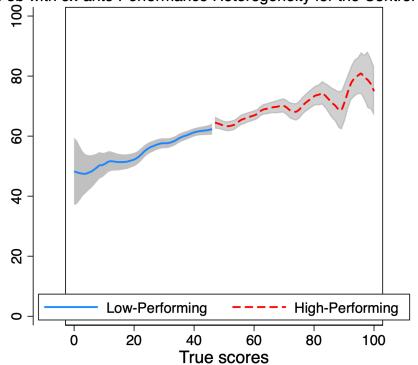
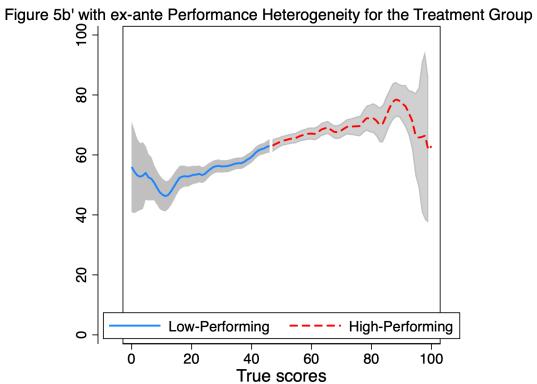


Figure 5b with ex-ante Performance Heterogeneity for the Control Group





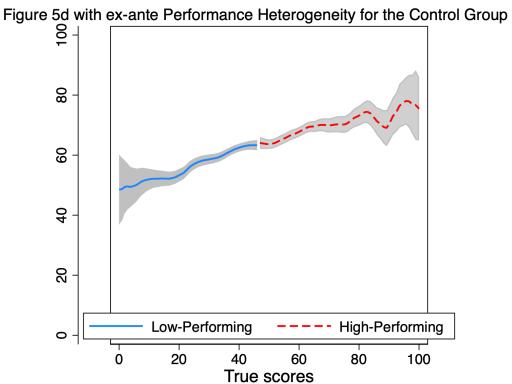


Figure 5d' with ex-ante Performance Heterogeneity for the Treatment Group

