhY' 9f`Y]WXhYfi b[Yb 'XYf'?ca a]gg]cb'Xfc\Yb"
8 Ybb']a a Yfž'k Ybb']b'6fØggY``XUg'K cfh' g]a d`]Z]WUh]cb 'ZÀ``hž'k]fX
Yg'ZØf'X]Y'6Yhf]YVY'a Y]ghYbg'gc'f]WXh]['_ca d`]n]Yfh"'I bX'`Y]XYf
; chhYg'cZh'Ui WX'hYi Yf"

I bX [YfUXY X]Y : `Y]gW VfUbW Y]gh Y]bY 6fUbW Y ž X]Y \]Yf _Y]bYb k Y]hYfYb 8fi W_ a Y\f j Yf_fUZhYh" I bX \]Yf g]bX k]f k]f_`]W U`g \Rightarrow bhYfYggYbj YfhfYhYf [YZfU[hž XUZØf ni 'gcf[Ybž XUgg gck c\`]b 6fØggY``U`g Ui W\]b '2 ghYffY]W]b XYf I a gYhni b['X]Y ?]fW Y]a 8 cfZ [Y`UggYb k]fX"

 $? U]bn. : fUi '8 = @cfYbWh']gh'Y]bY' + bg]XYf]b'i bX'k]fX'g]Wk' ZØf'X]Y 6Y`Ub[Y'XYf': `Y]gWkYfVYhf]YVY'Ui Wk'j c```]b\U`h`]Wk'a]h']\fYa BYhnk Yf_'Y]bgYhnYb'''G]Y']gh'Y]bY'Dck YfZfUi ž'i bX'XUg'Ybhgdf]Wkh Ui Wk'XYf'6fUbWkY'''8 Ug'a i gg'a Ub'\]Yf'Ui Wk'gY]bž'XYbb'gcbgh \AhhY'g]Y'b]Wkh'&$'*JJ\fY']b'XYf'6fUbWkY'VYghY\Yb'_ObbYb'''8 Ug']gh ZØf'i bg'Y]b'[Ubn'k]Wkh][Yf'; fi bX'[Yk YgYbž'X]Y'JYfUbhk cfhi b[']b]\fY'<\AbXY'ni '[YVYb'''9]b'k Y]hYfYg'k]Wkh][Yg'H\Ya U']gh'XUg : fY]\UbXY`gUV_ca a Yb'a]h'XYb'I G5'''?Ubb'a Ub'XUni 'ZØf'XYb : `Y]gWkVYfY]Wk'gWkcb'Yhk Ug'gU[Yb3$

"@cfYbWh. '8 Ug'VYcVUW\hYb'k]f'gY\f'Ui Za Yf_gUa "'; YfUXY'XYf
: `Y]gW\VYfY]W\']gh']b'X]YgYa '5V_ca a Yb'Y]b'gY\f'\Y]_`Yg'H\Ya Už
XUg'V]g\Yf']b'XYb'; Ygdf\AW\gfi bXYb'nk]gW\Yb'XYf'9I 'i bX'XYb
I G5 'k]Y'Y]bY'\Y]» Y'? UfhcZZY`'j cf'g]W\'\Yf'[YgW\cVYb'k i fXY"'

? Ubb 'a Ub 'gW cb 'gU[Ybž'k Ubb 'g]W\ 'X]Y 'J Yf\ UbX`Yf 'Ub 'XUg : `Y]gW h\ Ya U '\ YfUbk U[Yb3

@cfYbWh.'<]Yf'_ObbhY'a Ub'bi f'gdY_i`]YfYbž'k Ug'g]W\Yf'b]W\h
gYf]Og'k AfY"'9g'_Ubb'g]W\'i a 'A cbUhY'\UbXY\b'cXYf'g]W\'bcW\
\U\fY'\]bUi gnO[Yfb"'8U'a i gg'a Ub'Y]bYb'\Ub[Yb'5hYa '\UVYb' i bX'XYb'\UVYb'k]f"

? U]bn. '9g'g]bX'\]Yf'nk Y]'j YfgWX]YXYbY'?i `hi fYb'i bX'Ni [Àb[Y'ni

@YVYbga]hhY`bž'X]Y`Ui ZY]bUbXYfghc»Yb"`5``YfX]b[g`]gh'XYf`5i ZhfU[XYf`ÒghYffY]WX]gWXYb`?cbgi a YbhYb`_`Uf.`G]Y`k c``Yb`_Y]bY [YbhYWXb]gWX`j YfÀbXYfhYb`BU\fi b[ga]hhY``i bX`fY[]cbU`Y DfcXi_hY"`I bX`XUg`k YfXYb`k]f`]\bYb`Ui WX`V]YhYb"`

Ni f@W_'bUW.'2 ghYffY]W.': fUi '@cfYbWhz'k]Y'g]Y\h'Yg'\]Yf
a]h'=\fYb'D`AbYb'Z@f'X]Y': `Y]gW\VfUbW\Y'Ui g3

'@cfYbWh.'K]f'k c``Yb'XUg'5A 5!<UbXk Yf_g]Y[Y'k Y]hYfZ@\fYbz'XU

Yg'Y]bY'[fc» Y'9fZc`[gghcfm']gh"'Gc'_ObbYb'k]f'XYb'6Yhf]YVYb

Yhk Ug'Ub'X]Y'<UbX'[YVYbz'k cXi fW\'g]Y'g]W\'a]h'_`Ugg]gW\Ya

<UbXk Yf_'UV\YVYb'_ObbYb'' ibX'nk Uf'U`g'a Y]ghYf']W\Y'Ei U']hAh''

9g']gh'[Ubn'nYbhfU'z'XYb'?cbgi a YbhYb'Ui W\'ni 'gU[Ybz'k cf]b'XYf

J cfhY]''a Y]ghYf']W\Yf'JYfUfVY]hi b['']Y[h''

K]f'a OW\hYb'XYb'6Yhf]YVYb'gc'X]Y'A O[`]W_Y]h'[YVYbz'a]h'i bg

[Ya Y]bgUa 'XYb'K Y[']b'Y]bY'VYggYfY'GY'VghXUfghY''i b['ni

[Y\Yb'''8Ybb'X]Y'?cbgi a YbhYb'ZfU[Yb.'K Ufi a 'gc''']W\'ni a

<UbXk Yf_gVYhf]YV'[Y\Ybz'k Ug'\UV']W\'XYbb'Xcfhz'k Ug'VYggYf']gh3

8U'a i gg']W\'XYa 'gU[Yb'_ObbYb.' 8cfhVY_ca a ghXi 'X]Y

a Y]ghYf']W\Y'Ei U`]hAh''I bX'XUbb'VY]» 'fY]b'i bX'hYghY'Yg'XcW\
gY'VYf''

'K]Y a Y]ghYfb G]Y]b\U`h`]W\ XYb Gdfi b['nk]gW\Yb < UbXY`
i bX ; Yk YfVY3</pre>

'@cfYbWh.'=a '@YVYbga]hhY`\UbXY`ž'ZØf'XYb']W\'XUj cf'Ui W\
ni ghÀbX]['k Ufž'[]Vh'Yg'nk Uf'ZØbZ'; fc» VYhf]YVY"'5VYf'XYf'; fc» hY]`
XYf'A]h[`]YXYf'g]bX'Ui W\'Xcfh'?`Y]bghVYhf]YVY"'=b'K]Yb'gU[h'a Ub
; fY]» `Yf"

8 U\Yf'_ca a Y']W\'a]h'Y]bYf'gY\f'[fc»Yb'9fZU\fi b[']b'X]Y' ♣bi b[žk Ybb'Yg'XUfi a '[Y\hž'a]h'?`Y]bVYhf]YVYb'k]Y'a]h'; fc»VYhf]YVYb ni 'UfVY]hYb"'9g'[]`hž'Y]b'Ni gUa a Ybgd]Y`ž'Y]bYb ♣bhYfYggYbUi g['Y]W\'nk]gW\Yb'XYb'; fc»!'i bX'XYb'?`Y]bVYhf]YVYb ni 'gW\UZZYb"'8Yb'Y]bYb'[]`h'Yg']b'XYf'k]fhgW\UZh`]W\Yb K Y]hYfYbhk]W_`i b['ni '\Y`ZYbž'UVYf'XUVY]'Zc_i gg]Yfh'XUfUi Z'ni UW\hYbž'XUgg'X]Y'?`Y]bYb'Yf\U`hYb'V`Y]VYb"'8Ybb'XYf BU\j Yfgcf[Yf']gh']b'² ghYffY]W\'Y]b'?i `hi f[i h"

 $K Ug^*VYXYi hYh^*XUg^*Z\emptysetf^*G]Y3$

"@cfYbWh. K]fik c``Yb'_Y]bY'Ni ghÀbXY'k]Y']b'XYb'I G5žk c'Yg [fc»Y'K c\bg]YX`i b[Yb'c\bY'X]Y'[Yf]b[ghY' ⊕ ZfUghfi _hi f'[]Vh" 8 cfh'Z]bXYh'Ui W\'_Y]b'Ni gUa a YbhfYZZYb'XYf'6Yj Ò`_Yfi b['a Y\f ghUhhž'k]Y'Yg'VY]'i bg'VY]'Y]bYa : `Y]gW\Yf'cXYf'6ÀW_Yf'bcW\'XYf : U```]gh"'8Ybb'a Ub'hf]ZZh'g]W\'Xcfh'i bX'fYXYh'Y]b'dUUf'K cfhY"'<]Yf [Y\h'Yg'b]W\h'bi f'i a 'X]Y'hc``Y'\UbXk Yf_`]W\Y'Ei U`]hÀhž'gcbXYfb Yg'[Y\h'XUfØVYf'\]bUi g'Ui W\'i a 'XYb']bhY[fUh]j Yb'6YghUbXhY]`Y]bYg'CfhYgž'i a 'FUi a 'ZØf'gcn]U`Y'6Y[Y[bi b[Yb"'8Ug']gh'HY]`'XYf ÒghYffY]W\]gW\Yb'?i `hi f`UbXgW\UZh"

$K Y W Y Dfc Y_hY d Ub Yb G]Y bc W 3$

'@cfYbWh.'K]f'd'UbYb'XYb'' "'6i bXYg!_cb[fYgg'XYf
@YVYbga]hhY`[Yk YfVY'ZØf'<YfVgh'&\$%) "'K]f'k YfXYb'bUhØf`]W\'U`Y
bUh]cbU`Yb'i bX']bhYfbUh]cbU`Yb'5_h]j]hÀhYb'k Y]hYfZØ\fYbž'X]Y'j cb
8 f"'?U]bn'j cfV]`X`]W\'Ui Z'GW\]YbY'[YVfUW\h'k i fXYb"
5`g'k Y]hYfY'6Y]gd]Y`Y'X]YbYb'X]Y'@Y\f`]b[gk YhhVYk YfVY"'8Ybb
a Ub'a i gg'XYb''A b[Yb'@Yi hYb'X]Y'A Ò[`]W_Y]h'[YVYbž'XUg
9f`YfbhY'Ui W\'ni 'nY][Yb"'G]Y'a ØggYb'ghc`n'Ui Z']\fYb'@Y\fVYfi Z
i bX'Ui Z']\f'?ÒbbYb'gY]b"'8 Ug'YffY]W\Y']W\'Ua 'VYghYbž'k Ybb']W\
]\bYb'X]Y'A Ò[`]W_Y]h'[YVYŽ'Ub'Y]bYa 'bUh]cbU`Yb'cXYf'[Uf
]bhYfbUh]cbU`Yb'6Yk YfV'hY]`ni bY\a Yb'i bX'g]W\'Xcfh'a]h'XYb
6YghYb'ni 'a YggYb"

I bX'X]Y'j]Y`Yb'DfY]gYžX]Y'X]Y'' b[Yb'@Yi hY'j cb']bhYfbUh]cbU`Yb 6Yk YfVYb'a]h'bUW\' < Ui gY'Vf]b[Ybž'nY][Ybž'XUgg'XUg'_`Y]bY 2 ghYffY]W\' a]h'gY]bYa 'GmghYa 'XYf'Xi U`Yb'5i gV]`Xi b['[c`Xf]W\h][`]Y[h'i bX'k]f'_Y]bYb'JYf[`Y]W\' a]h'XYf']bhYfbUh]cbU`Yb ?cb_i ffYbn'gW\Yi Yb'a ØggYb"

"? U]bn."; `Y]W\"X]Y 'bÀW\\ghY"J YfUbghU`hi b[ž'VY]'XYf'Ui W\"k]YXYf
XUg': `Y]gW\Yf\UbXk Yf_']b'XYf'5i g`U[Y'ghY\Yb'k]fXž']gh'X]Y'K i fgh!
K A ']b'K Y`g''K]f'fi ZYb'Yhnh'gW\\cb'Ui Zž'XUfUb'hY]`ni bY\a Yb''
A Ò[`]W\\gh'U``Y': `Y]gW\Yf'gc``Yb'X]YgY'7\UbW''k U\fbY\a Ybž'Ub
X]YgYa 'DfcXi _hk YhhVYk YfV'hY]`ni bY\a Yb"'8Ug'X]Ybh'XYa
6Yhf]YV'gY`Vgh'U`g'Ei U`]hÀhg!'i bX'6YbW\a Uf_!A YggYf'i bX'XUa]h
UVYf'Ui W\"XYa '[UbnYb': `Y]gW\Yf\UbXk Yf_ž'XUg'Y]bYb

a U[Y]a di `g']b'XYf'² ZZYbh`]W_Y]h'VY_ca a h"'5bgW\`]Y»YbX'k]fX
\]Yf'Ui W\"]b'K Y`g']b'XYf'A i ghYfZY]gW\YfY]']b'bYi Ya '?`Y]X
YfgW\Y]bYb"'I bX'Yg'k]fX']b'XYf'A YggY'K Y`g'bi b'Ui W\"Y]bY
A i ghYfVÀW_YfY]'i bX'Y]bY'A i ghYf_cbX]hcfY]'[YVYb"

"@cfYbWh. '8 Ug']gh'XUg'[`AgYfbY' < UbXk Yf_"'8 Yf'?cbgi a Ybh'_Ubb
g]WX 'gY`Vgh'UbgY\Ybž'k]Y 'XUg'OghYffY]WX]gWXY' < UbXk Yf_'UfVY]hYh
i bX'k]Y 'OghYffY]WX]gWXY'DfcXi _hY'[Ya UWXh'k YfXYb"'I bX'Yf
_Ubb g'[`Y]WX'j cf'Cfh'_cghYb"'8 Ug']gh'k]WXh][ž'XYbb'@YVYbga]hhY`
g]bX'Yhk Ug'gY\f'9a ch]cbU`Yg"'Bi f'k Ug'XYf'?cbgi a Ybh'gY\Yb'i bX
Ub[fY]ZYb'_Ubbž']gh']\a 'bU\Y"</pre>

"K]Y 'Zi b_h]cb]Yfh'=\fY'Ni gUa a YbUfVY]h'a]h'XYb : i b_h]cbAfYb3

"@cfYbWh."; Ubn'Ui g[YnY]W\bYh"'→W_YbbY'?F'8f"DUi `i g'Ghi ``Yffbba "ž'6i bXYg]bbi b[ga Y]ghYf'XYf'@YVYbga]hhY`[Yk YfVYŁ'i bXFi Xc`Z'A Ybn``fbba "ž'@UbXYg]bbi b[ga Y]ghYf'XYf': `Y]gW\Yf'i bX6i bXYg!6Yfi Zg[fi ddYbj cfg]hnYbXYfŁ'gW\cb 'gY]h'j]Y`Yb'→J\fYb"Ghi ``Yf'gW\AhnY']W\'k Y[Yb'gY]bYf']bhY[fUh]j Yb'DYfgÒb`]W_Y]h gY\f"'→W\'XYb_Y'Ui W\ž'XUgg'Yf'k A\fYbX'XYf'Ni gUa a YbZØ\fi b[XYf'→bi b[Yb'XYf'@YVYbga]hhY`[Yk YfVY'XYf'VYgha Ò[`]W\Y:i b_h]cbAf'k Uf"'8U'VfUi W\hY'Yg'gY]bY'Y]bYbXY'?fUZh"'5i W\'Fi Xc`Z A Ybn``gW\AhnY']W\'gY\f"'A]h'gY]bYf'9fZU\fi b['U`g'I bhYfbY\a Yf']gh Yf'gW\cb']b'XYb'`YhnhYb'&\$'→J\fYb'a]h'gY]bYf': UW_ca dYhYbn]a a Yf'XU'[Yk YgYbž'k Ybb']W\']\b'[YVfUi W\h\\UVY"'8Ug'fYW\bY]W\']\a'\cW\'Ubž'i bX']W\'ZfYi Y'a]W\'Ui Z'X]Y'Ni gUa a YbUfVY]h"

6Ygi WXYb G]Y i bg Ui Z Z Y]gWXi bXWc "Uh