```
0(0/*1"('*1,2%31*#$'
 "#$%&#!"&'()*!+..-..'$.!/&01#..0&2!/03-.-('3!4(-#$(#!5#6'&.7#$.2!
456'789:'4;5;:'<6=>:?9=;@+'4'$!80,#2!9+:!!!!; '33!<=<>!?!!
+,,-,...$.!"#'(@-$A!/&01#,,0&2!5#6'&.7#$.!01!/%B3-(!+C7-$-,.&'.-0$!
#8?;-'(5?8\a=65'4;5;:'<6=>:?9=;@+'B5\a:=C-+'#(.'''; '33!<=<=D4\%77#\&!<=<>'''''''''''''
* / < ( 0 $"%#'
DEDE'.'', -./.+'#8?;-'(5?8A=65'4;5;:'<6=>:?9=;@+'4F-88A'8G', HIA=F'56J'''6;:?65;=865A'0G65=?9+'
/:K5?;L:6;'86',HIA=F'0JL=6=9;?5;=86"
; -#3C,E!/%B3-(!+C7-$-,.&'.-0$2!F0$6&01-.!G'$'A#7#$.!
5-,,#&.'.-0$E!HOI!;',..!'$C!J@'.!@#36,!K#(OL#&MN!+663M-$A!'$!O&A'$-P'.-0$'3!K#,-3-#$(#!Q#$,!.0!
F0$6&01-.,!-$!5-,',.#&,:!
DEMN'.' 1 4 O+' (8AHL I=5'<6=>:?9=;@+'4F-88A'8G'48F=5A' O 8?P'
#:Q'38?P+'#3'
                                                                                   "
90$(#$.&'.-0$E!40(-'3!R$.#&6&-,#!+C7-$-,.&'.-0$!
46#(-'3-P'.-0$E!$$.#&$'.-0$'3! J #31'&#!10&!$ 7 7-A&'$.,!'$C!K#1%A##,!
DEMD'.'R.O.'):I:='<6=>:?9=;@'8G'$:F-68A8C@'
$=56S=6+' ( -=65'
G 'TO&E!Q'BO&!'$C!40(-'3! J #31'&#!
,**B'B*T"*O*/',< R2"(0$"\%#4")
(-:6+'!.2!U+&#!5-,',.#&,!5-,',.&0%,!.0!F0$6&01-.!O&A'$-P'.-O$,N!S$L#,.-A'.-$A!.@#!;-$'$(-'3!$763-('.-0$,!
10&!F0$6&01-.,!10330 I -$A!H%&&-('$#!4'$CM:V2
https://doi.org/10.1177/0899764021998454:!\\ <=<>*:
(-:6+'!.+!UF0$6&01-.!K#,-3-#$(#!-$!F'.%&'3!5-,'..#&!90$.#X.E!+!Y%'3-,'.-L#!4.%CM!%,-$A!H%&&-('$#!
;30&#$(#!',!'!(',#V!
G-$)0I-.P2!H:Z:2!" I%7',-2!+:2![#&&#..2!8:2!(-:6+'!.+!'$C!4.#I'&.2+:8:2!U9@#()-$A!-$!0$!.@#!4.'.#!01!
F0$6&01-.!K#,#'&(@E!+!4M,.#7'.-(!Q-.#&'.%&#!K#L-#I:V2!!
                                                                                            !\W<*2!
66:>]<D<=]: W<=<=*!
<#/*/
</pre>
*B'B*T"*O'
(-:6+'!.!UFO$6&01-.!1-$'$(-'3!&#,-3-#$(#E!RX630&-$A!I@'.!@#36,!0&A'$-P'.-0$'3!&#(OL#&M!1&07!$'.%&'3!
C-,',.#&,:V
```

## $\frac{\%\$) *B', < R2" (0 \$"\%#4")}{}$

(-:6+'!.2!UHOI!9OZ\$5D>a!G'M!+11#(.!F0\$6&01-.,!W+\$C!J@'.!"@#M!9'\$!50!+B0%.!-.\*V
!

(-:6+'!.+'U\$\$L#,.-A'.-0\$!-\$.0!.@#!R7630M7#\$.!4-.%'.-0\$!01!507#,.-(!J0&)#&,!-\$!"'\$A,@'\$:V

(-:62!!.2!U\$\$L#,.-A'.-0\$!01!.@#!Q-L-\$A!90\$C-.-0\$,!01!Q#1.DB#@-\$C!9@-3C&#\$!-\$!"'\$A,@'\$:V

(-:62!!.+'WK#(0A\$-.-0\$!'\$C!K#13#(.-0\$!01!.@#!K#.-&#7#\$.!4M,.#7!-\$!9@-\$':V!

## <u>B\*T"\*O"#&'\*!,\*B"\*#(\*</u>"

 $+('C\#7\,M!01!G'\$'A\#7\#\$.!90\$1\#\&\#\$(\#!?/\%B3-(!'\$C!F0\$6\&01-.!5-L-,-0\$!))$ 

## 000B/4'X'(\*B\$"V"(0\$\*4'

- W<=>a\*!

```
/4! <=>!
                                        2!::5F-=6C'599=9;56;2!; '33!<=>e2!<i!#$&O337#$.2!
   %$C#&A&'C%'.#!3#L#3!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
O%BU'*!,*B"*#(*4'
#8?;-'(5?8A=65'4;5;:'<6=>:?9=;@+'/:K5?;L:6;'86',HIA=F'0JL=6=9;?5;=86'''''''''''''''K'3#-A@2!F9'
• : '(-3-.'.#!
                                    !.O!%$C#&A&'C%'.#!,.%C#$.,!O$3-$#!
"""""+%A%..!<=<=D!(%&&#$."
  90C#!'&.-(3#,!10&!(0$.#$.!'$'3M,-,!%,-$A!5#C00,#!
   9@#()!'$C!7'$'A#!-$.#&D&#3-'B-3-.M!B#. I ##$!#$(OC#C!(O$.#$...!
) 8?=Y86' ( 869HA;56F@'&?8HK+'; -: '*ZA5I' /: K5?;L:6;''''''''''''''''''''' [ #-T-$A2!9HF!
                                                                   8\%$# <=>iD8%$# <=>\!!!
  G'$'A#C!'!(&#'.-L#!IO&),@06!@0,.#C!BM!.@#![#-T-$A!$$..-.%.#!01!;'.@-0$!!
   5&'1.#C!'$C!(0$C%(.#C!'$!0$3-$#!,%&L#M!'B0%.!(0$,%7#&,b!06-$-0$,!0$!,7'&.!$#I!#$#&AM!L#@-(3#,E!
   C#,-A$#C!-$.#&L-#I!Y%#,.-O$,!@O,.#C!O$3-$#!(O77%$-.M!'(.-L-.-#,2!&#,6O$,-B3#!1O&!,%&L#M!&#,6O$C#$.!
   &#(&%-.7#$.2!C&'1.#C!-$L#,.-A'.-O$!&#60&.,:!
&A815A', 8::6:=5A''''''''''F#I! 0&)2!F!
                                                              4#6.#7 B#\&! <=>hDG'M! <=>g!
   9033#(.#C!'$C!'$'3MP#C!C'.'!01!.@#!,%77#&!-$.#&$'.-0$'3!,#&L-(#,!6&0T#(.:!
  4%6#&L-.#C!LO3%$.##&.!'..-..-$A!-$!#L'3%'.-$A!.@#!,%77#&!-$.#&$'.-O$'3!,#&L-(#.!6&OT#(.:!
  "&'()#C!1%$C-$A!,0%&(#,!'$C!(076#.-.-L#!7'.&-X!BM!`00A3#!,6&#'C,@##.:!
   c#6.!&#A%3'&!(O$.'(.!I-.@!.@#!(-.M!(O%$(-3!7#7B#&!BM!#7'-32!6@O$#2!'$C!6#&,O$'3!L-,-.:!
  R$A'A#C!-$!.@#!'663-('.-0$!01!. I 0!..'.#!A&'$...!
(88A' (HA;H?:'
                                                                        'F#I! 0&)2!F!
                                                              FOL#7B#&!<=>h
```