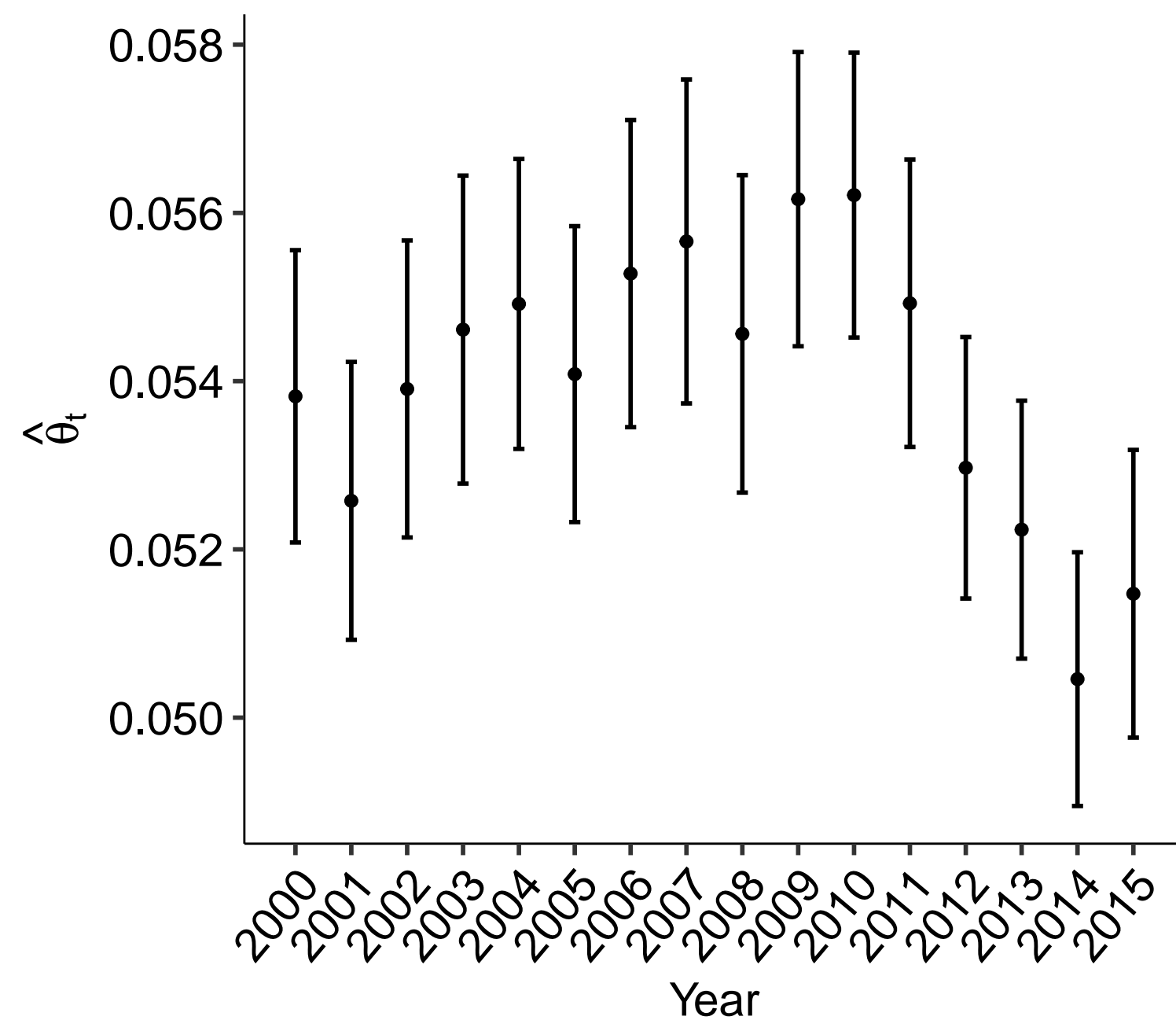
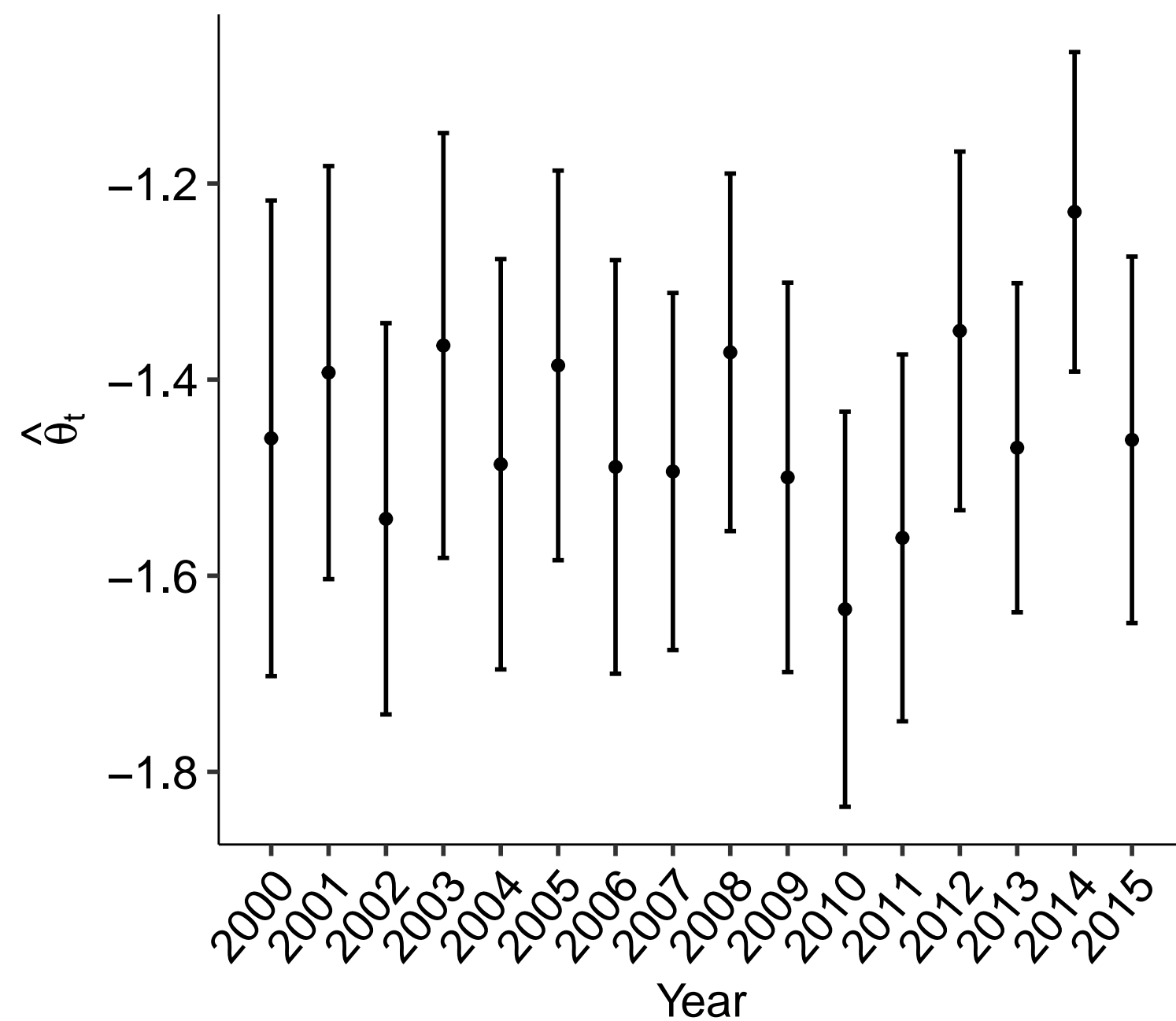


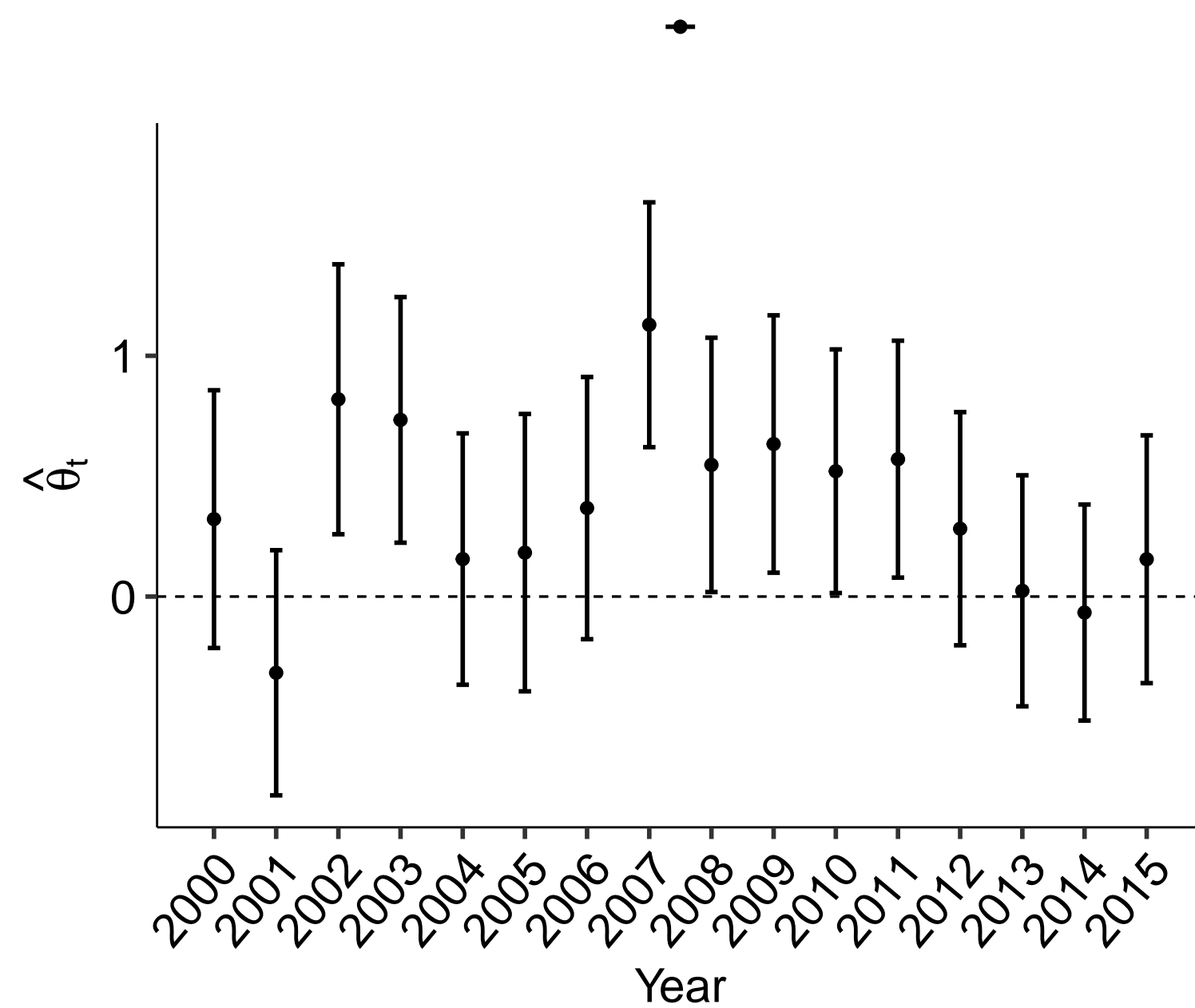
Spatial proximity



Seniority



Gender Male



Gender homophily

