





7KH DXGLW FRYHUGH SHRSOH DJHG \HDUV DQG ROGHU ZLWK D G
VFKL]RDIIFWLYH GLVRUGHU ZKR ZHUH XVLQJ FRPPXQLW\ PHQWDO
+HDOWK 7UXVWV DQG +HDOWK %RDUGV LQ (QJODQG DQG :DOHV WK
DVNHG LI WKH\ ZDQWHG WR EH SDUW RI WKH DXGLW ZKHQ ZH WDO
DOVR PHDQ +HDOWK %RDUGV ,Q WKH HQG RXW RI 7UXVWV WR

2QFH D 7UXVW DJUHHG WR WDNH SDUW LQ WKH DXGLW WKH\ KDG
ZLWK D GLDJQRVLV RI VFKL]RSKUHQD RU VFKL]RDIIFWLYH GLVRU
FRPPXQLW\ PHQWDO KHDOWK VHUYLFHV 7KHH SHRSH WKHQ UHF
WKHLU H[SHULHQFH RI ORFDO VHUYLFHV 7KH\ DOVR UHFHLYHG D
WKHLU FDUHU LI WKH\ KDG RQH 7KH FDUHU YHUVLRQ RI WKH TXHW
WKH LQIRUPDWLRQ DQG VXSSRUW IRU FDUHUV %RWK TXHVWLRQQD
SHRSH ZLWK VFKL]RSKUHQD DQG FDUHUV UHWXUQHG WK

7KH 7UXVW DOVR KDG WR UDQGRPO\ VHOHFW SDWLHQW UHFRUG
LQIRUPDWLRQ IURP WKH UHFRUGV WR WKH DXGLW 7KLV LQFOXGH
WKH\ ZHUH SUHVFULEHG DQG ZKHWKHU WKHUH ZDV D QRWH RI D S
SHUVRQ\ UHFRUG)RU VRPH SHRSH WKHUH ZLOO EH UHVXOWV I
DV ZHOO DV UHVXOWV IURP WKHLU 7UXVW UHFRUG +RZHYHU ZH GI
ERWK DV WKH LQIRUPDWLRQ LV DOO DQRQ\PRXV

7KH 1DWLRQDO \$XGLW WHDP WKHQ FRPELQHG LQIRUPDWLRQ IURP
SDWLHQW UHFRUGV 7KH\ FRPSDUHG WKLV LQIRUPDWLRQ DJDLQVW
SHRSH\ H[SHULHQFH RI VHUYLFHV LQYROYHPHQW SK\VLFD
DQG SV\FKRORJLFDO WKHUDSLHV

%HWZHHQ DQG RI FDUHUV IURP GLIIHUHQW 7UXVWV VDLG WKH LQIRUPDWLRQ DQG VXSSRUW WKH\ UHFHLYH 7KLV LV D KXJH ZHUH GLVVWDWLV¿HG ZLWK WKH LQIRUPDWLRQ DQG VXSSRUW WKH\

,W LV FUXFLDO WKDW FDUHUV DUH DEOH WR DFFHVV KLJK TXDOLW VXSSRUW ZKHQ WKH\ QHHG LW 7KH LQYROYHPHQW RI FDUHUV LQ WUHDWPHQW FDQ RIIHU YDOXDEOH LQIRUPDWLRQ DQG LQVLJKW ZKYLWDO WKH\ FDQ DFFHVV LQIRUPDWLRQ WR KHOS WKHP EH LQYROY WKH\ FDUH IRU LI FRQVHQW KDV EHHQ JLYHQ

0HQWDO +HDOWK 7UXVWV VKRXOG LQYROYH ERWK ORFDO SHRS DQG FDUHUV LQ GHYHORSLQJ DQ DFWLRQ SODQ IRU LPSURYLLQ WKH\ RIIHU

)RU WKH QH[W DXGLW WKH PLQLPXP UHTXLUHPHQWV IRU H[SHU VKRXOG EH UDLVHG VR VHULFHV FRQWLQXH LPSURYLLQJ

7KHUH ZDV D ELJ GLIIHUHQFH EHWZHHQ ZKD W WKH 7UXVWV UHSR
 TXHVWLQQDLUHV 'DWD IURP 7UXVWV VDLG WKH\ SURYLGHG LQI
 RI FDVHV +RZHYHU LQ RI FDVHV LW ZDV XQFOH DU IURP WKH U
 KDG EHHQ RIIHUHG RU QRW 7KLV LV ZRUU\LQJ DV SURYLGLQJ LQ
 SHRSOH LQ WKHLU FDUH DQG HPSRZHULQJ WKHP WR PDNH LQIRUP
 V\VWHPV LQ SODFH WR HQVXUH WKLV LV KDSSHQLQJ DQG LV EHLC

7KH TXHVWLQQDLUHV VKRZH G WKDW RI SHRSOH KDG EHHQ RI
 RQO\ RI SHRSOH ZKR KDG UHFHLYHG LQIRUPDWLRQ VDLG LW Z
 XQGHUVWDQG VHH)LJXUH

7KH OHIW KDQG DQG PLGGOH FROXPQV RI)LJXUH VKRZ GDWD IU
 7KH ULJKW KDQG FROXPQ VKRZV UHVXOWV IURP WKH SDWLHQW U

- 1 \$ SDWLHQW QHYHU S
DQ DQWLSV\FKRWLF
- █, FDQ\W VD\ GR QRW M
- 1R
- <HV WR VRPH H[WHQW
- <HV \HV GH\QLWHO\

:HUh \RX JLYHQ :DV WKLV LQIRUPDW\ RQWKH SDWLHQW
 ZULWWHQ LQIRUZD\W\W\Q RU SUH\SHUQRW\H\H\W\ZLWK ZULWWHQ
 DERXW WKH PHGL\RD\W\Q" ZD\ \RX FR\QGR UPDWLRQ RU
 VHUYLFH XVHU V\H\W\H\W\O\ XQGHUVWDQG"
 VHUYLFH XVHU VXUYH\



7KLV KLJKOLJKWV WKH QHHG WR LPSURYH KRZ 7UXVWV SURYLGH L
LQIRUPHG FKRLFHV DURXQG WUHDWPHQW DQG FDUH 7KLV LV SDU
PHGLFDWLRQ DV VLGH HIIHFHWV FDQ KDYH D VLJQL;FDQW SK\VLFDC
WR EH LQIRUPHG DERXW ULVNV DV ZHOO DV EHQH;WV

2QO\ RI SHRSOH DQVZHULQJ TXHVWLRQQDLUHV VDLG WKDW WKH
EHHQ WDNHQ LQWR DFFRXQW LQ GHFLVLRQV DURXQG DQWLSV\FKR
KRZHYHU VDLG WKDW MXVW RYHU RI SHRSOH ZHUH LQYROYHG L
SURIHVVLRQDOV DQG SHRSOH XVLQJ VHUYLFHV PD\ KROG GLIIHUHQ
LQ GHFLVLRQV PHDQV ,Q DOPRVW D WKLUG RI FDVHV WKH SDWLH
ZKHWKHU SHRSOH ZHUH LQYROYHG LQ GHFLVLRQV RU QRW 7KH HP
SDWLHQW FHQWUHG FDUH DQG VKDUHG GHFLVLRQ PDNLQJ PXVW D
KHDOWK VHUYLFHV 7KLV DXGLW VXJJHVWV WKDW WKLV DVSHFW R



7KH DXGLW DOVR ORRNHG DW WKH SURFHVV WKDW KHDOWK SURIH
SUHFULELQJ FOR]DSLQH &OR]DSLQH LV RIWHQ UHVHUYHG IRU SH
EHQH¿W IURP VWDQGDUG DQWLSV\FKRWLF WUHDWPHQW ,Q WKHVH
EH GHVFULEHG DV µWUHDWPHQW UHVLVWDQW¶ ,Q JHQHUDO DURX
VFKL]RSKUHQLD KDYH D WUHDWPHQW UHVLVWDQW LOOQHVV

%HIRUH SUHFULELQJ FOR]DSLQH JXLGHOLQHV UHFRPPHQG WKDW
DQWLSV\FKRWLF PHGLFDWLRQV IRU DW OHDVW IRXU ZHHNV WR VHI
FDVHV SURIHVVLRQDOV KDG IROORZHG WKLV SURFHGXUH %XW VRI
DQWLSV\FKRWLF PHGLFDWLRQ EHIRUH VWDUWLQJ FOR]DSLQH ,Q R
SURFHVV KDYH QRW EHHQ IROORZHG ,W LV XQFOHDU ZKHVKHU WK
EHLQJ VHYHUHO\ XQZHOO SRRU UHFRUGLQJ RI PHGLFDWLRQ LQ WI
QRW IROORZLQJ WKH UHFRPPHQGHG SURFHVV

0RUH SHRSOH VHHPHG WR EH WDNLQJ FOR]DSLQH WKDQ SUHYLRXV
SUREDEO\ EHFDXVH WKH DXGLW IRFXVHG RQ SHRSOH EHLQJ WUHD
ZKLFK ZRXOG LQFOXGH PRUH SHRSOH ZKRVH LOOQHVV ZDV WUHD
DXGLW VKRZHG WKDW WKHUH ZHUH PDQ\ SHRSOH ZKR ZHUH WUHD
EHHQ RIIHUHG FOR]DSLQH ZLWKRXW DQ\ UHFRUGHG H[SODQDWLRQ
7KLV VXJJHVWV WKDW VRPH SHRSOH DUH QRW EHLQJ RIIHUHG UHF
7UXVWV VKRXOG ORRN FORVHO\ DW WKLV LVVXH

+RZHYHU IRU PDQ\ SHRSOH ZKRVH LOOQHVV LV WUHDWPHQW UHVL
7 0 pO YHEVQGp R



&RJQLWLYH EHKDYLRXUDO WKHUDS\ DQG IDPLO\ WKHUDS\ DUH ER
RQ VFKL]RSKUHQLD IURP WKH 1DWLRQDO ,QVWLWXWH RI +HDOWK

7KH DXGLW VKRZHG WKDW RI HOLJLEOH SHRSOH KDG EHHQ RII
SV\FKRORJLFDO WKHUDS\ 7KHUH ZDV ZLGH YDULDWLRQ 6RPH 7U
WKHUDSLHV LQ MXVW FDVHV %XW RWKHUV RIIHUHG LW LQ
WKDW D ODUJH QXPEHU RI SHRSOH DUH QRW EHLQJ RIIHUHG WUH
SRVLWLYH LPSDFW RQ WKHLU FRQGLWLRQ

,QFUHDVH DFFHVV WR SV\FKRORJLFDO WKHUDSLHV SDUWLFX
EHKDYLRXUDO WKHUDS\ IDPLO\ WKHUDS\ DQG RWKHU HYLGH
SHRSOH ZLWK VFKL]RSKUHQLD

7UXVWV VKRXOG LGHQWLIV DQG DGGUHVV WKH EDUULHUV WK
WKHUDSLHV



7KH FROXPQ µDOO ïYH FDUGLPHWDEROLF ULVN LQGLFDWRUV PR
VPRNLQJ VWDWXV %0, EORRG JOXFRVH OSLGV DQG EORRG SU

:KHQ SHRSOH XVLQJ VHUYLFHV ZHUH DVNHG LI WKH\ KDG UHFHLY
WKH ODVW PRQWKV WKH QXPEHU ZDV PXFK KLJKHU ZLWK V
YHUVXV RI VHUYLFH XVHUV ZKR 7UXVWV VDLG KDG KDG D IXOO
FRXOG LQGLFDWH WKDW SHRSOH DUH XQFOHDU ZKDW D IXOO KHD

)RU H[DPSOH VRPHRQH PLJKW WKLQN WKH\ KDYH KDG D KHDOWK
DQG DVNHG DERXW VPRNLQJ +RZHYHU D IXOO SK\VLFDO KHDOWK
GLIIHUHQW WHVWV

3HRSOH QHHG PRUH LQIRUPDWLRQ DERXW SK\VLFDO KHDOWK FK
JXLGHOLQHV RU DJUHHPHQWV DPRQJ KHDOWK SURIHVVLRQDOV D
WR PRQLWRU SK\VLFDO KHDOWK 7KLV PHDQV WKDW FKHFNV FDQ
GLI ïFXOW IRU SHRSOH WR NQRZ ZLWK ZKRP WKH\ VKRXOG UDLVH

7KH UHVXOWV RQ WKLV ZHUH YDULHG RI SHRSOH ZLWK KLJK RIIHUHG VXSSRUW RU DGYLFH +RZHYHU RQO\ RI WKRVH ZLWK
RIIHUHG DSSURSULDWH WUHDWPHQW 7KLV VKRZV WKDW D ORW P
VXSSRUW HYHQ ZKHQ WKH FKHFNV DUH VKRZLQJ WKH\ QHHG LW
WR EH LJQRUHG SHRSOH\ SK\VLFDO KHDOWK FRXOG GHWHULRU
XQZHOO ,W LV LPSRUWDQW WKDW LQWHUYHQWLRQV DUH PDGH H
DGGUHVVHG DQG WUHDWHG

7UXVWV VKRXOG DJUHH ORFDOO\ ZKR LV UHVSROVLEOH IRU S
DW GLIIHUHQW VWDJHV RI D SHUVRQ\ FDUH 7UXVWV FRXOC
+HDOWK 3DWKZD\ GHYHORSHG E\ 5HWKLQN OHQWDO ,OOQHVV

\$OO KHDOWK SURIHVVLRQDOV ZRUNLQJ ZLWK SHRSOH DIIHFW
KDYH WUDLQLQJ RQ FRPPRQ SK\VLFDO KHDOWK SUREOHGV H
7KLV LQFOXGHV EHLQJ DEOH WR DVVHVWV SK\VLFDO KHDOWK

+HDOWK SURIHVVLRQDOV VKRXOG UHIHU WR WKH 3RVLWLYH &
WR EH FOHDU ZKDW WR PHDXUH ZKHQ DQG ZKDW DFWLRQ WR

,I VRPHRQH QHHGV WUHDWPHQW IRU SK\VLFDO KHDOWK SUR
KHDOWK VHUYLFHV VKRXOG VXSSRUW SHRSOH WR DFFHVV W

0HQWDO KHDOWK VHUYLFHV VKRXOG KDYH DFFHVV WR WKH F
D SHUVRQ\ SK\VLFDO KHDOWK



)RU WKLV UHSRUW WKLV PHDQV

\$ PHQWDO

\$ Q LQGHSHQG@QWHVV ZKHUH WKH SHUVRQ VSUW
RUJDQLVDWLRQ UHVSQRVLEOH IRU SURYLGLQJ
QDWLRQDO JXLGDQFH RQ SURPRWLQJ JRRG KH DOWK
DQG SUHYHQWLQJ DQG WUHDWLQJ LOO KH DOWK

, GHDO PRVW IDYRXUDEOH

: KDW KDSSHQV DV D UHVXOW RI
WUHDWPHQW)RU H[DPSOH WKLV FRXOG LQFOXGH
UHFRYHU\ DQG LPSURYHPHQW

\$ PHGLFDO

H[DPLQDWLRQ ZKLFK LGHDOO\ VKRXOG LQFOXGH
VSHDNLQJ WR WKH SDWLHQW DERXW WKHLU IDPLO\
KLVWRU\ VPRNLQJ VXEVDQFH PLVXVH DQG
DOFRKRO LQWDNH SOXV PHDVXUHV RI ZHLJKW
KHLJKW EORRG SUHVVXUH DQG EORRG OHYHOV RI
JOXFRVH OSLGV DQG SURODFWLQ LI LQGLFDWHG

7KH VXSSO\ RI
PHGLFDWLRQV XQGHU WKH LQVWUXFWLRQ RI D
KH DOWK SURIHVVLRQDO

\$ KRUPRQH SURGXFHG LQ

WKH SLWXLWDU\ JODQG ,W KDV D QXPEHU
RI IXQFWLRQV LQ WKH ERG\ LQFOXGLQJ
UHSURGXFWLYH DQG PHWDEROLF

& RYHUV D UDQJH

RI LQWHUYHQWLQV GHVLJQHG WR LPSURYH
PHQWDO ZHOOEHLQJ 7KH\ DUH GHOLYHUG E\
SV\FKRORJLVWV RU RWKHU KH DOWK SURIHVVLRQDOV
ZLWK VSHFLDOLVW WUDLQLQJ DQG FDQ EH RQH WR
RQH VHVVLRQV RU LQ D JURXS

\$ WHUP GHVFULELQJ SHRSOH

KDYLQJ VSHFL\ F W\SHV RI V\PSWRPV
XVXDOO\ GHOXVLRQV RU KDOOXFLQDWLRQV
DQG ZKHUH WKH\ PD\ ORVH WRXFK ZLWK
UHDOLW\ 6\PSWRPV FDQ LQFOXGH GLI\FXOW\
FRQFHQWUDWLQJ DQG FRQIXVLRQ FRQYLFWLRQ
WKDW VRPHWKLQJ WKDW LV QRW WUXH LV VR IDOVH
EHOLHIV RU GHOXVLRQV VHQLQJ WKLQJV WKDW
DUH QRW WKHUH KDOOXFLQDWLRQV DQG FKDQJHG
IHHOLQJV DQG EHKDYLXU 3V\FKRVLV LV
WUHDWDEOH ,W FDQ DIIHFW SHRSOH RI DQ\ DJH
DQG PD\ VRPHWLPHV EH FDVXHG E\ NQRZQ
SK\VLFDO LOOQHVHV

	6HUYL FH XVHUV UHSRUW WKDW WKHLU HSHULHQFH RI FDUH RYHU WKH SDVW PRQWKV KDV EHHQ FDUHUV SRVLWLYH
	6HUYL FH XVHUV UHSRUW SRVLWLYH RXWFRPHV IURP WKH FDUH WKH\ KDYH UHFHLYHG RYHU WKH SDVW PRQWKV
	&DUHUV UHSRUW VDWLVIDFWLRQ ZLWK WKH VXSSRUW DQG LQIRUPDWLRQ WKH\ KDYH EISHQ LSHQRFH RI SHRSOH XVI ZLWK WR DVVLVW WKHP LQ WKHLU MRFOHV DDQG FDUHUV RYHU WKH SDVW PRQWKV
	%RG\ PDVV LQGH[ZDLVW KLS UDWLR RU ZDLVW FLUFXP <small>I</small> HUHQFH EORRG SUHVvxuh XVH RI WREDFFR H[FHVVLYH XVH RI DOFRKRO VXEVDQFH PLVXVH EORRG OHYHOV RI JOXFRVH OSLGV WRWDO FKROHV WHURO DQG +/' DQG SURODFWLQ LI LQGLFDWHG KLVWRU RI FDUGLRYDVFXODU GLVHDVH GLDEHWHV K\SHUWHQVLRQ RU K\SHUOLSLGDHPLD LQ PHPEHUV RI WKH VHUYLFH XVHUV IDPLO\ KDYH EHHQ PRQLWRUHG LQ WKH ODVW PRQWKV
	\$GYLFH DERXW GLHW DQG H[HUFLVH WUHDWPHQW IRU K\SHUWHQVLRQ WUHDWPHQW IRU GLDEHWHV WUHDWPHQW IRU K\SHUOLSGDHPLD DQ LQWHUHYHQWLRQ WR UHGXFH OHYHOV RI SURODFWLQ KHOS ZLWK VPRNLQJ FHVVDWLRQ KHOS ZLWK UHGXFQJ DOFRKRO FRQVXPSWLRQ KHOS ZLWK UHGXFQJ VXEVDQFH PLVXVH KDYH EHHQ RIIHUHG ZKHQ QHHG ZDV LQGLFDWHG
	7KH VHUYLFH XVHU KDV EHHQ SURYLGHG ZLWK HYLGHQFH EDVHG ZULWWHQ LQIRUPDWLRQ RU DQ DSSURSULDWH DOWHUQDWLYH 6KQUDQG DGFHFLWLRQO HDNLQJ IRUPDW DERXW WKH DQWLSV\FKRWLF GUXJ WKDW WKH\ DUH FXUUHQWO\ SUHVFULEHG





