Individual past outcome estimates (n=48)
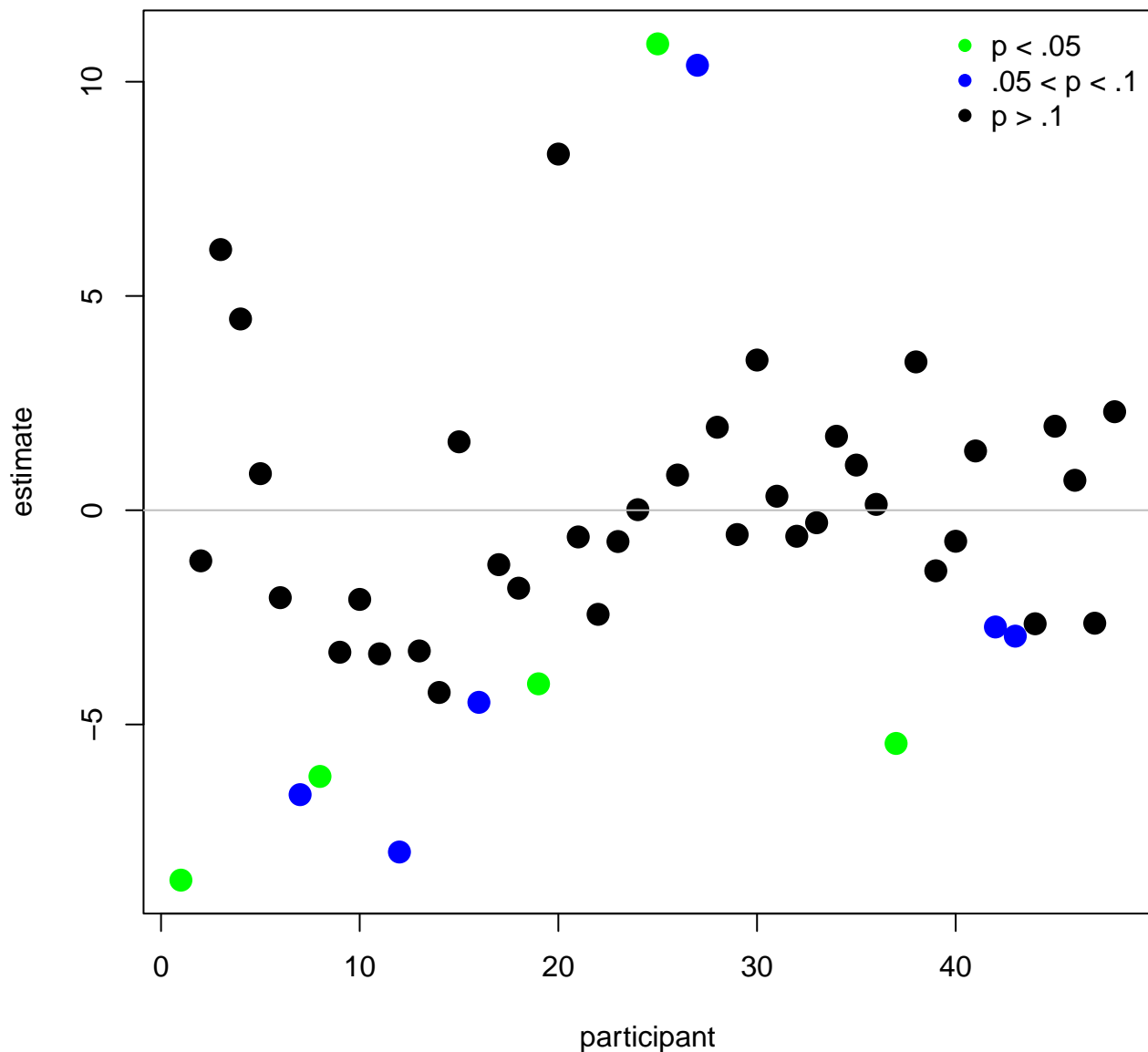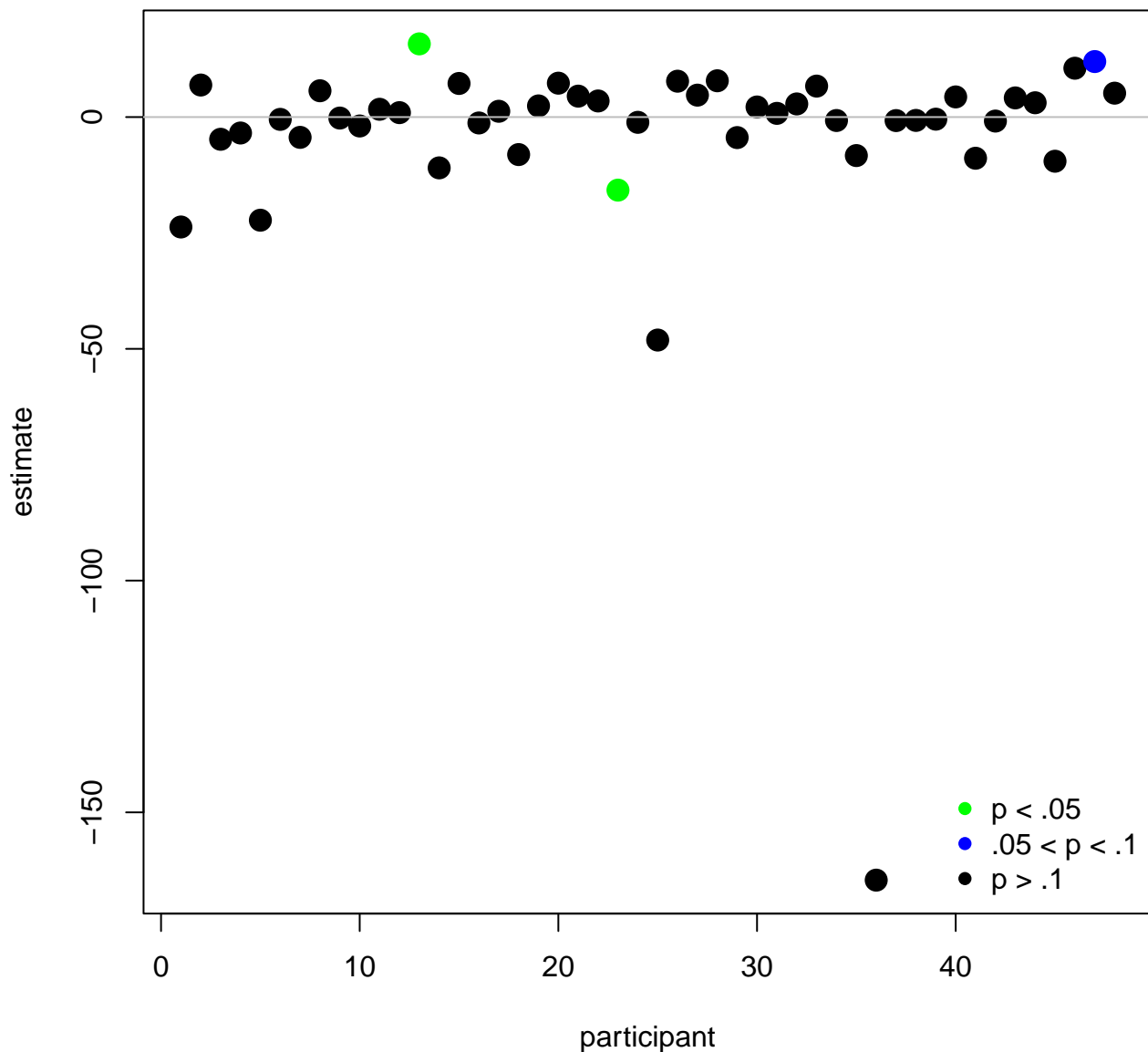
Individual positive shift estimates (n=48)

Individual relative earning estimates (n=48)