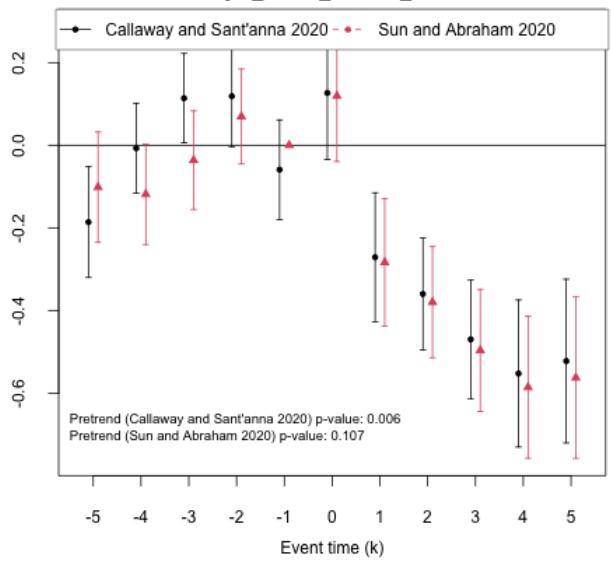
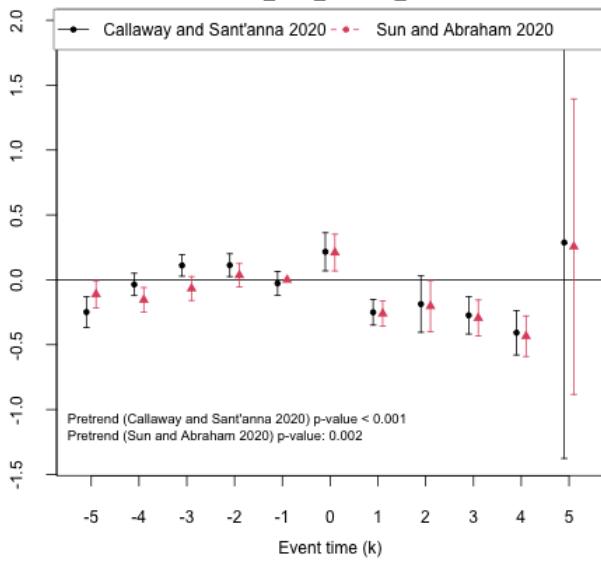
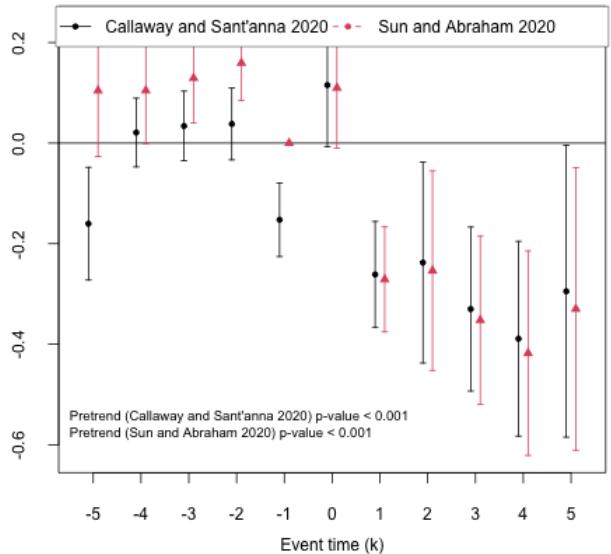
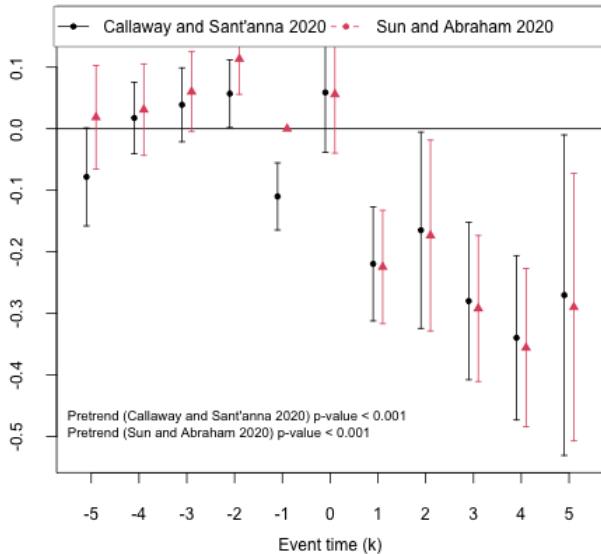
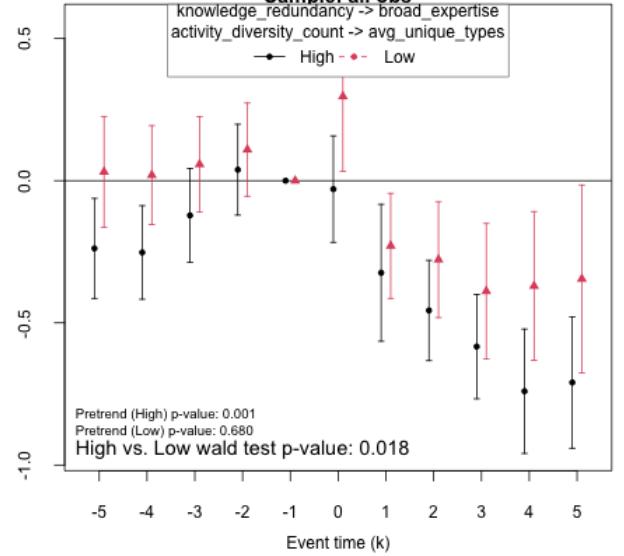
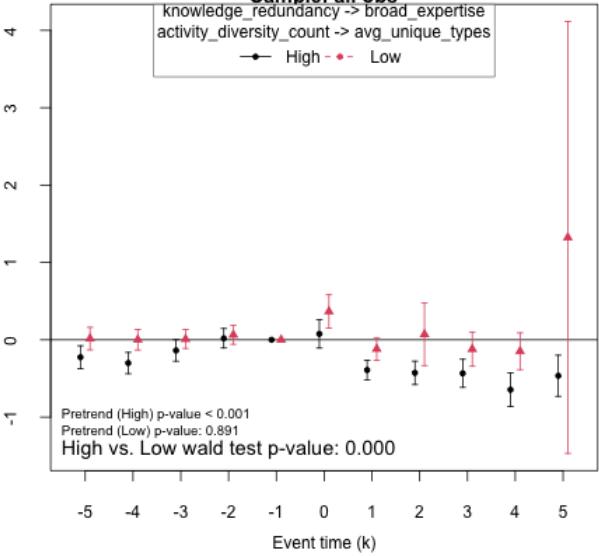
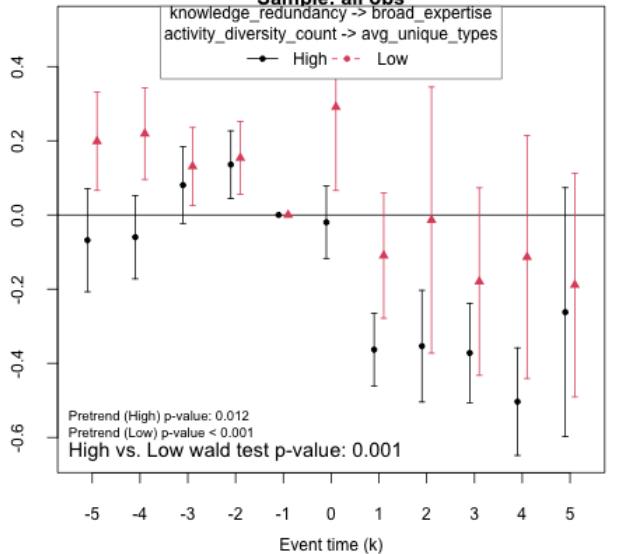
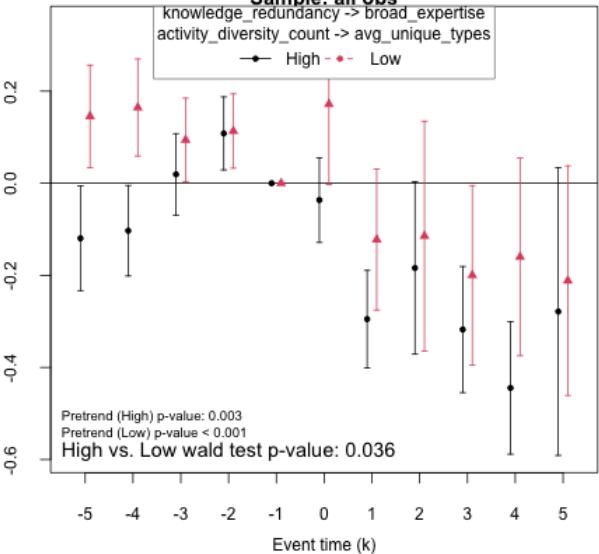


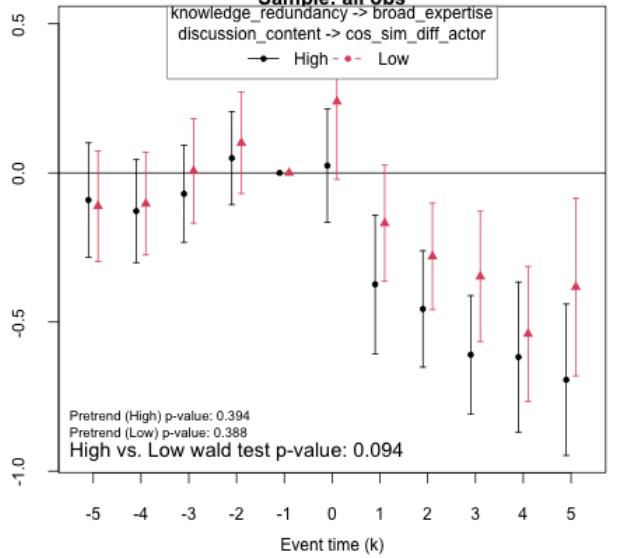
**major\_minor\_release\_count****overall\_new\_release\_count****pull\_request\_merged****pull\_request\_opened**

**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**major\_minor\_release\_count rolling5****Sample: all obs**

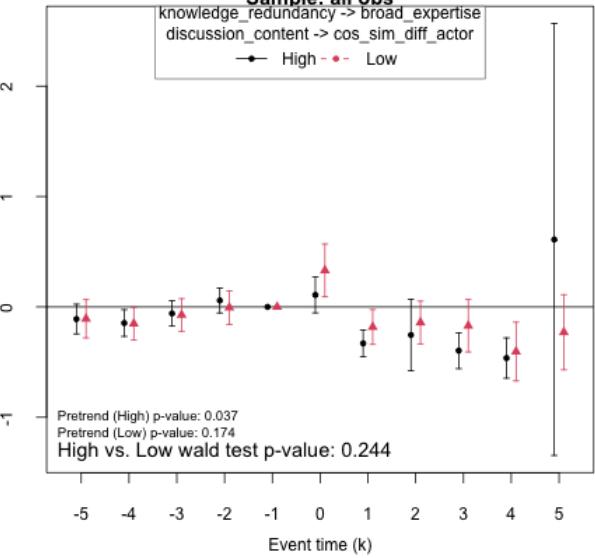
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> cos\_sim\_diff\_actor

● High ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**

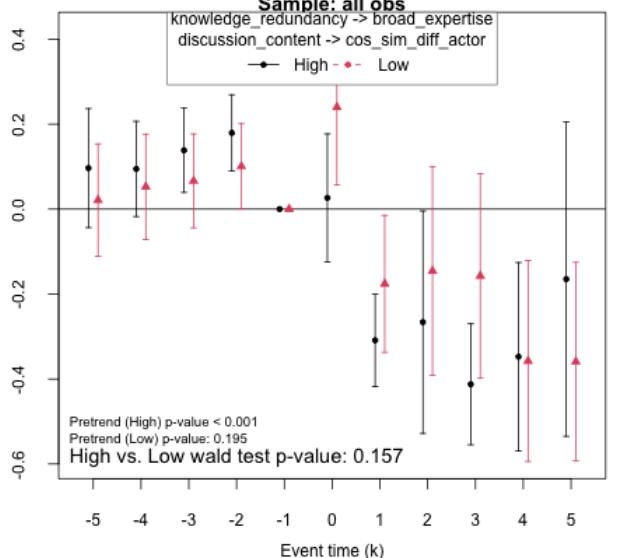
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> cos\_sim\_diff\_actor

● High ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**

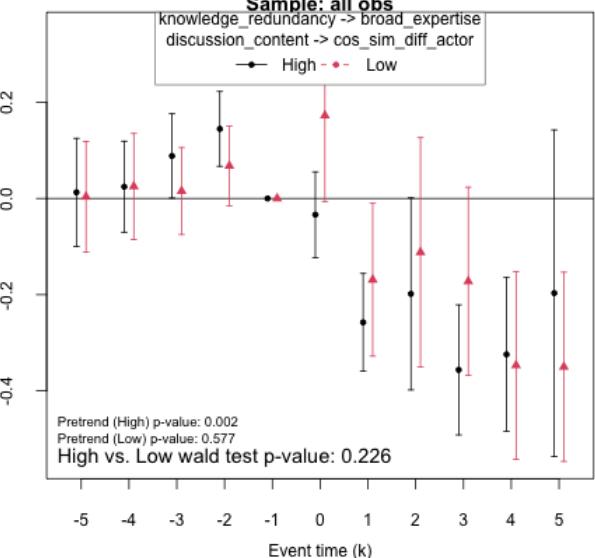
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> cos\_sim\_diff\_actor

● High ▲ Low

**pull\_request\_opened rolling5****Sample: all obs**

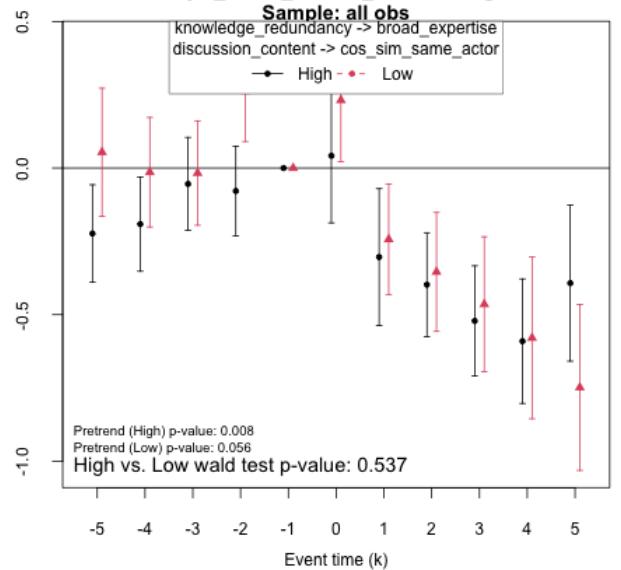
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> cos\_sim\_diff\_actor

● High ▲ Low



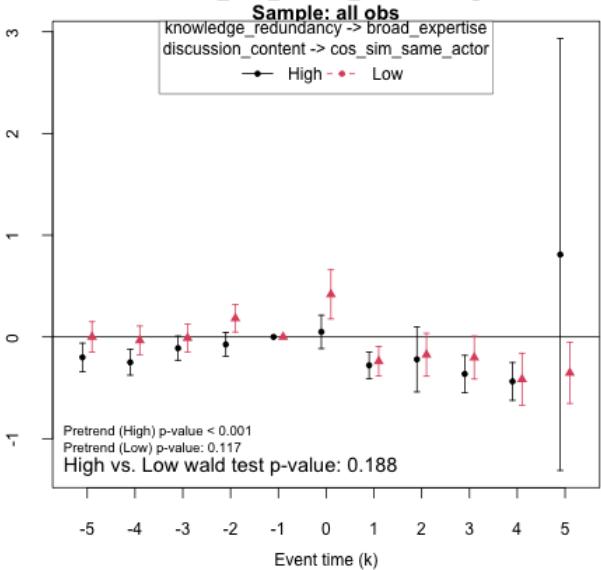
### major\_minor\_release\_count rolling5

Sample: all obs



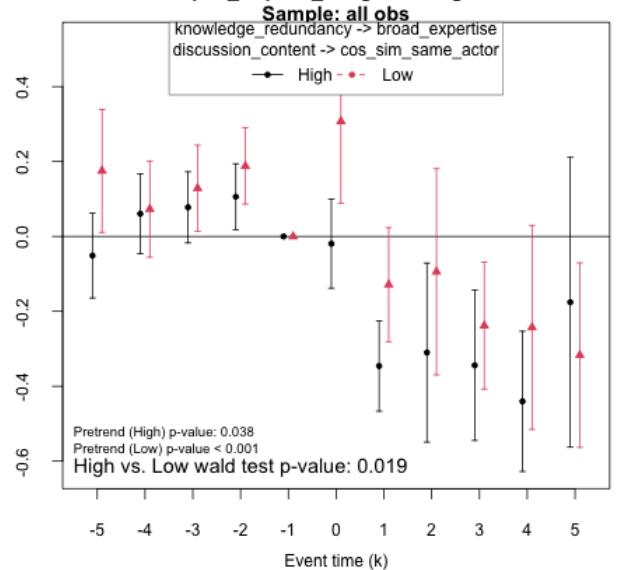
### overall\_new\_release\_count rolling5

Sample: all obs



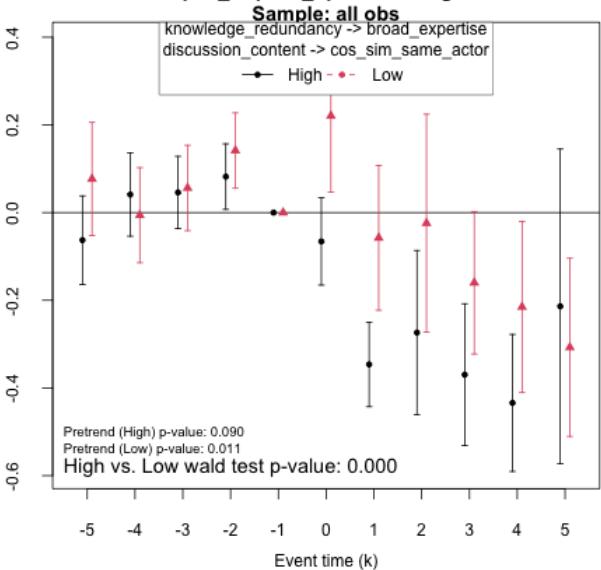
### pull\_request\_merged rolling5

Sample: all obs



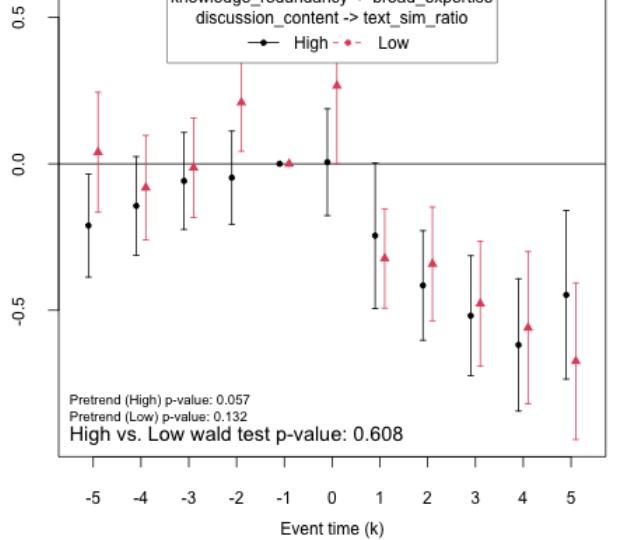
### pull\_request\_opened rolling5

Sample: all obs

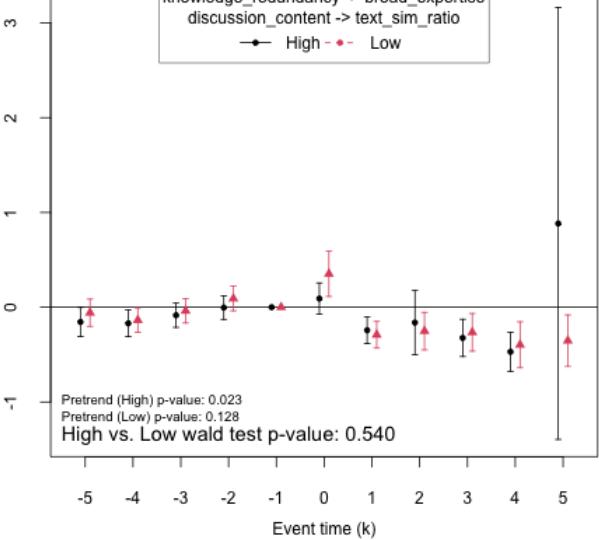


**major\_minor\_release\_count rolling5****Sample: all obs**

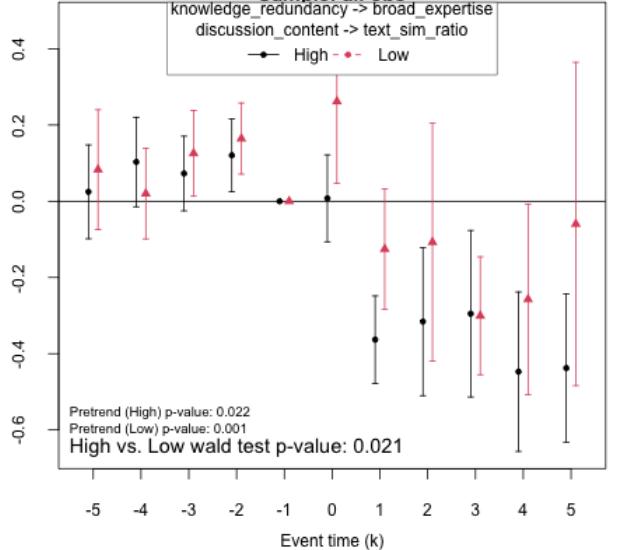
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> text\_sim\_ratio  
 ● High ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**

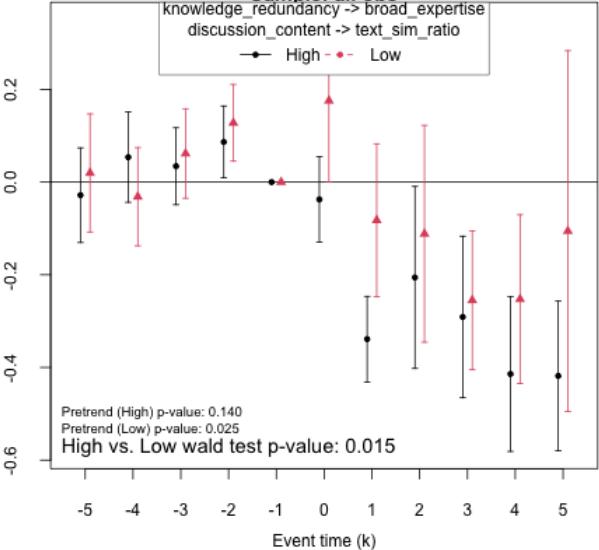
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> text\_sim\_ratio  
 ● High ▲ Low

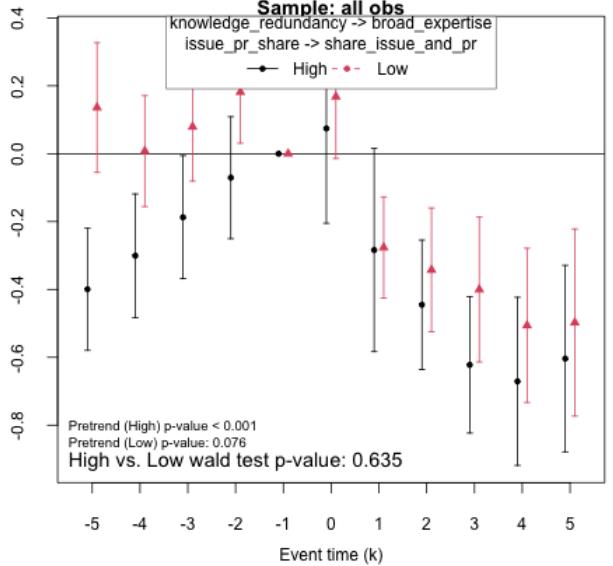
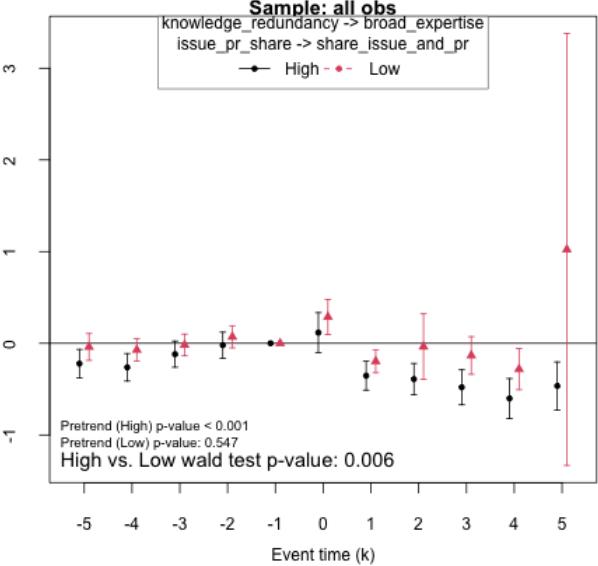
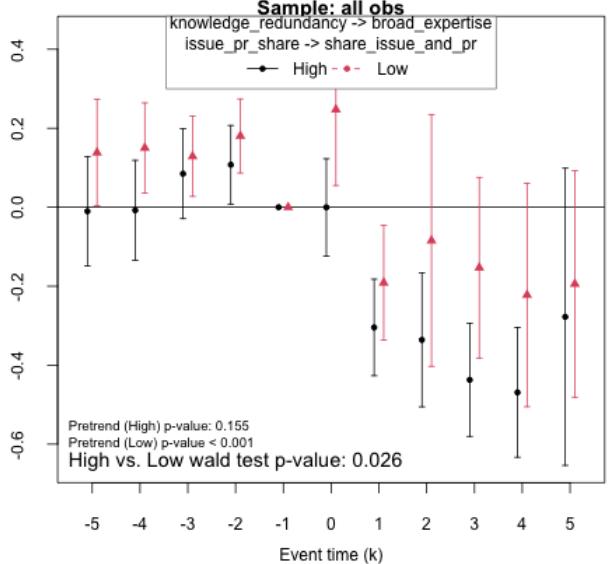
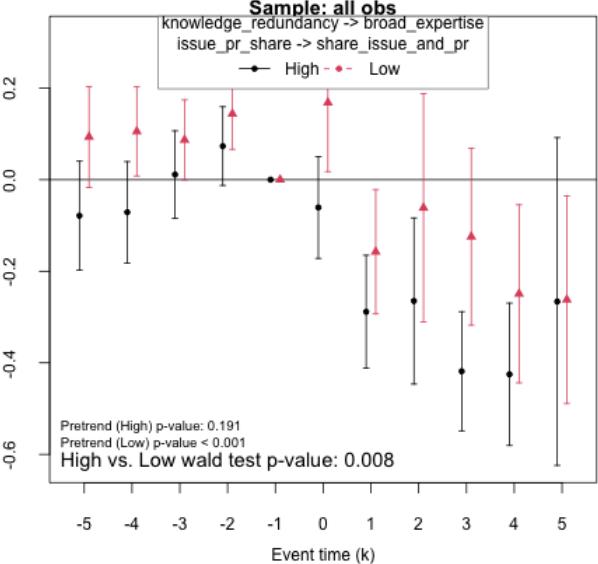
**pull\_request\_merged rolling5****Sample: all obs**

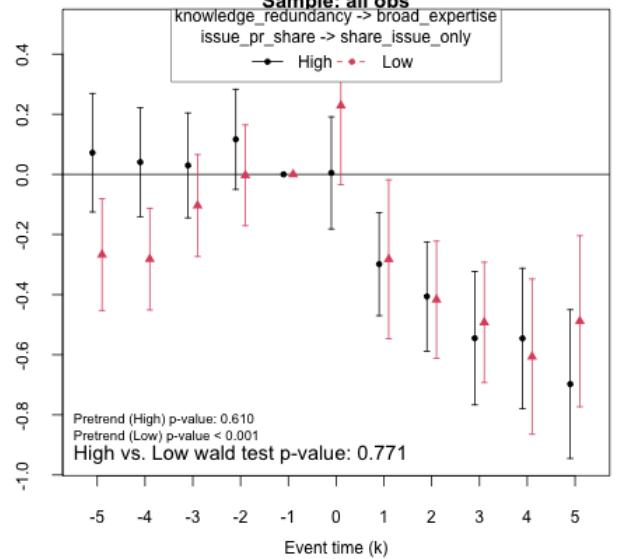
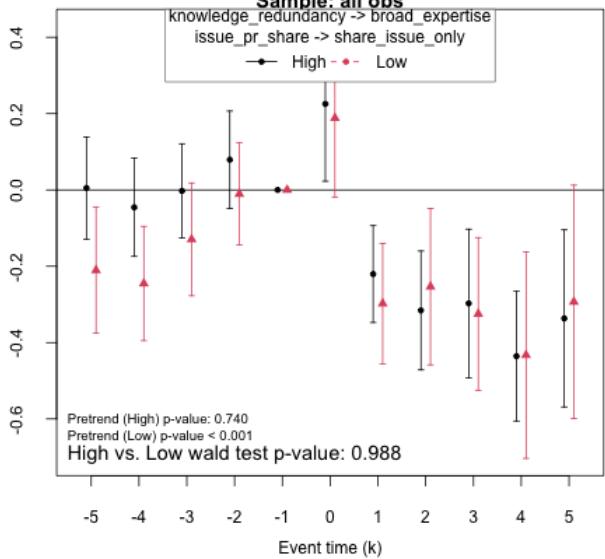
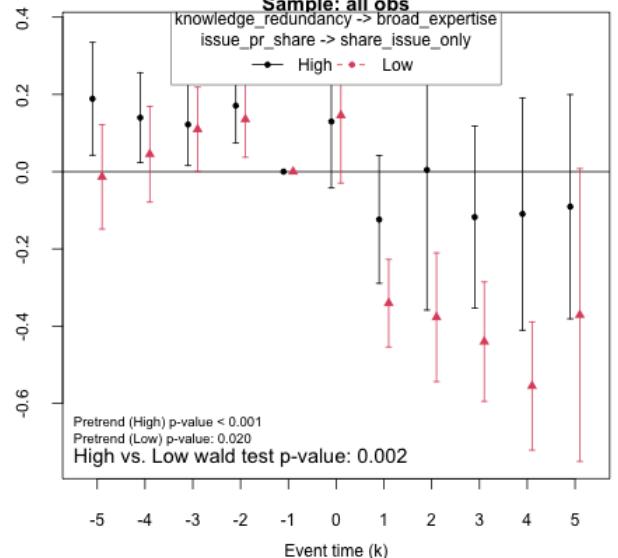
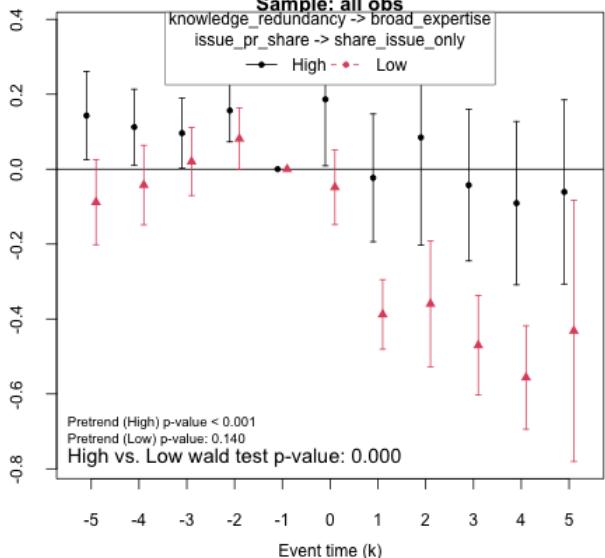
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> text\_sim\_ratio  
 ● High ▲ Low

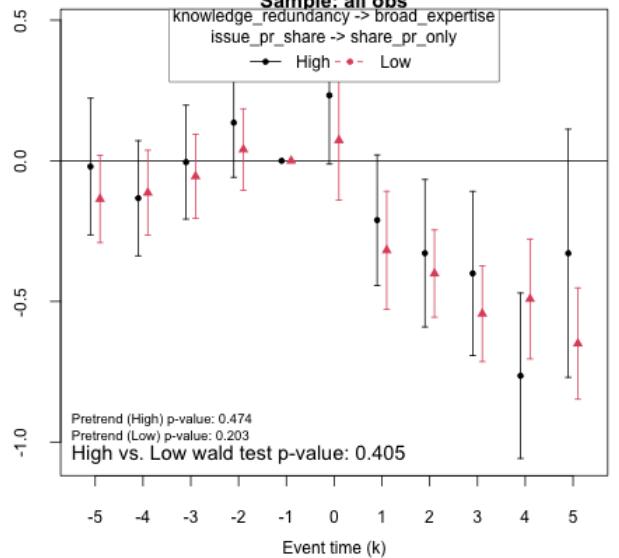
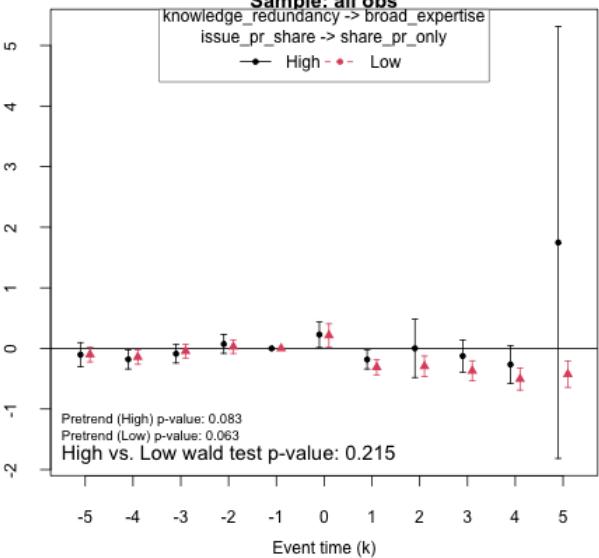
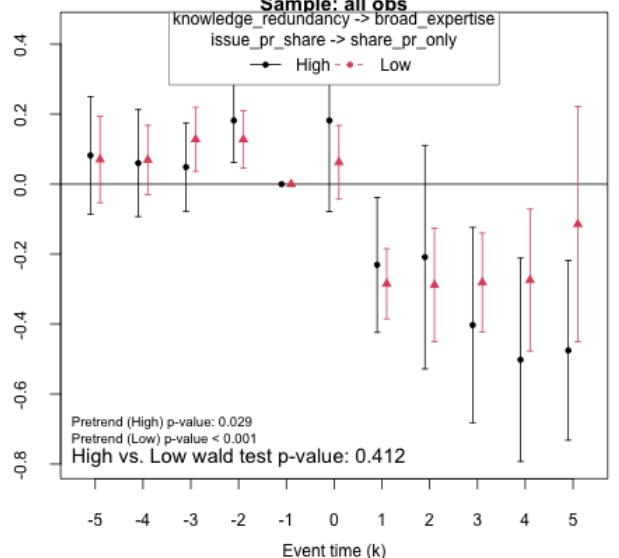
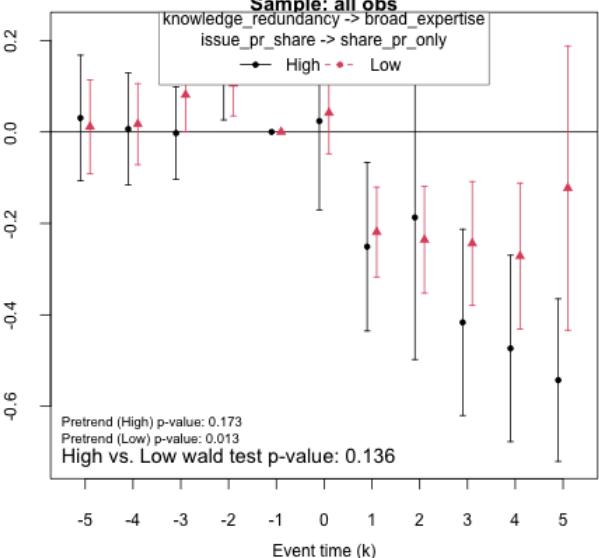
**pull\_request\_opened rolling5****Sample: all obs**

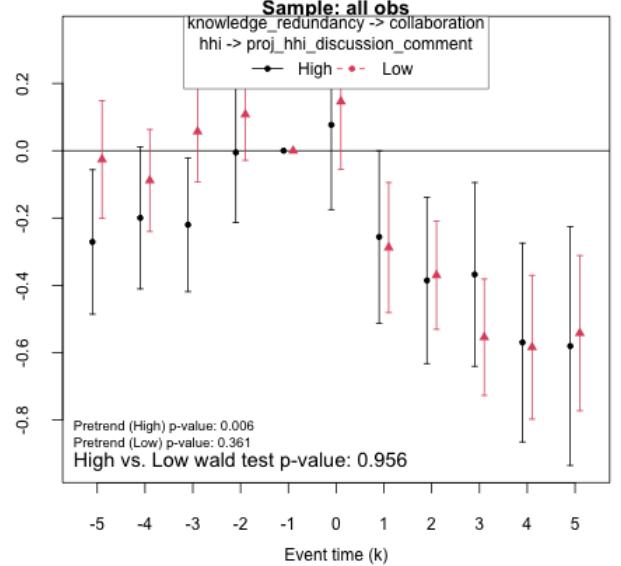
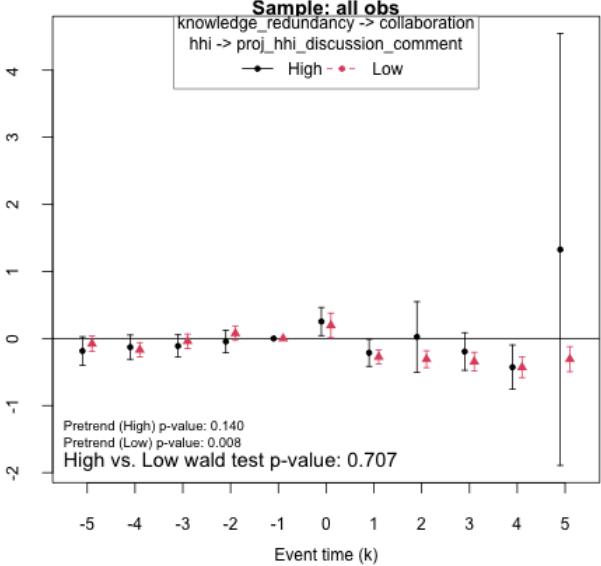
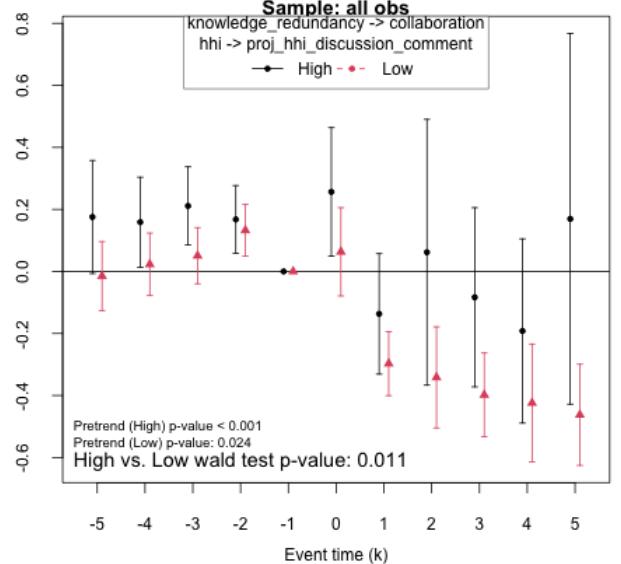
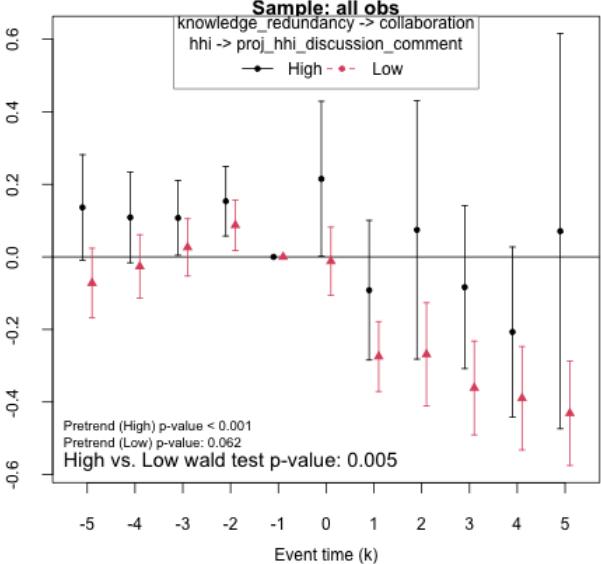
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> text\_sim\_ratio  
 ● High ▲ Low



**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

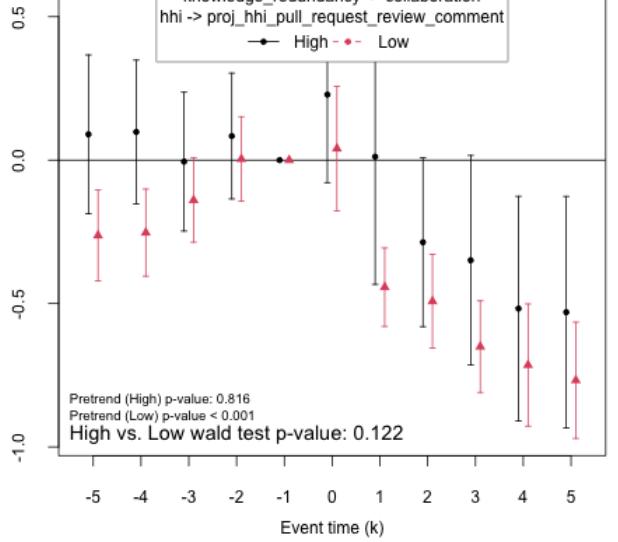
**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

### major\_minor\_release\_count rolling5

**Sample: all obs**

knowledge\_redundancy  $\rightarrow$  collaboration  
hhic  $\rightarrow$  proj\_hhic\_pull\_request\_review\_comment

● High ▲ Low

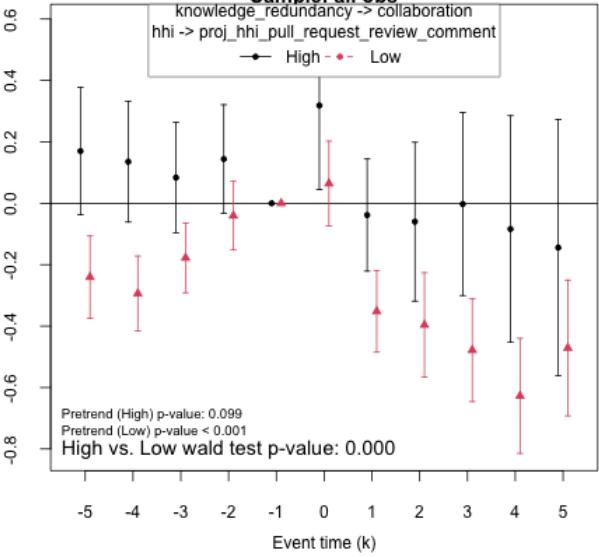


### overall\_new\_release\_count rolling5

**Sample: all obs**

knowledge\_redundancy  $\rightarrow$  collaboration  
hhic  $\rightarrow$  proj\_hhic\_pull\_request\_review\_comment

● High ▲ Low

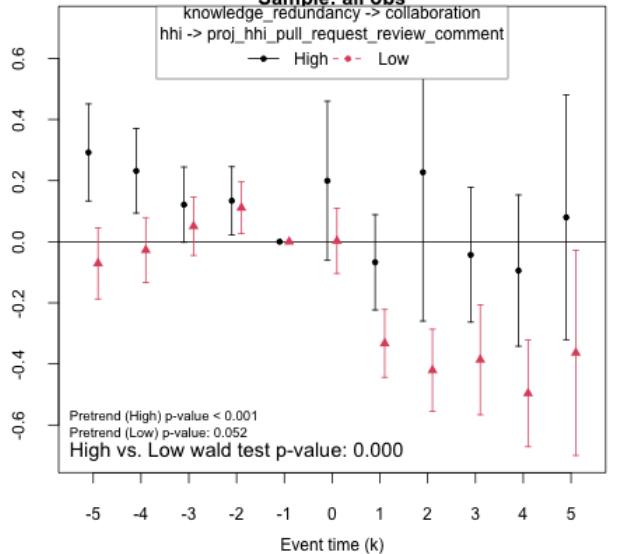


### pull\_request\_merged rolling5

**Sample: all obs**

knowledge\_redundancy  $\rightarrow$  collaboration  
hhic  $\rightarrow$  proj\_hhic\_pull\_request\_review\_comment

● High ▲ Low

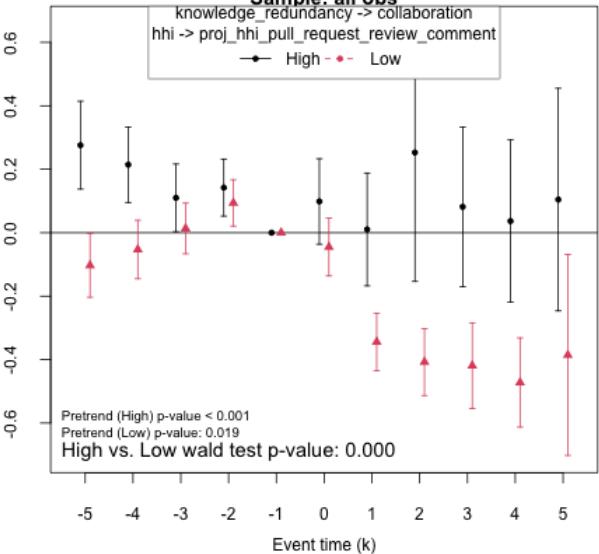


### pull\_request\_opened rolling5

**Sample: all obs**

knowledge\_redundancy  $\rightarrow$  collaboration  
hhic  $\rightarrow$  proj\_hhic\_pull\_request\_review\_comment

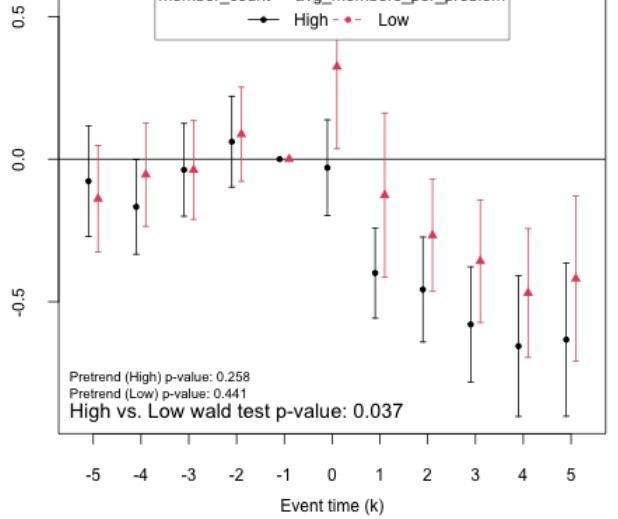
● High ▲ Low



**major\_minor\_release\_count rolling5****Sample: all obs**

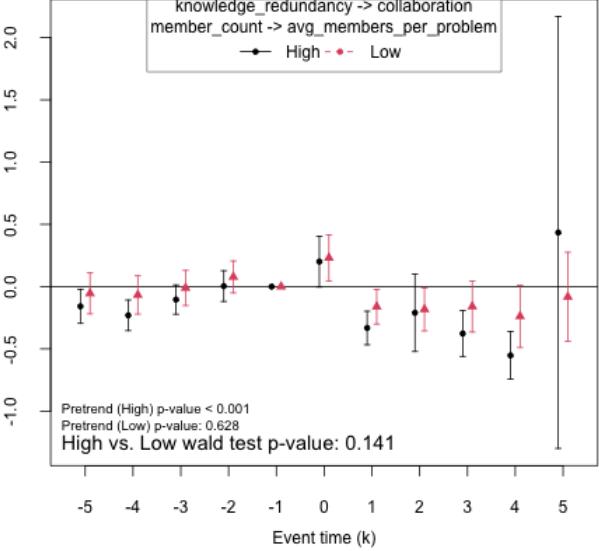
knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

- High
- Low

**overall\_new\_release\_count rolling5****Sample: all obs**

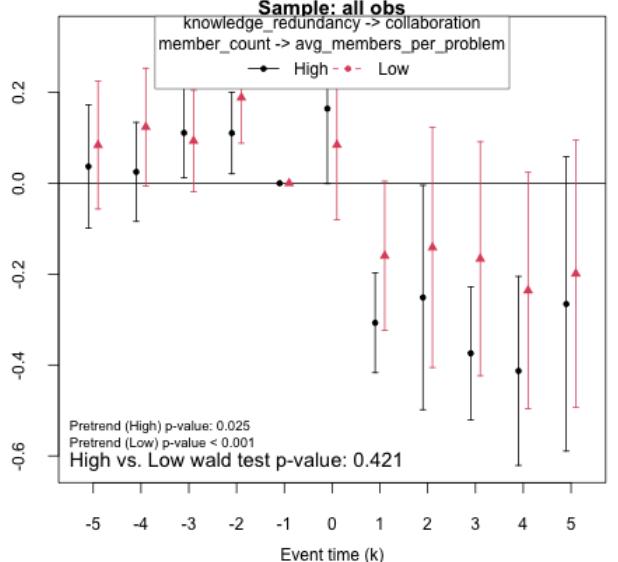
knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

- High
- Low

**pull\_request\_merged rolling5****Sample: all obs**

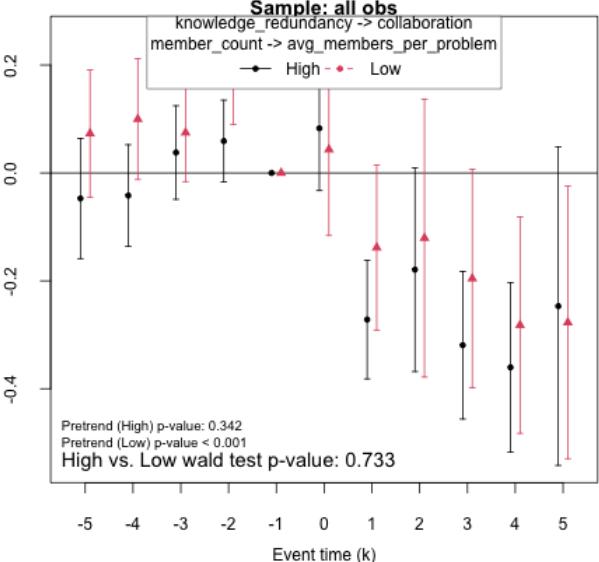
knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

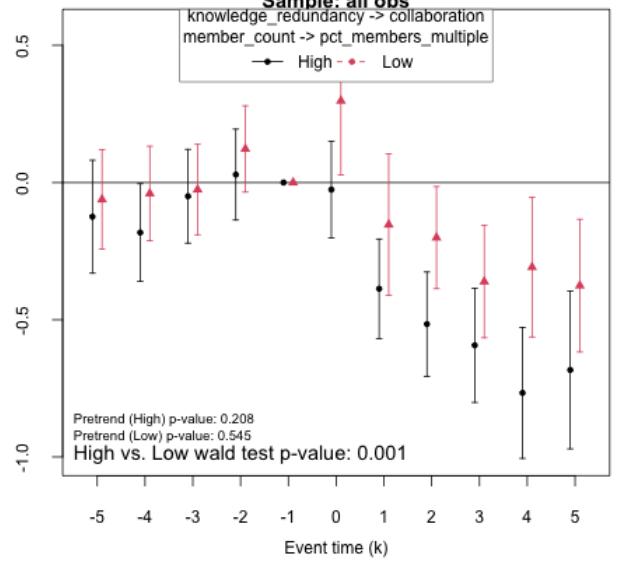
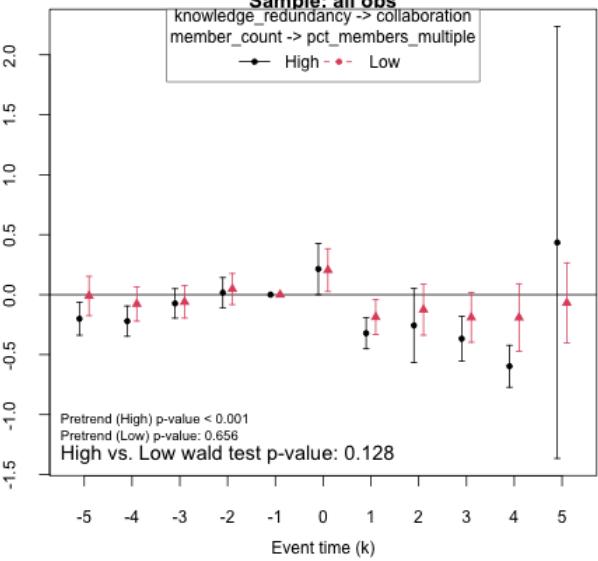
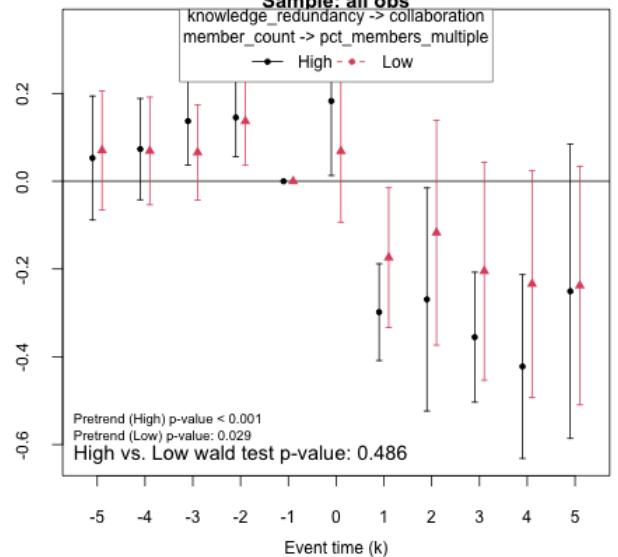
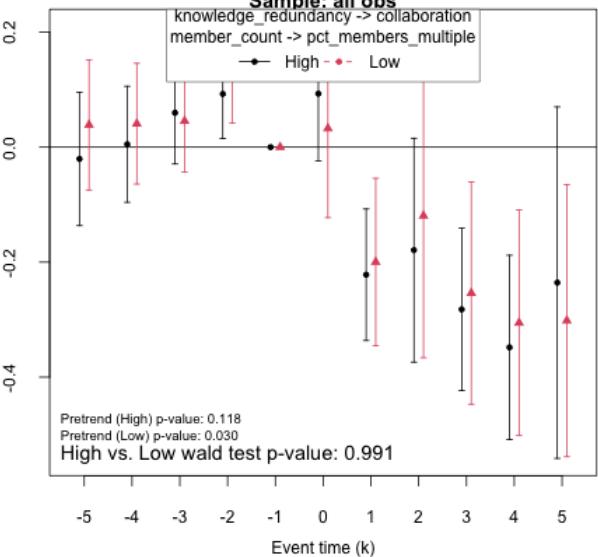
- High
- Low

**pull\_request\_opened rolling5****Sample: all obs**

knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

- High
- Low

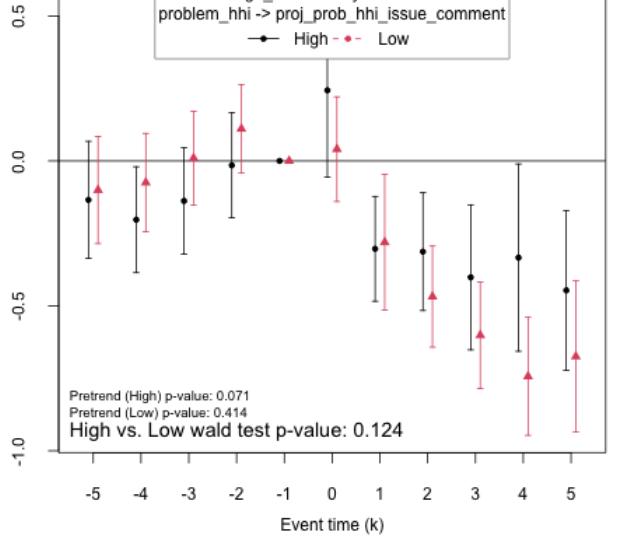


**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**major\_minor\_release\_count rolling5****Sample: all obs**

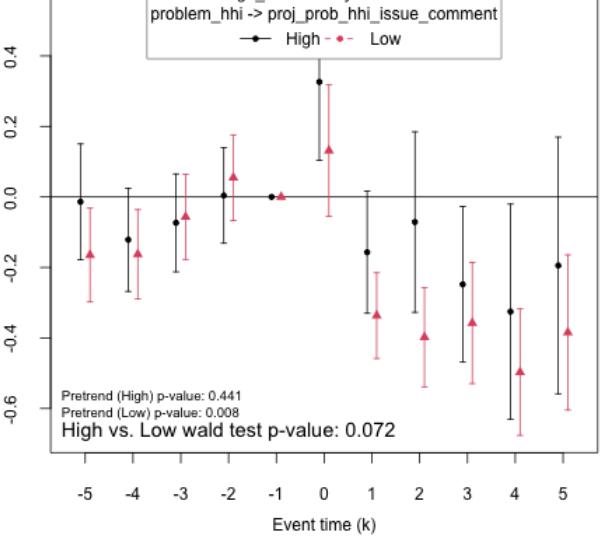
knowledge\_redundancy > collaboration  
 problem\_hhi > proj\_prob\_hhi\_issue\_comment

- High
- Low

**overall\_new\_release\_count rolling5****Sample: all obs**

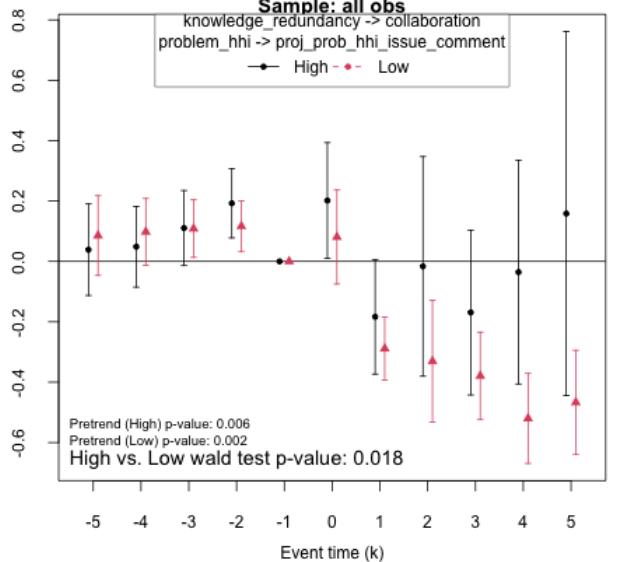
knowledge\_redundancy > collaboration  
 problem\_hhi > proj\_prob\_hhi\_issue\_comment

- High
- Low

**pull\_request\_merged rolling5****Sample: all obs**

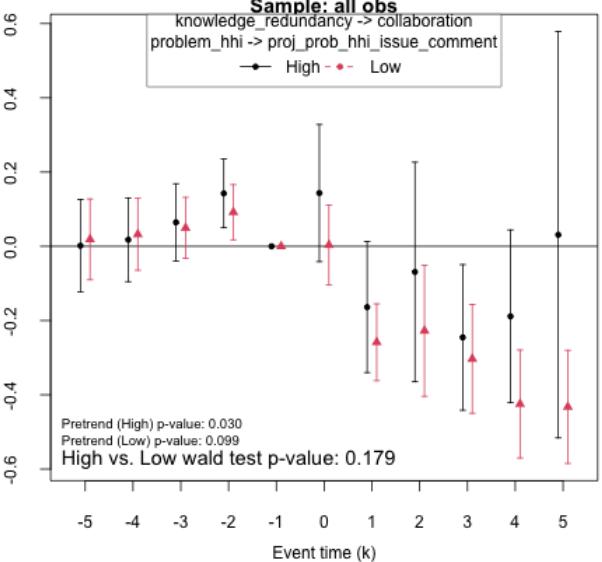
knowledge\_redundancy > collaboration  
 problem\_hhi > proj\_prob\_hhi\_issue\_comment

- High
- Low

**pull\_request\_opened rolling5****Sample: all obs**

knowledge\_redundancy > collaboration  
 problem\_hhi > proj\_prob\_hhi\_issue\_comment

- High
- Low

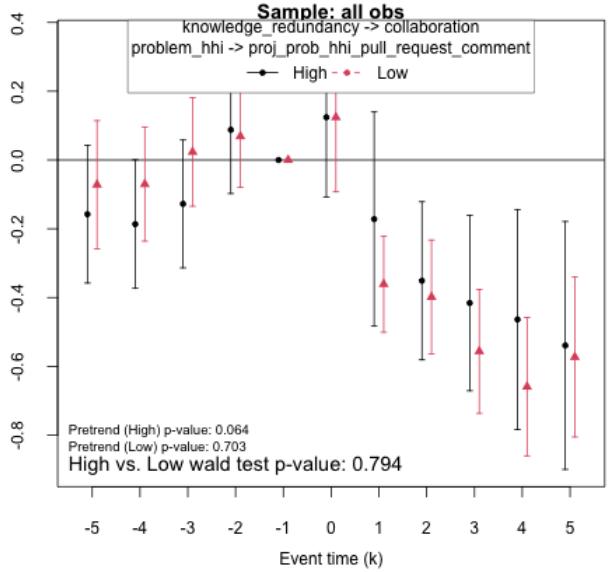


### major\_minor\_release\_count rolling5

**Sample: all obs**

knowledge\_redundancy -> collaboration  
 problem\_hhi -> proj\_prob\_hhi\_pull\_request\_comment

● High ● Low

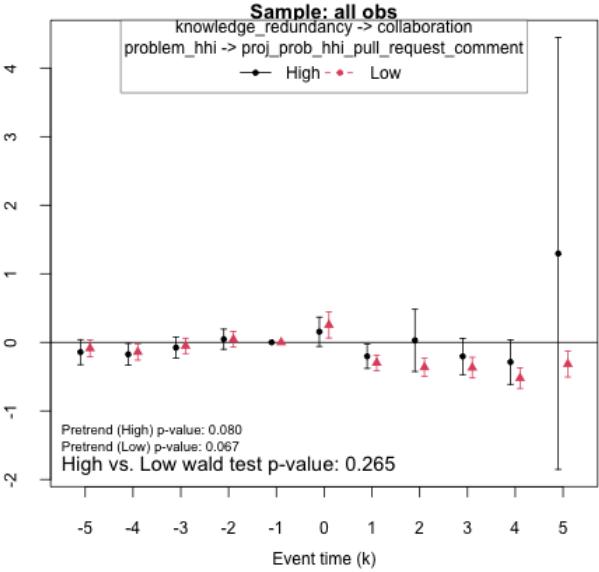


### overall\_new\_release\_count rolling5

**Sample: all obs**

knowledge\_redundancy -> collaboration  
 problem\_hhi -> proj\_prob\_hhi\_pull\_request\_comment

● High ● Low

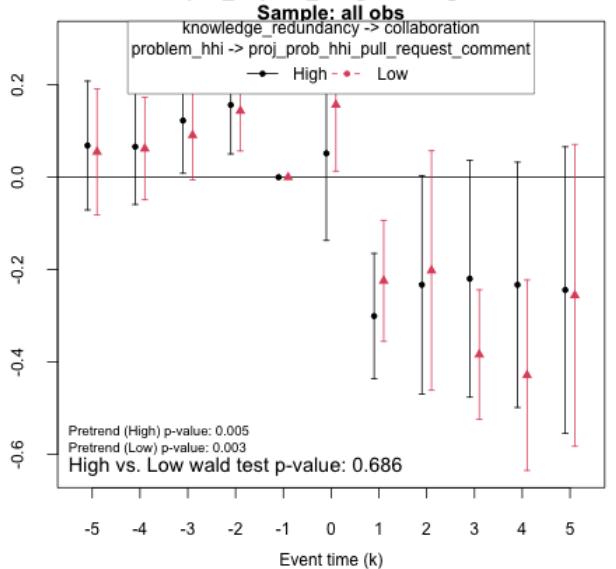


### pull\_request\_merged rolling5

**Sample: all obs**

knowledge\_redundancy -> collaboration  
 problem\_hhi -> proj\_prob\_hhi\_pull\_request\_comment

● High ● Low

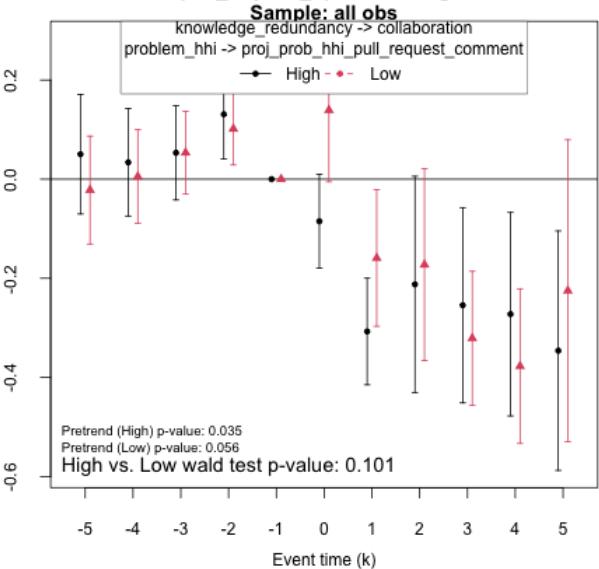


### pull\_request\_opened rolling5

**Sample: all obs**

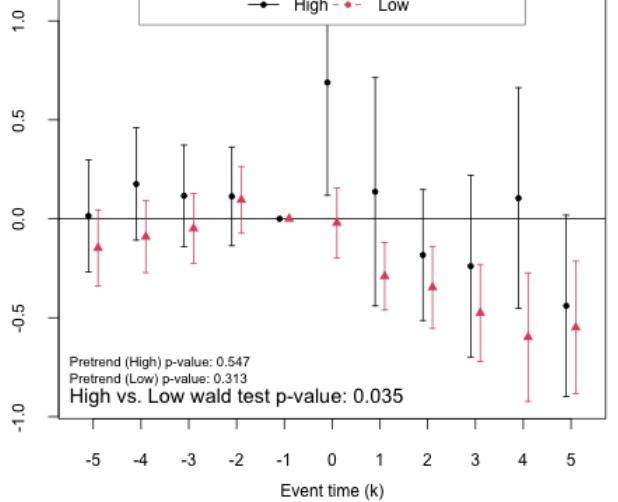
knowledge\_redundancy -> collaboration  
 problem\_hhi -> proj\_prob\_hhi\_pull\_request\_comment

● High ● Low

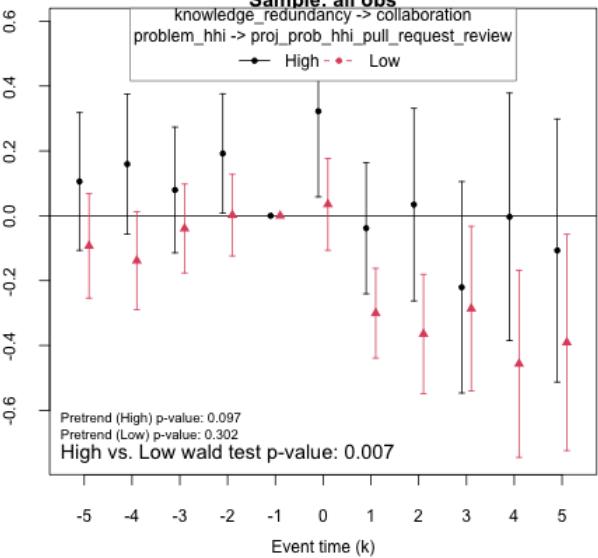


**major\_minor\_release\_count rolling5****Sample: all obs**

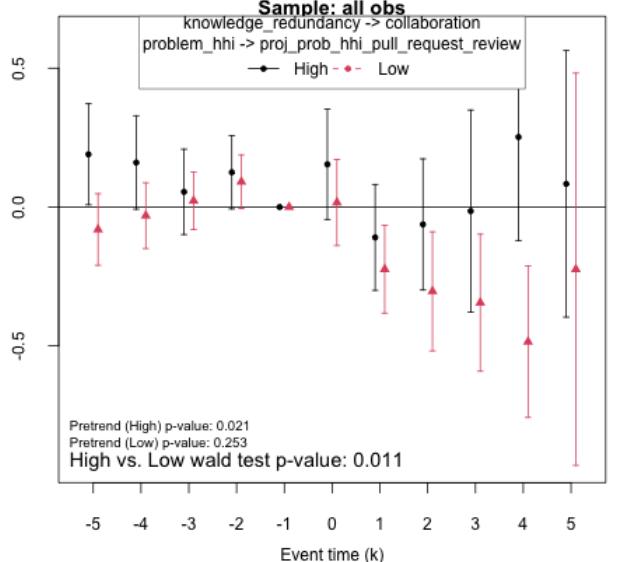
knowledge\_redundancy->collaboration  
 problem\_hhi->proj\_prob\_hhi\_pull\_request\_review  
 ● High ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**

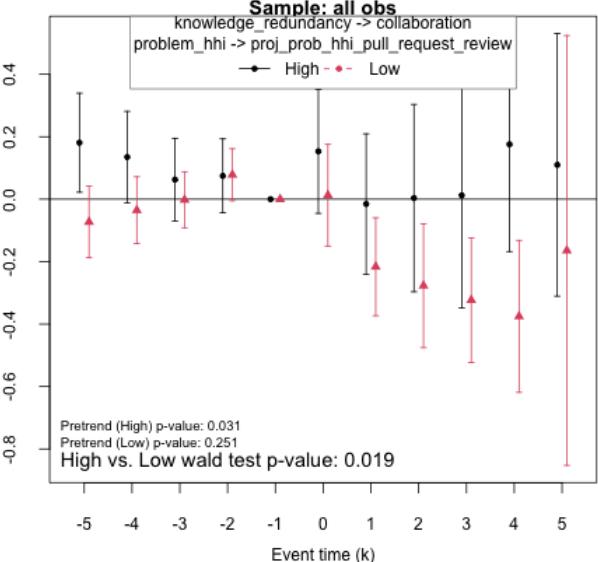
knowledge\_redundancy->collaboration  
 problem\_hhi->proj\_prob\_hhi\_pull\_request\_review  
 ● High ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**

knowledge\_redundancy->collaboration  
 problem\_hhi->proj\_prob\_hhi\_pull\_request\_review  
 ● High ▲ Low

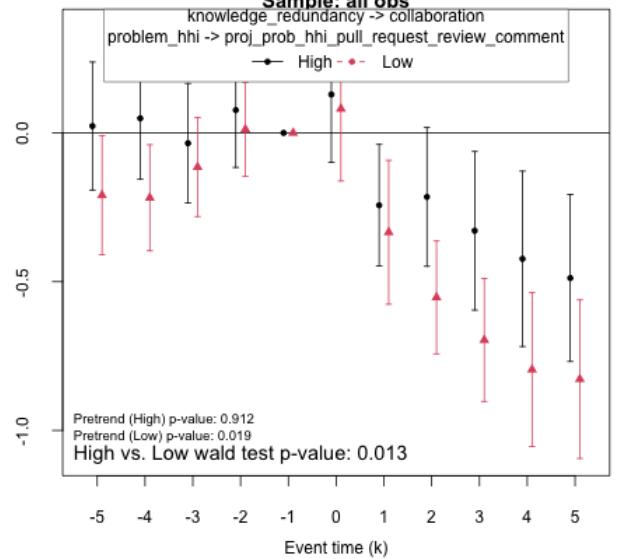
**pull\_request\_opened rolling5****Sample: all obs**

knowledge\_redundancy->collaboration  
 problem\_hhi->proj\_prob\_hhi\_pull\_request\_review  
 ● High ▲ Low



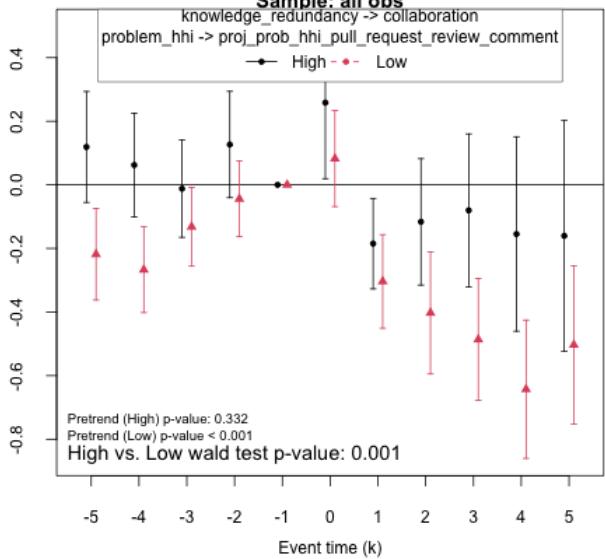
### major\_minor\_release\_count rolling5

**Sample: all obs**



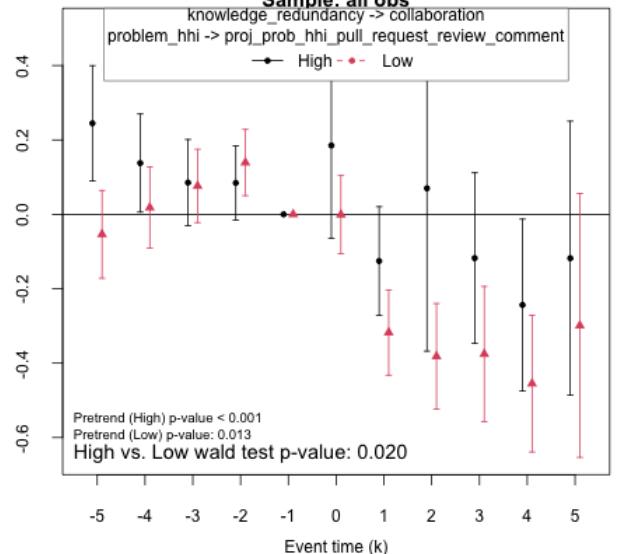
### overall\_new\_release\_count rolling5

**Sample: all obs**



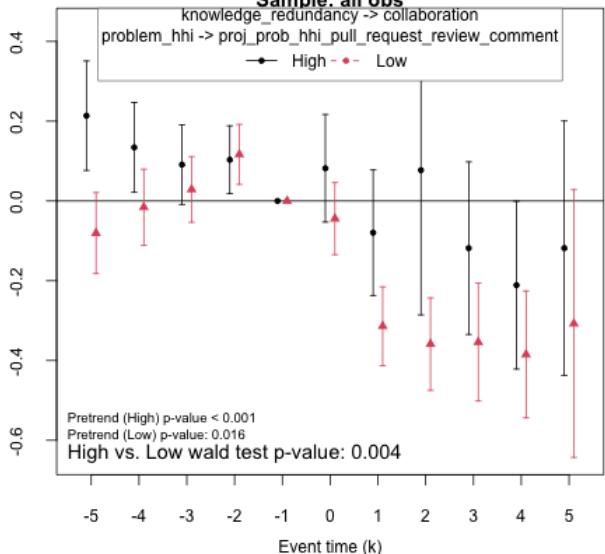
### pull\_request\_merged rolling5

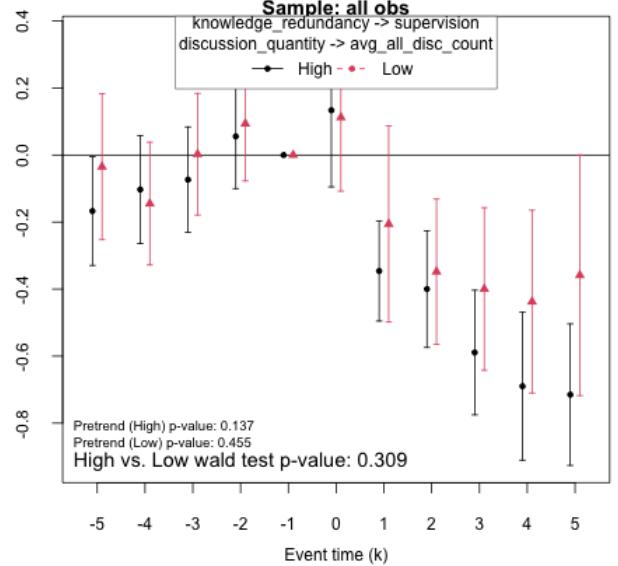
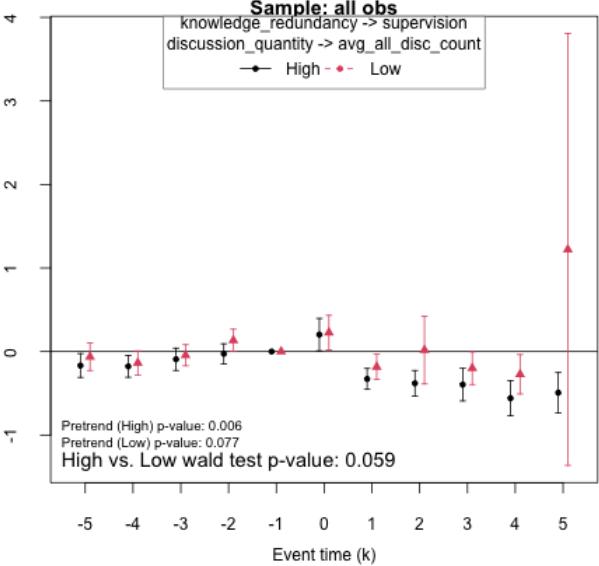
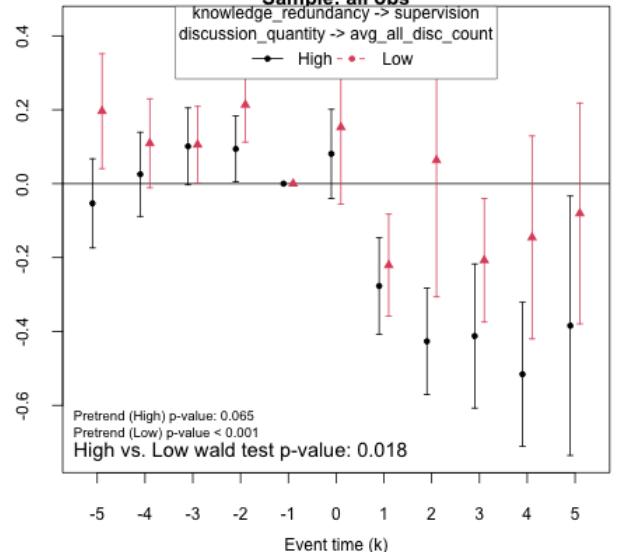
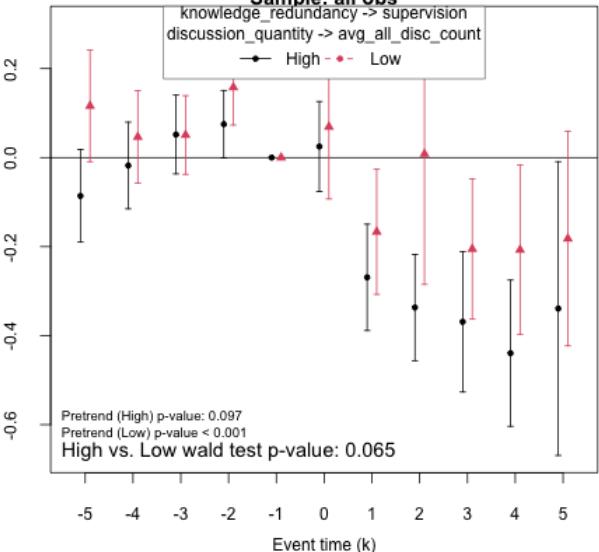
**Sample: all obs**



### pull\_request\_opened rolling5

**Sample: all obs**



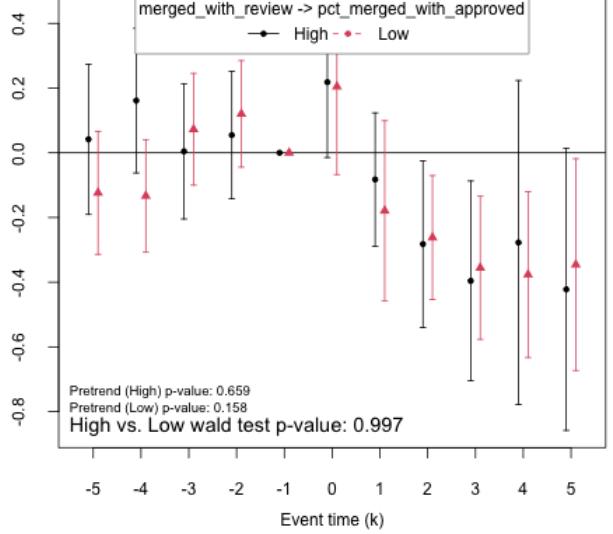
**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

### major\_minor\_release\_count rolling5

Sample: all obs

knowledge\_redundancy -> supervision  
merged\_with\_review -> pct\_merged\_with\_approved

● High - ▲ Low

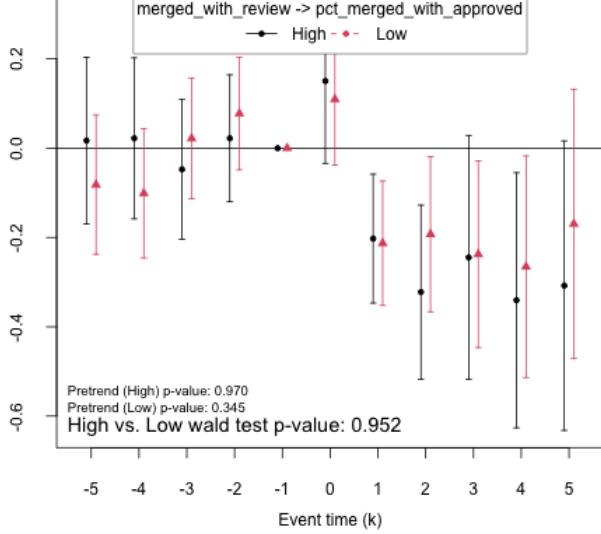


### overall\_new\_release\_count rolling5

Sample: all obs

knowledge\_redundancy -> supervision  
merged\_with\_review -> pct\_merged\_with\_approved

● High - ▲ Low

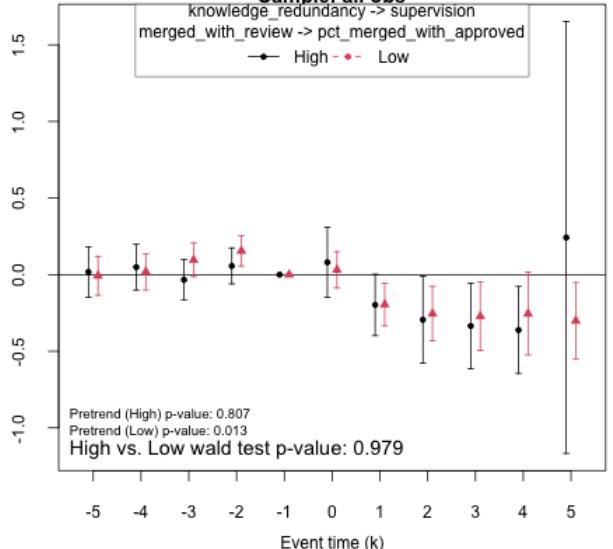


### pull\_request\_merged rolling5

Sample: all obs

knowledge\_redundancy -> supervision  
merged\_with\_review -> pct\_merged\_with\_approved

● High - ▲ Low

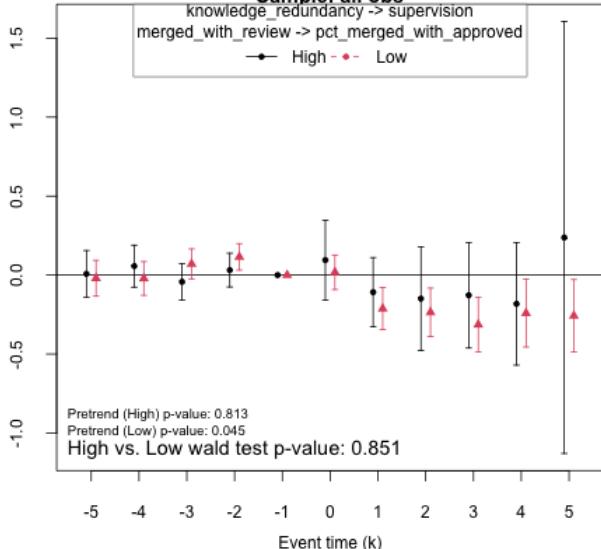


### pull\_request\_opened rolling5

Sample: all obs

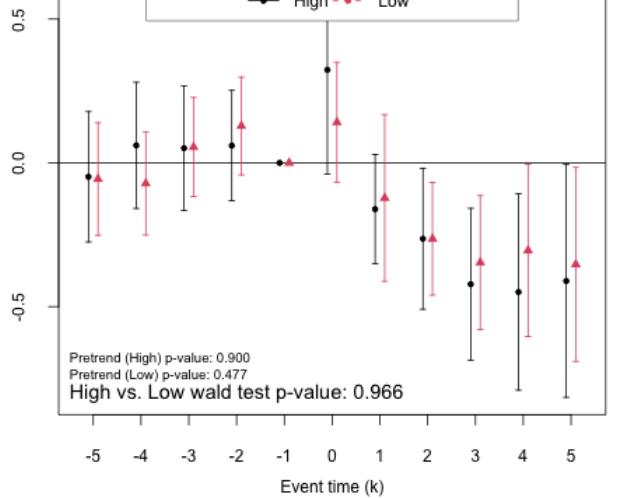
knowledge\_redundancy -> supervision  
merged\_with\_review -> pct\_merged\_with\_approved

● High - ▲ Low

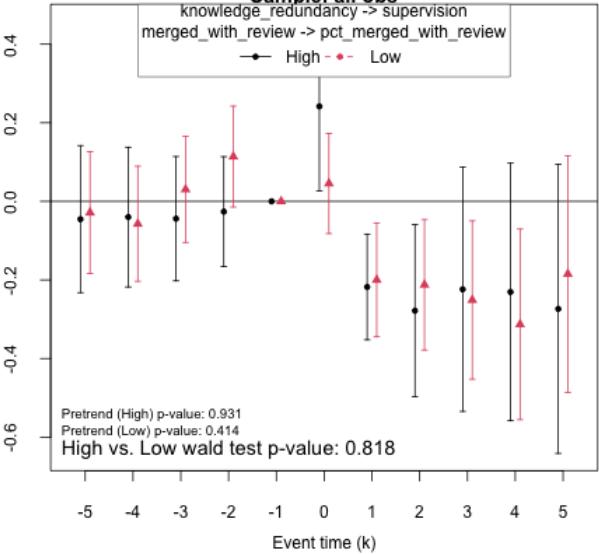


**major\_minor\_release\_count rolling5****Sample: all obs**

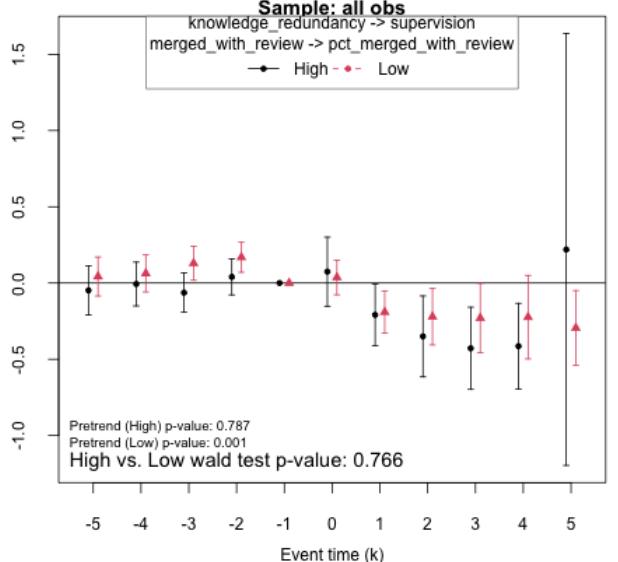
knowledge\_redundancy-> supervision  
 merged\_with\_review -> pct\_merged\_with\_review  
 ● High - ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**

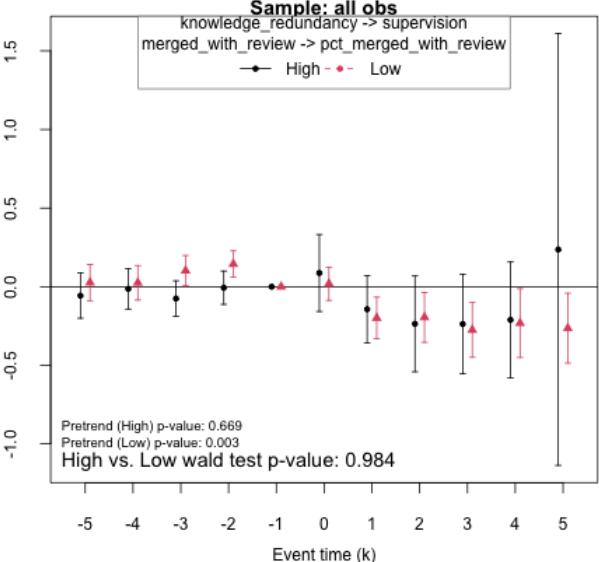
knowledge\_redundancy-> supervision  
 merged\_with\_review -> pct\_merged\_with\_review  
 ● High - ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**

knowledge\_redundancy-> supervision  
 merged\_with\_review -> pct\_merged\_with\_review  
 ● High - ▲ Low

**pull\_request\_opened rolling5****Sample: all obs**

knowledge\_redundancy-> supervision  
 merged\_with\_review -> pct\_merged\_with\_review  
 ● High - ▲ Low

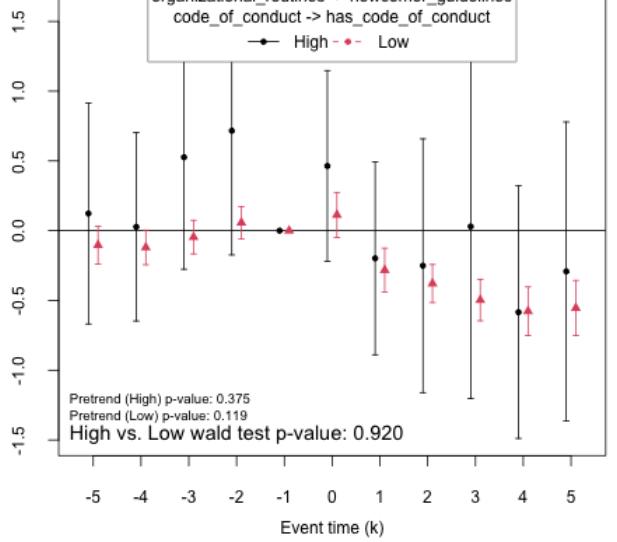


### major\_minor\_release\_count rolling5

**Sample: all obs**

organizational\_routines -> newcomer\_guidelines  
code\_of\_conduct -> has\_code\_of\_conduct

● High ▲ Low

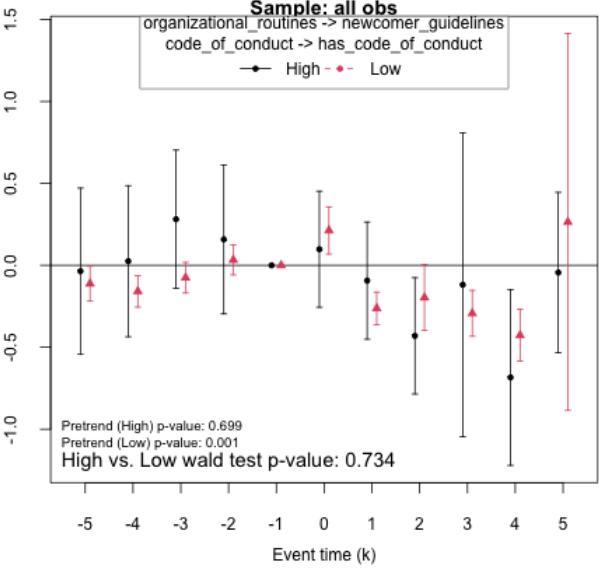


### overall\_new\_release\_count rolling5

**Sample: all obs**

organizational\_routines -> newcomer\_guidelines  
code\_of\_conduct -> has\_code\_of\_conduct

● High ▲ Low

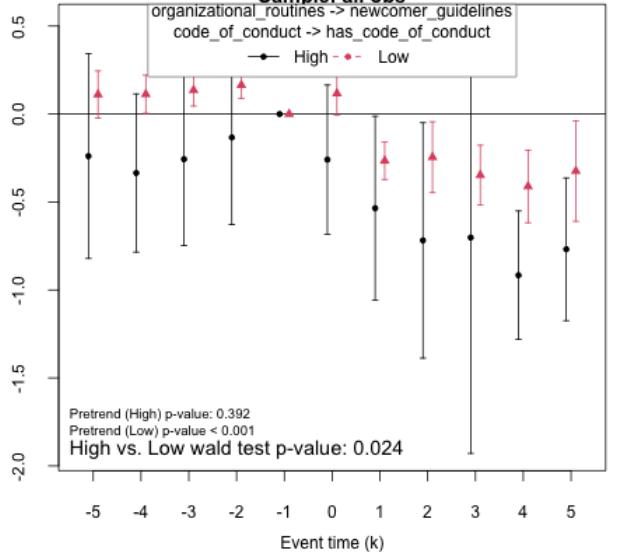


### pull\_request\_merged rolling5

**Sample: all obs**

organizational\_routines -> newcomer\_guidelines  
code\_of\_conduct -> has\_code\_of\_conduct

● High ▲ Low

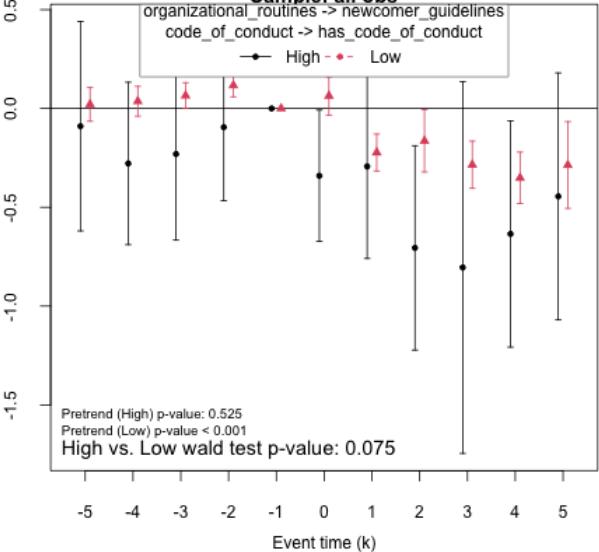


### pull\_request\_opened rolling5

**Sample: all obs**

organizational\_routines -> newcomer\_guidelines  
code\_of\_conduct -> has\_code\_of\_conduct

● High ▲ Low

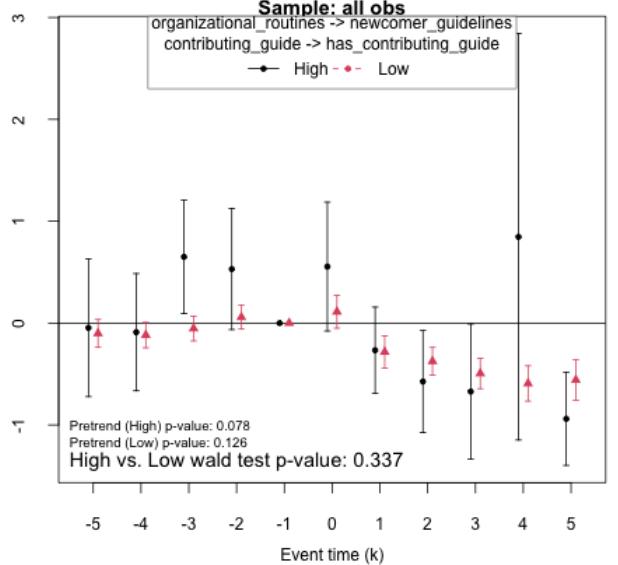


### major\_minor\_release\_count rolling5

Sample: all obs

organizational\_routines -> newcomer\_guidelines  
contributing\_guide -> has\_contributing\_guide

● High ▲ Low

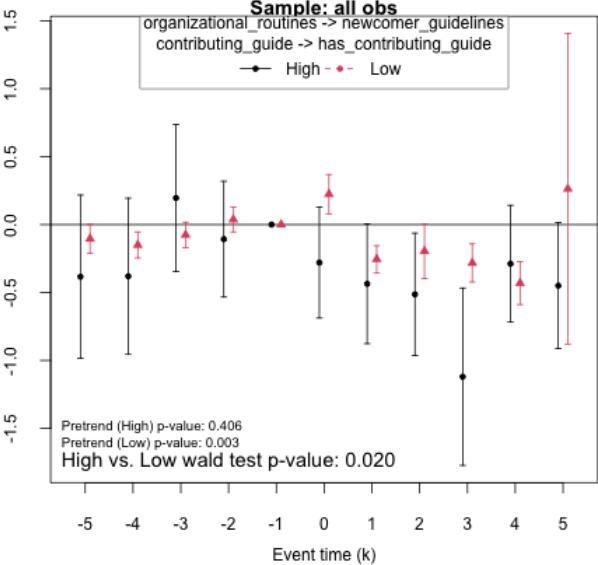


### overall\_new\_release\_count rolling5

Sample: all obs

organizational\_routines -> newcomer\_guidelines  
contributing\_guide -> has\_contributing\_guide

● High ▲ Low

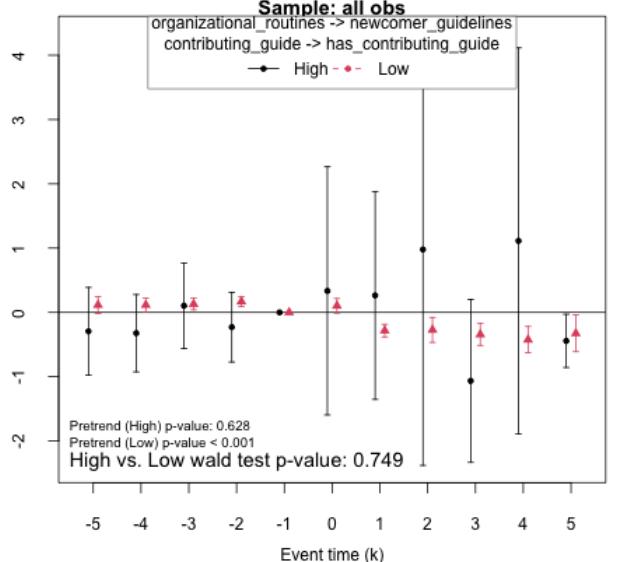


### pull\_request\_merged rolling5

Sample: all obs

organizational\_routines -> newcomer\_guidelines  
contributing\_guide -> has\_contributing\_guide

● High ▲ Low

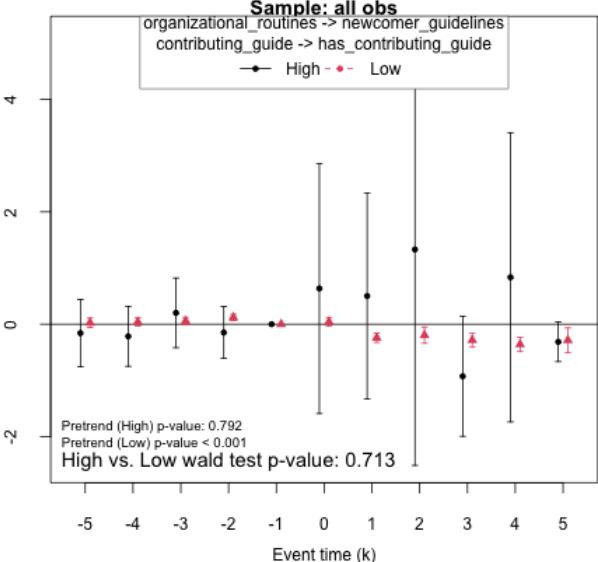


### pull\_request\_opened rolling5

Sample: all obs

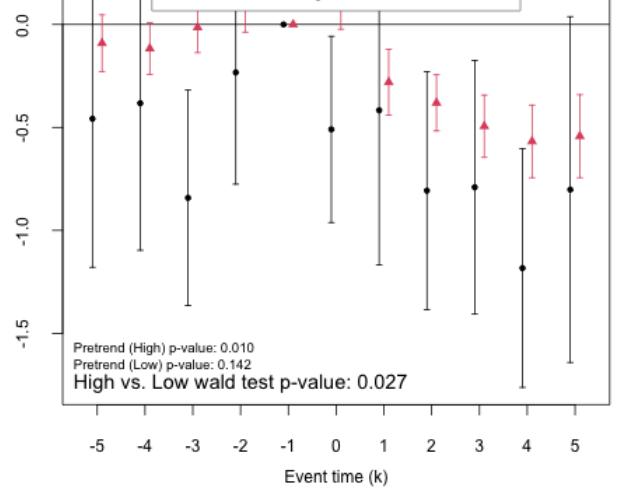
organizational\_routines -> newcomer\_guidelines  
contributing\_guide -> has\_contributing\_guide

● High ▲ Low

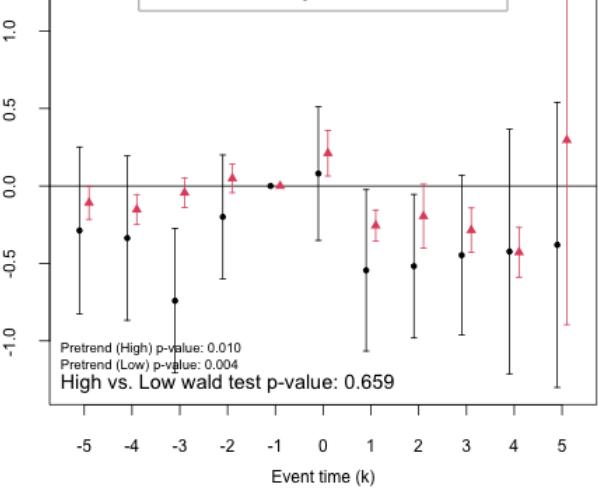


**major\_minor\_release\_count rolling5****Sample: all obs**organizational\_routines  $\rightarrow$  newcomer\_guidelines  
good\_first\_issue  $\rightarrow$  has\_good\_first\_issue

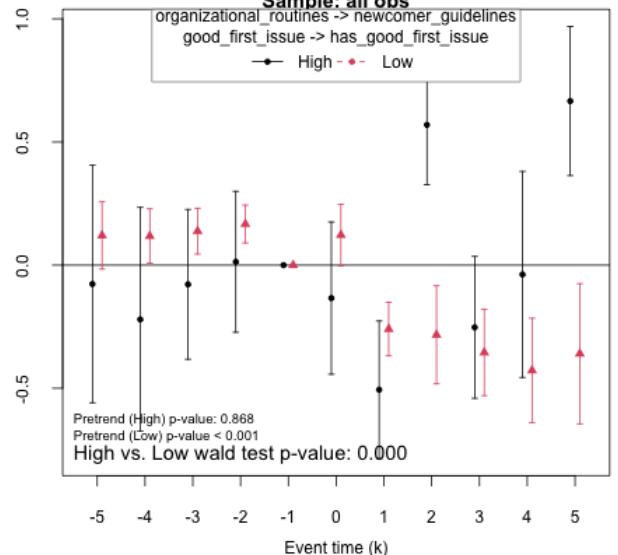
● High ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**organizational\_routines  $\rightarrow$  newcomer\_guidelines  
good\_first\_issue  $\rightarrow$  has\_good\_first\_issue

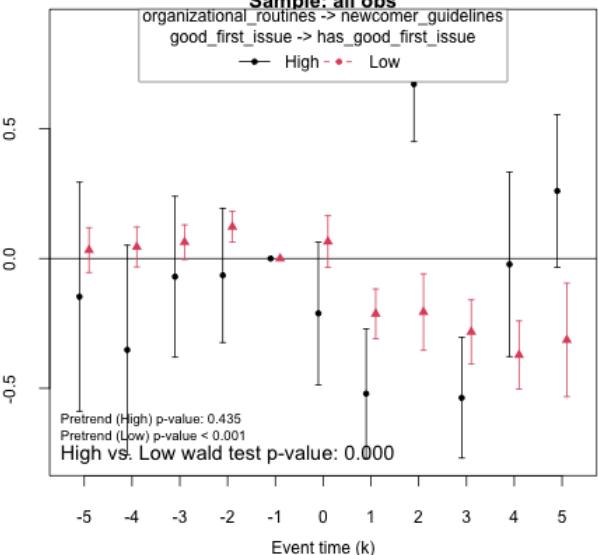
● High ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**organizational\_routines  $\rightarrow$  newcomer\_guidelines  
good\_first\_issue  $\rightarrow$  has\_good\_first\_issue

● High ▲ Low

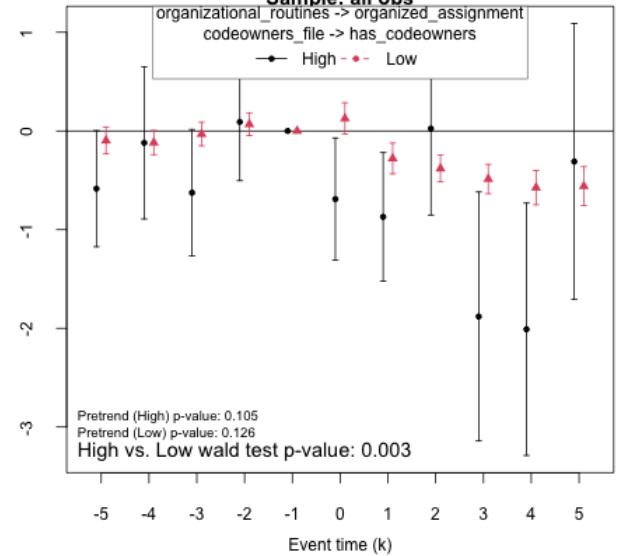
**pull\_request\_opened rolling5****Sample: all obs**organizational\_routines  $\rightarrow$  newcomer\_guidelines  
good\_first\_issue  $\rightarrow$  has\_good\_first\_issue

● High ▲ Low



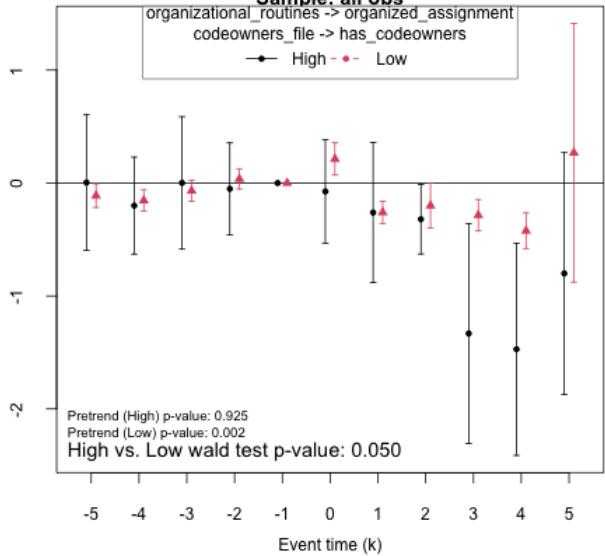
### major\_minor\_release\_count rolling5

**Sample: all obs**



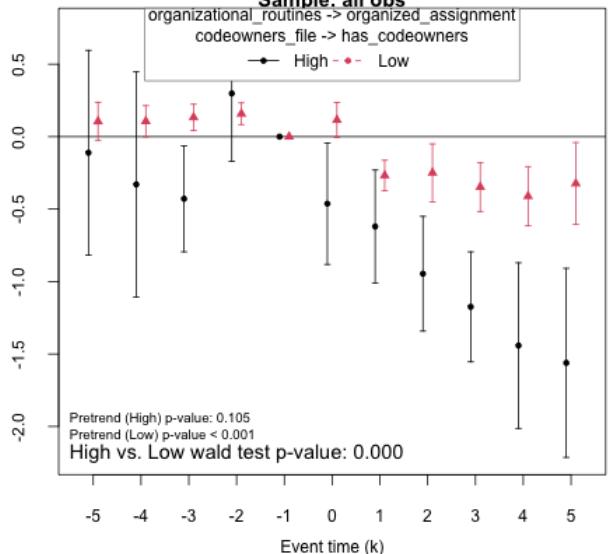
### overall\_new\_release\_count rolling5

**Sample: all obs**



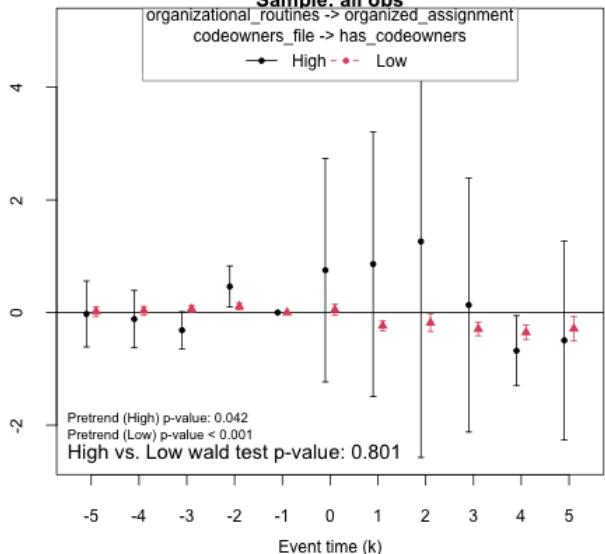
### pull\_request\_merged rolling5

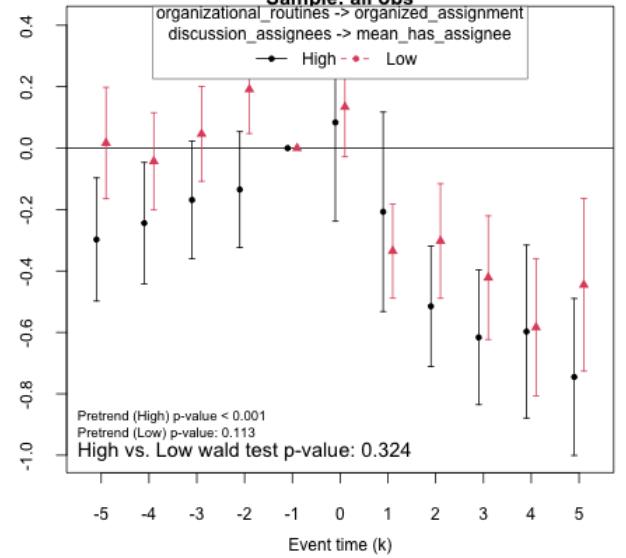
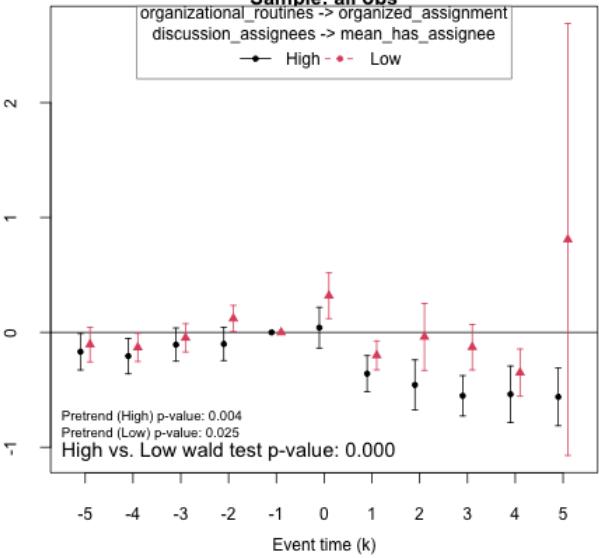
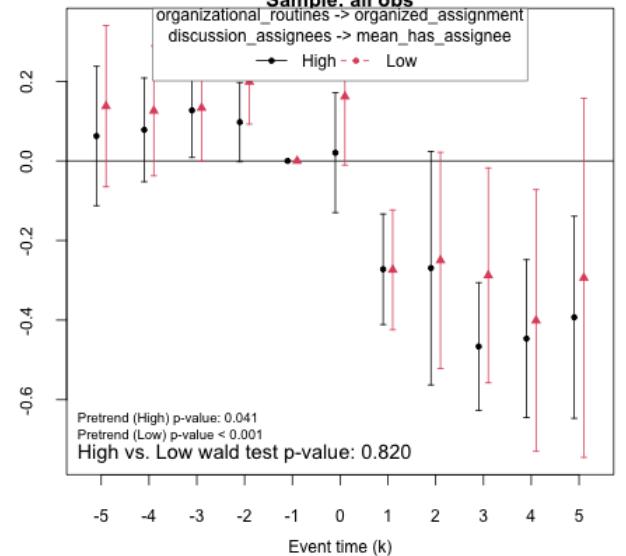
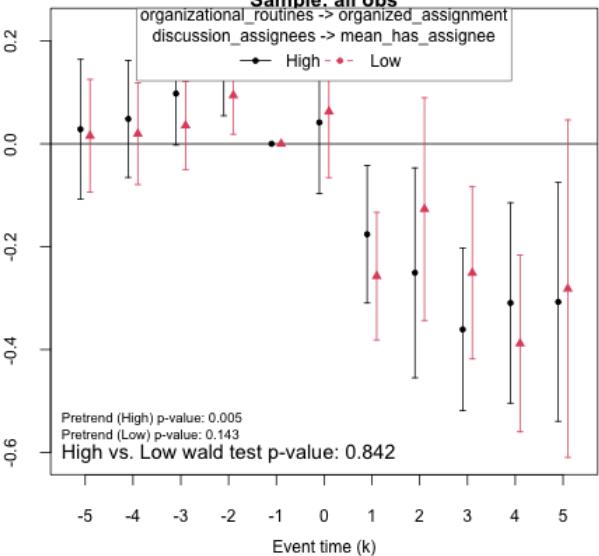
**Sample: all obs**



### pull\_request\_opened rolling5

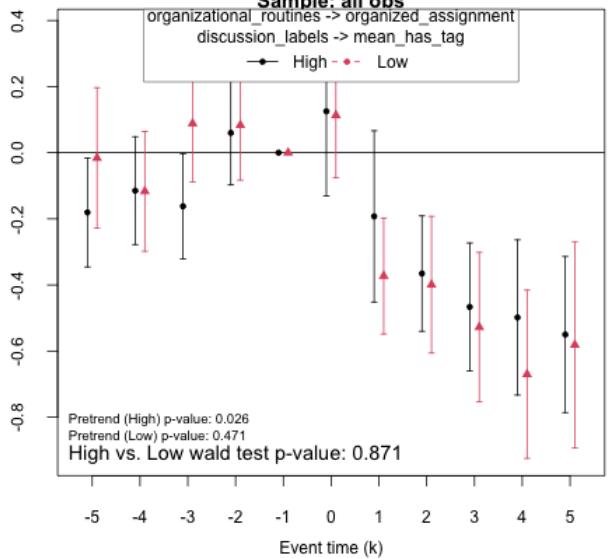
**Sample: all obs**



**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

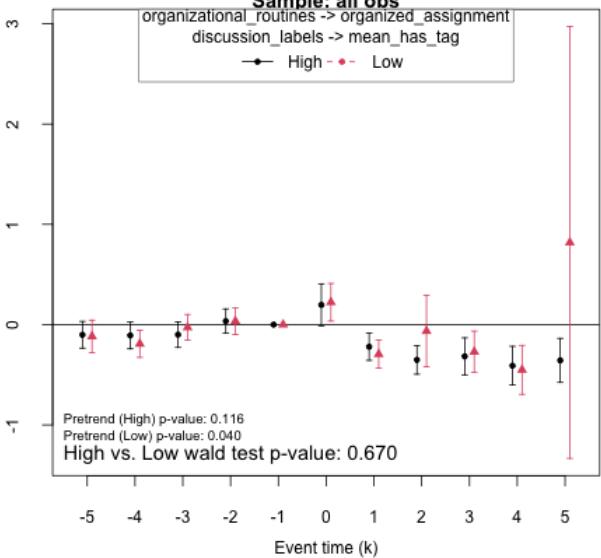
### major\_minor\_release\_count rolling5

Sample: all obs



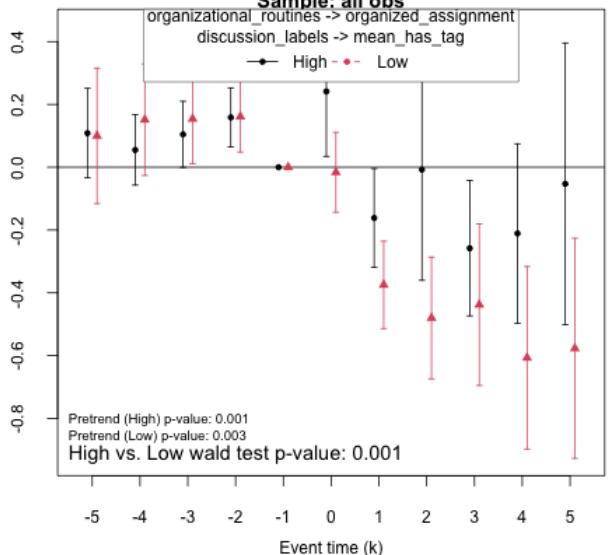
### overall\_new\_release\_count rolling5

Sample: all obs



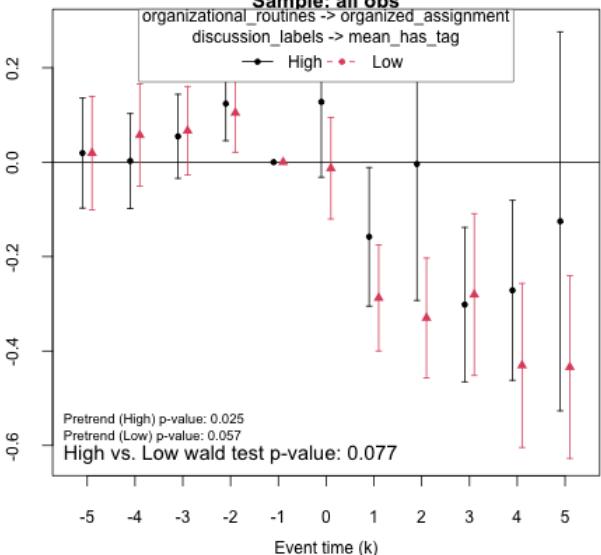
### pull\_request\_merged rolling5

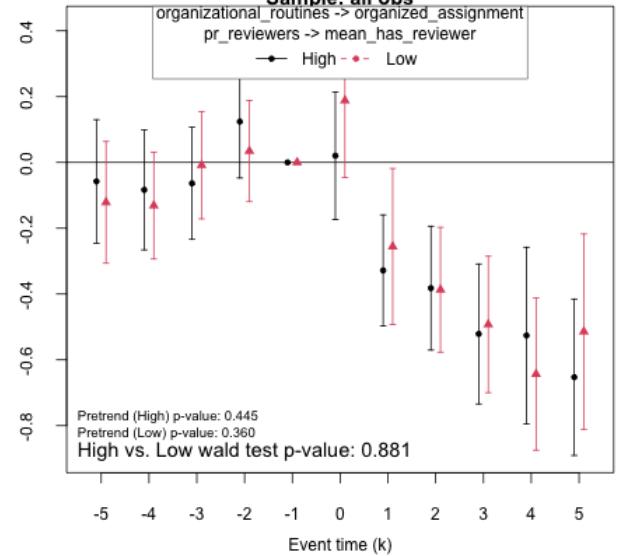
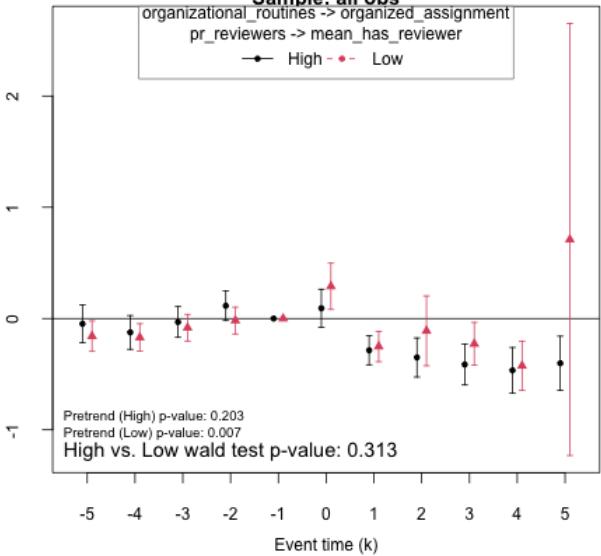
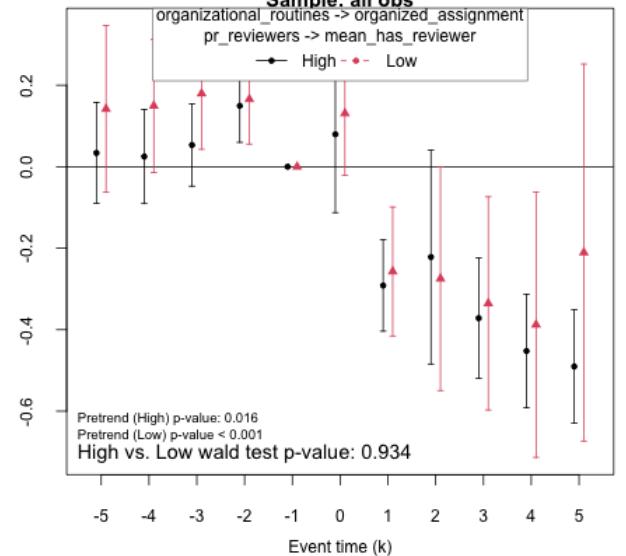
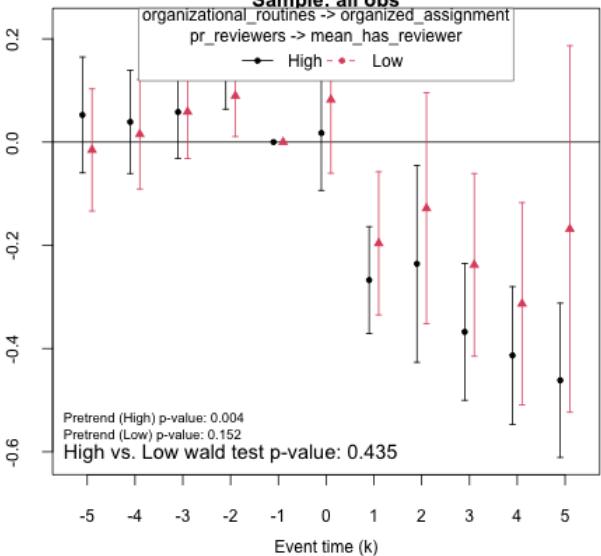
Sample: all obs



### pull\_request\_opened rolling5

Sample: all obs



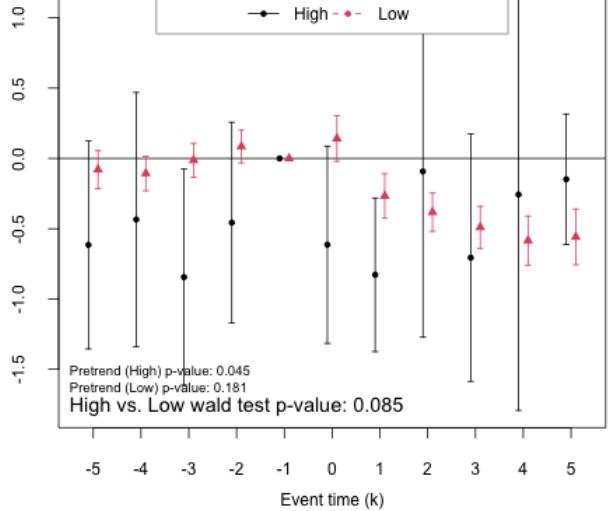
**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

### major\_minor\_release\_count rolling5

Sample: all obs

organizational\_routines -> organized\_inquiries  
issue\_template -> has\_issue\_template

● High - ▲ Low

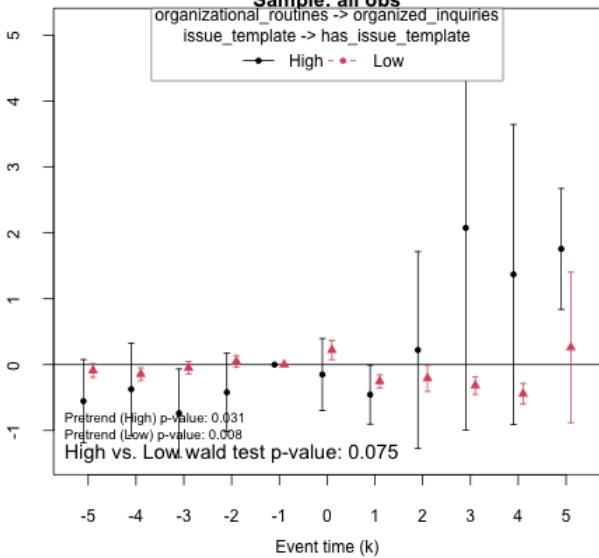


### overall\_new\_release\_count rolling5

Sample: all obs

organizational\_routines -> organized\_inquiries  
issue\_template -> has\_issue\_template

● High - ▲ Low

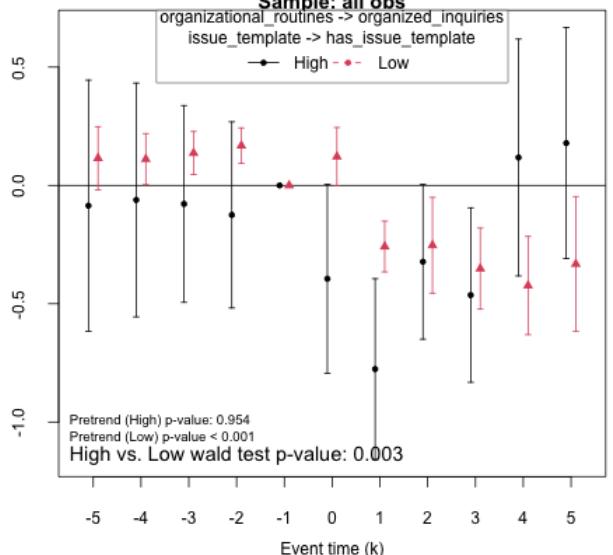


### pull\_request\_merged rolling5

Sample: all obs

organizational\_routines -> organized\_inquiries  
issue\_template -> has\_issue\_template

● High - ▲ Low

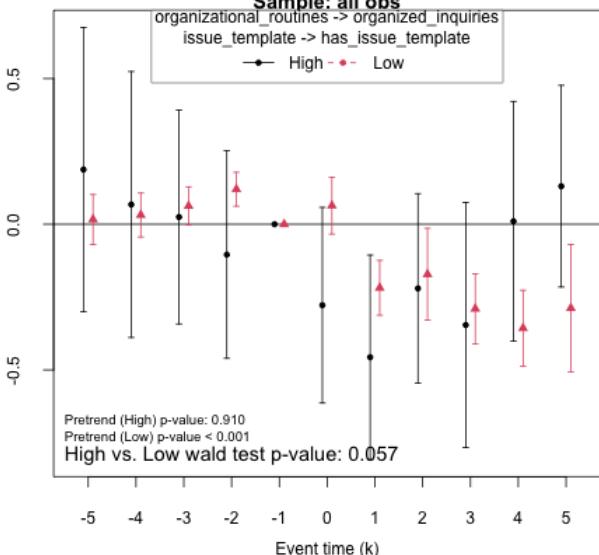


### pull\_request\_opened rolling5

Sample: all obs

organizational\_routines -> organized\_inquiries  
issue\_template -> has\_issue\_template

● High - ▲ Low

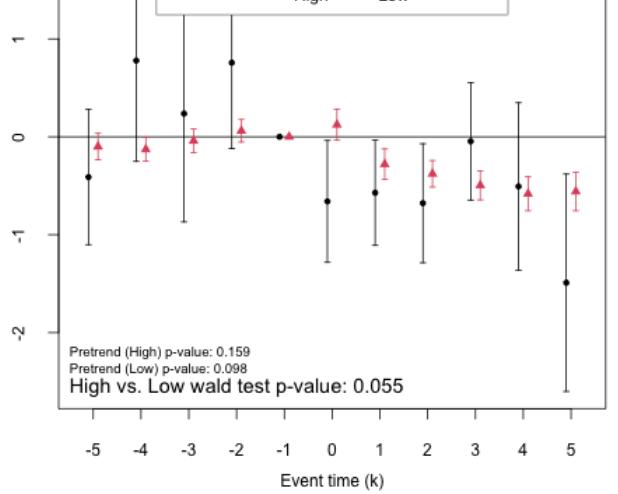


**major\_minor\_release\_count rolling5****Sample: all obs**

organizational\_routines -&gt; organized\_inquiries

pr\_template -&gt; has\_pr\_template

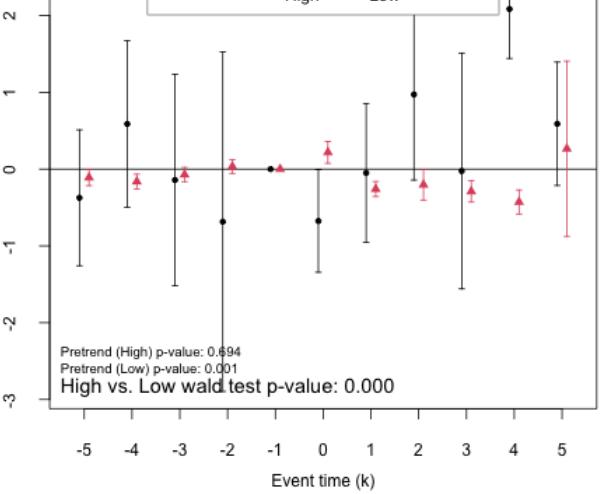
● High - ● Low

**overall\_new\_release\_count rolling5****Sample: all obs**

organizational\_routines -&gt; organized\_inquiries

pr\_template -&gt; has\_pr\_template

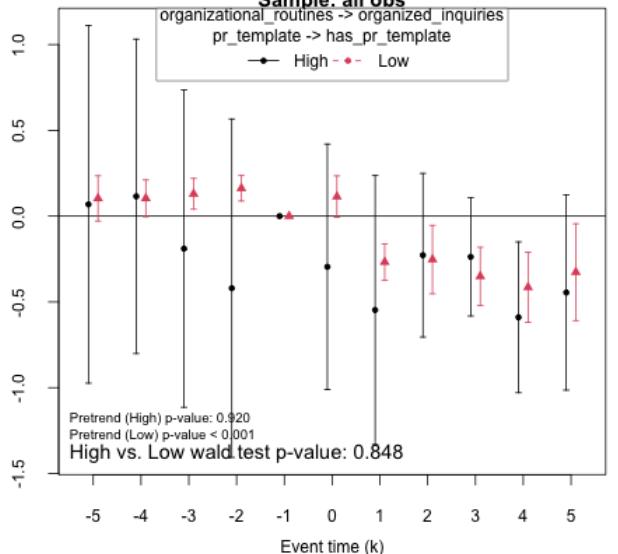
● High - ● Low

**pull\_request\_merged rolling5****Sample: all obs**

organizational\_routines -&gt; organized\_inquiries

pr\_template -&gt; has\_pr\_template

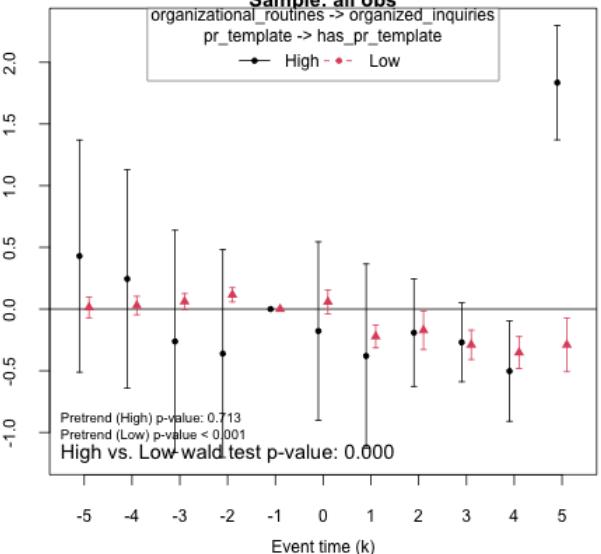
● High - ● Low

**pull\_request\_opened rolling5****Sample: all obs**

organizational\_routines -&gt; organized\_inquiries

pr\_template -&gt; has\_pr\_template

● High - ● Low



### major\_minor\_release\_count rolling5

Sample: all obs

organizational\_routines -> pull\_standards  
merge\_commit\_tests -> prop\_tests\_passed

● Low

2  
1  
0  
-1

Pretrend p-value: p-value < 0.001

-5 -4 -3 -2 -1 0 1 2 3 4  
Event time (k)

### overall\_new\_release\_count rolling5

Sample: all obs

organizational\_routines -> pull\_standards  
merge\_commit\_tests -> prop\_tests\_passed

● Low

3  
2  
1  
0  
-1

Pretrend p-value: p-value < 0.001

-5 -4 -3 -2 -1 0 1 2 3 4  
Event time (k)

### pull\_request\_merged rolling5

Sample: all obs

organizational\_routines -> pull\_standards  
merge\_commit\_tests -> prop\_tests\_passed

● Low

1.5  
1.0  
0.5  
0.0  
-0.5  
-1.0

Pretrend p-value: p-value < 0.001

-5 -4 -3 -2 -1 0 1 2 3 4  
Event time (k)

### pull\_request\_opened rolling5

Sample: all obs

organizational\_routines -> pull\_standards  
merge\_commit\_tests -> prop\_tests\_passed

● Low

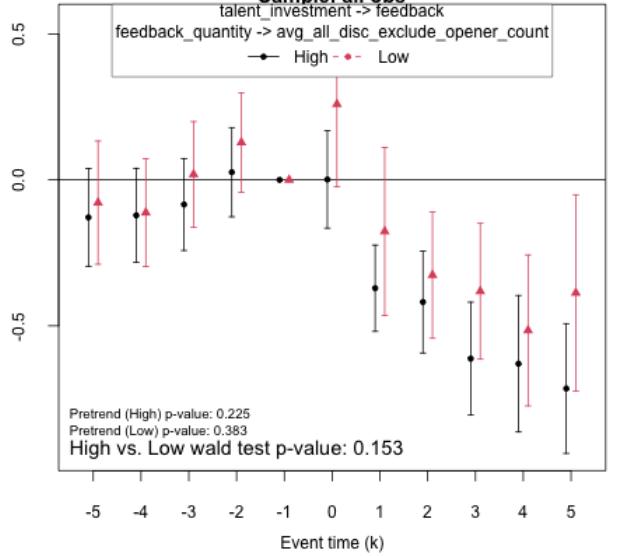
1.5  
1.0  
0.5  
0.0  
-0.5

Pretrend p-value: p-value < 0.001

-5 -4 -3 -2 -1 0 1 2 3 4  
Event time (k)

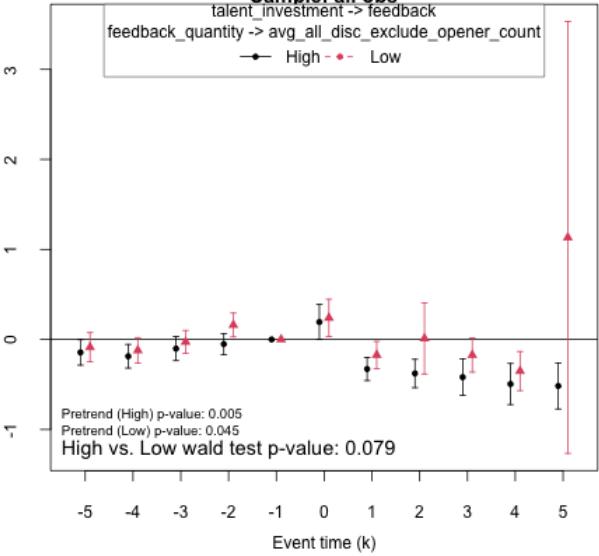
### major\_minor\_release\_count rolling5

**Sample: all obs**



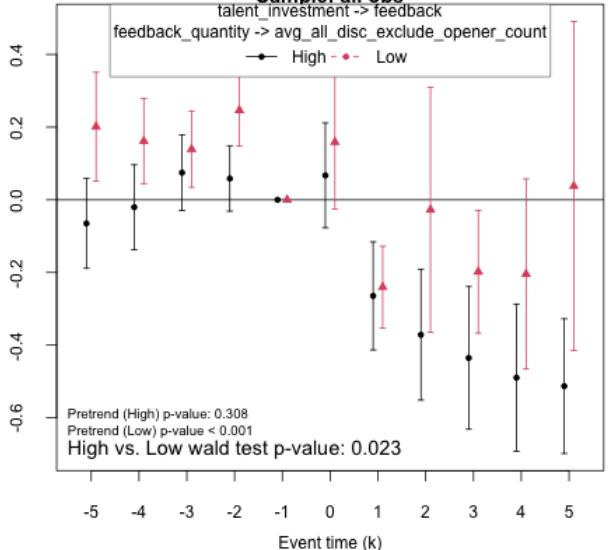
### overall\_new\_release\_count rolling5

**Sample: all obs**



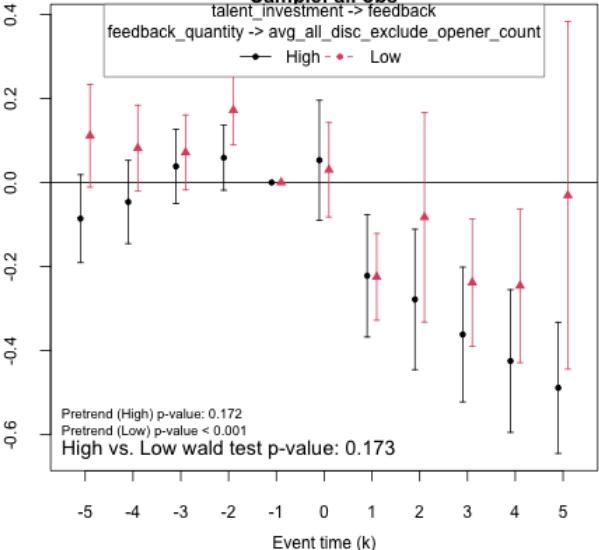
### pull\_request\_merged rolling5

**Sample: all obs**



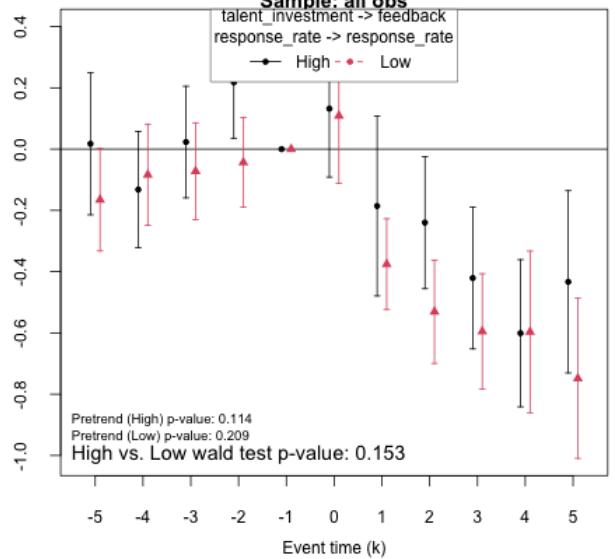
### pull\_request\_opened rolling5

**Sample: all obs**



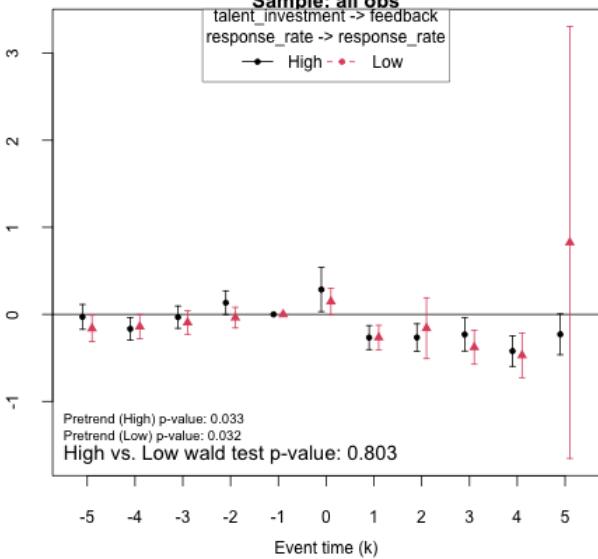
### major\_minor\_release\_count rolling5

Sample: all obs



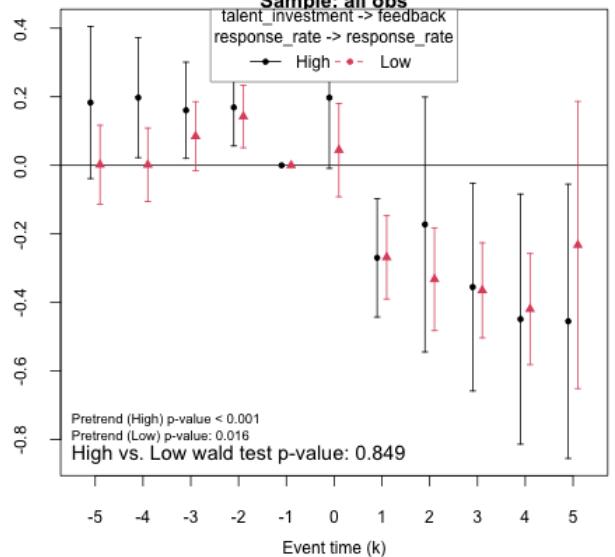
### overall\_new\_release\_count rolling5

Sample: all obs



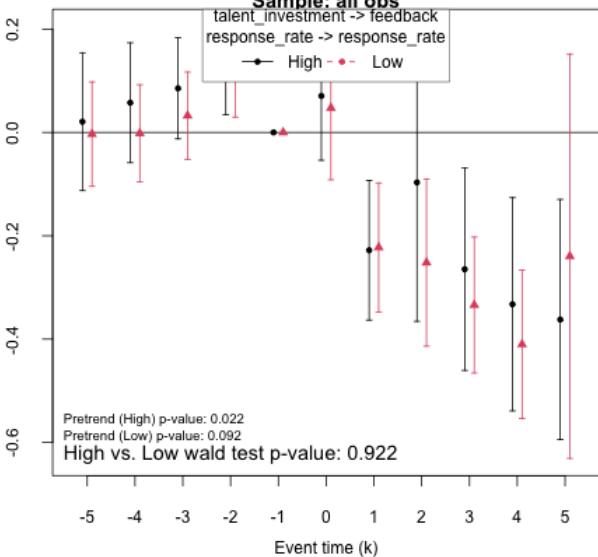
### pull\_request\_merged rolling5

Sample: all obs



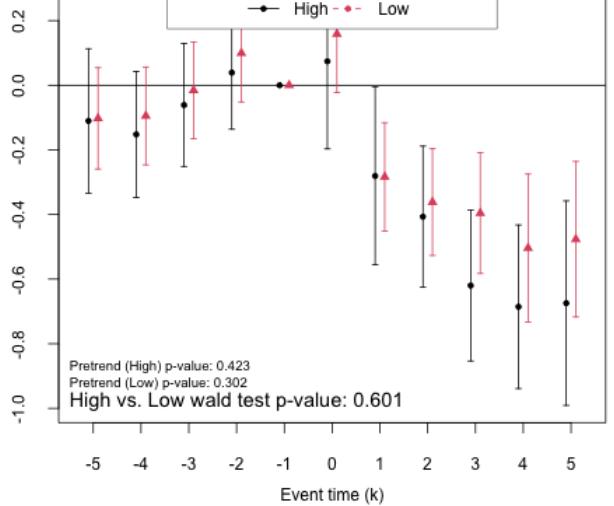
### pull\_request\_opened rolling5

Sample: all obs

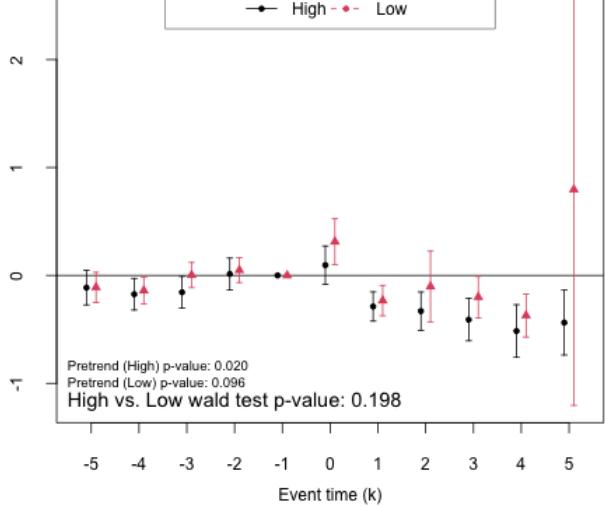


**major\_minor\_release\_count rolling5****Sample: all obs**

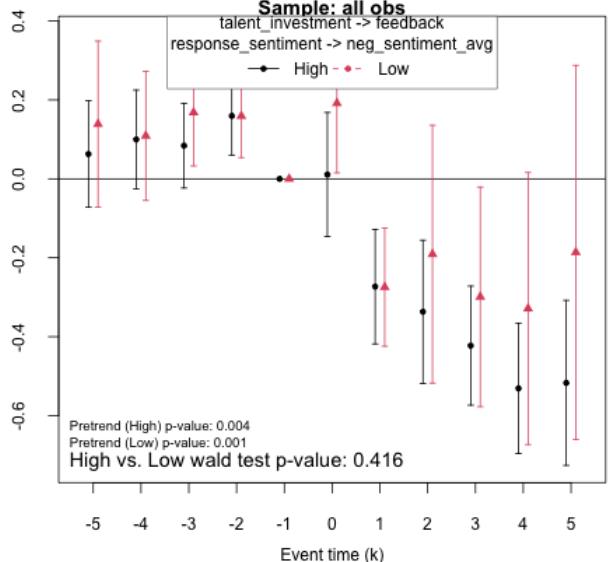
talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**

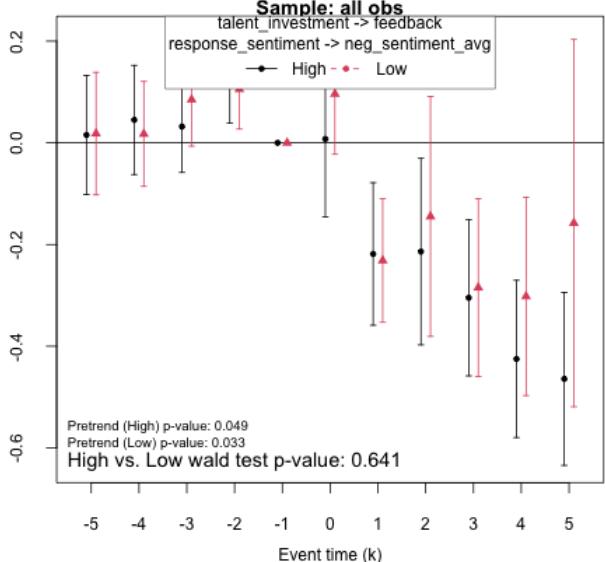
talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**

talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low

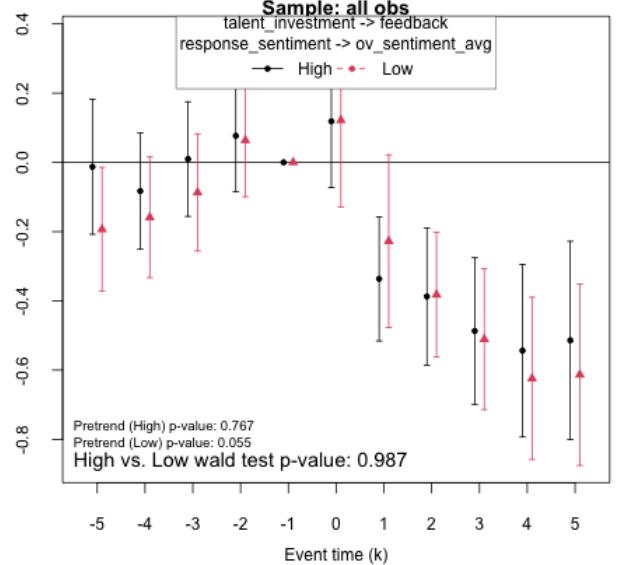
**pull\_request\_opened rolling5****Sample: all obs**

talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low



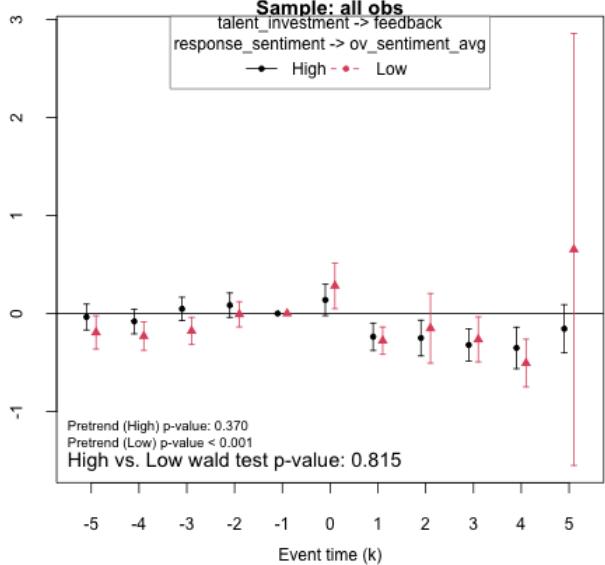
### major\_minor\_release\_count rolling5

Sample: all obs



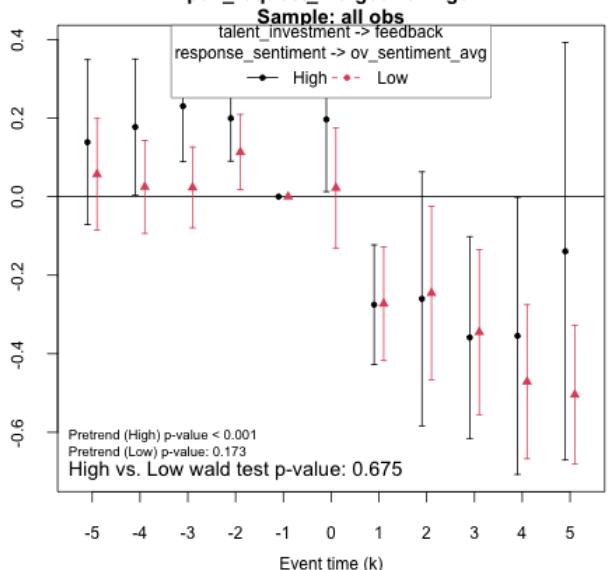
### overall\_new\_release\_count rolling5

Sample: all obs



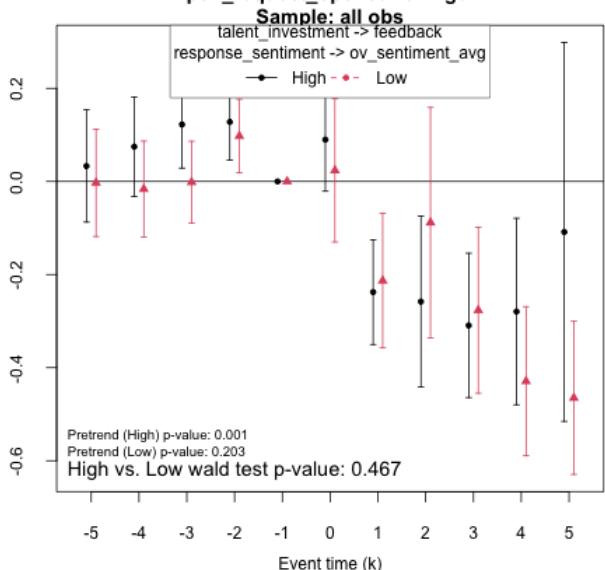
### pull\_request\_merged rolling5

Sample: all obs



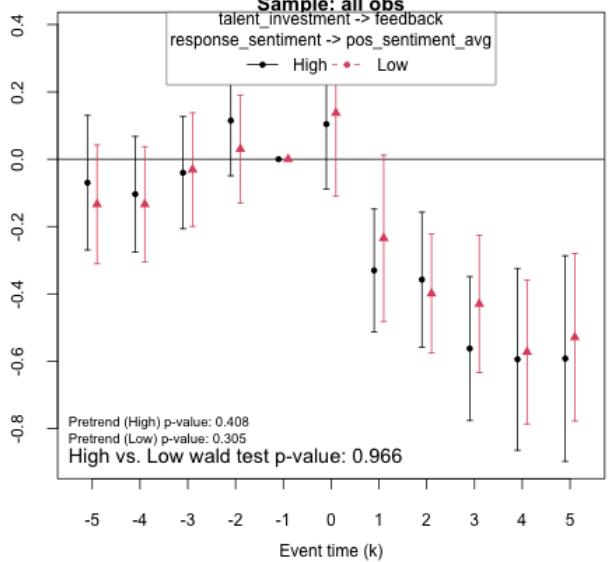
### pull\_request\_opened rolling5

Sample: all obs

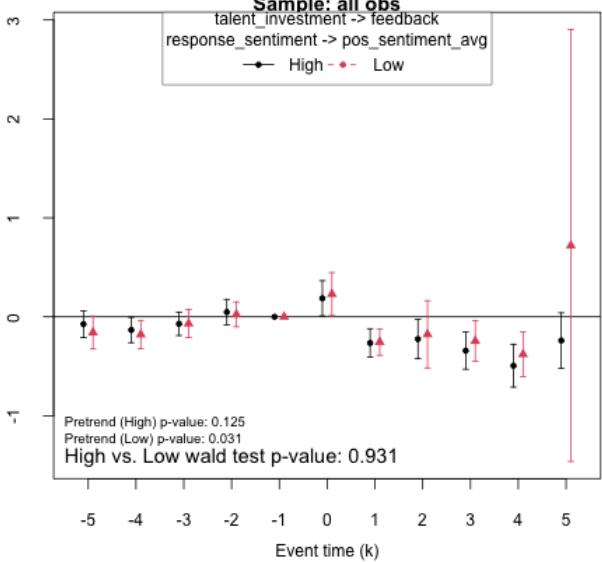


**major\_minor\_release\_count rolling5****Sample: all obs**

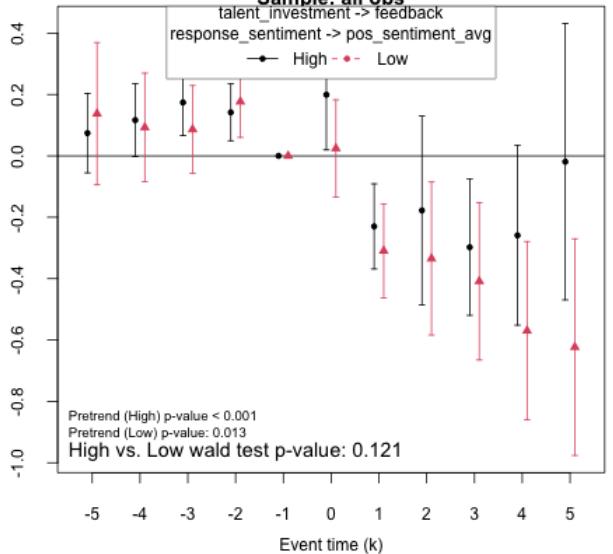
talent\_investment -> feedback  
 response\_sentiment -> pos\_sentiment\_avg  
 ● High - ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**

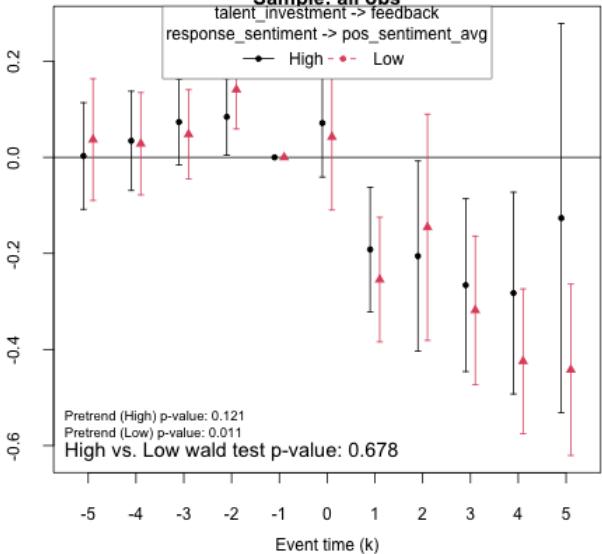
talent\_investment -> feedback  
 response\_sentiment -> pos\_sentiment\_avg  
 ● High - ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**

talent\_investment -> feedback  
 response\_sentiment -> pos\_sentiment\_avg  
 ● High - ▲ Low

**pull\_request\_opened rolling5****Sample: all obs**

talent\_investment -> feedback  
 response\_sentiment -> pos\_sentiment\_avg  
 ● High - ▲ Low

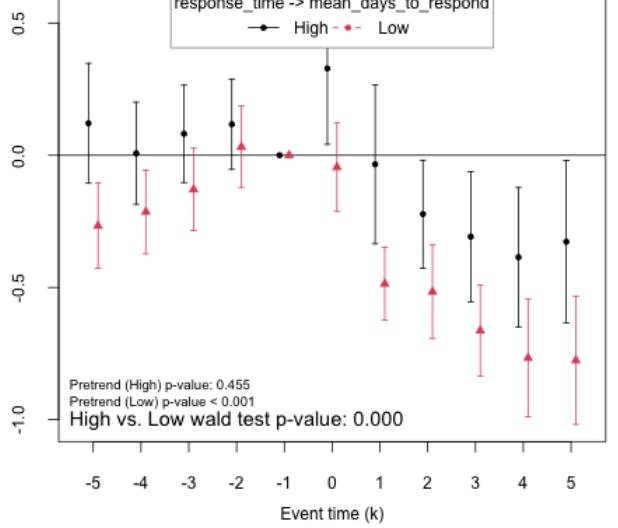


### major\_minor\_release\_count rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_time -> mean\_days\_to\_respond

● High ▲ Low

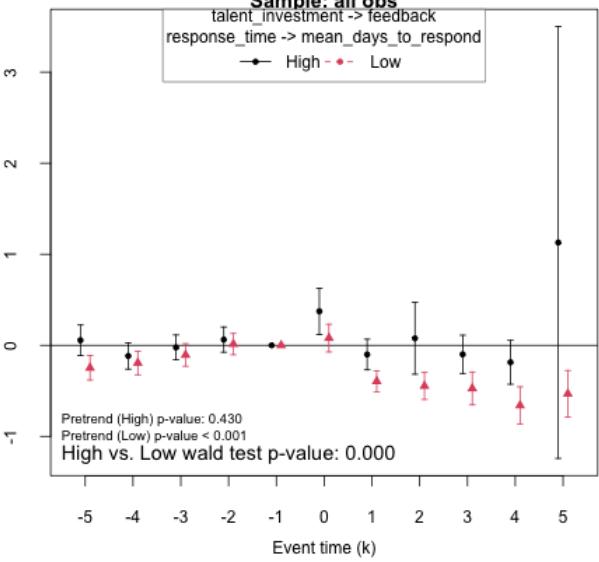


### overall\_new\_release\_count rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_time -> mean\_days\_to\_respond

● High ▲ Low

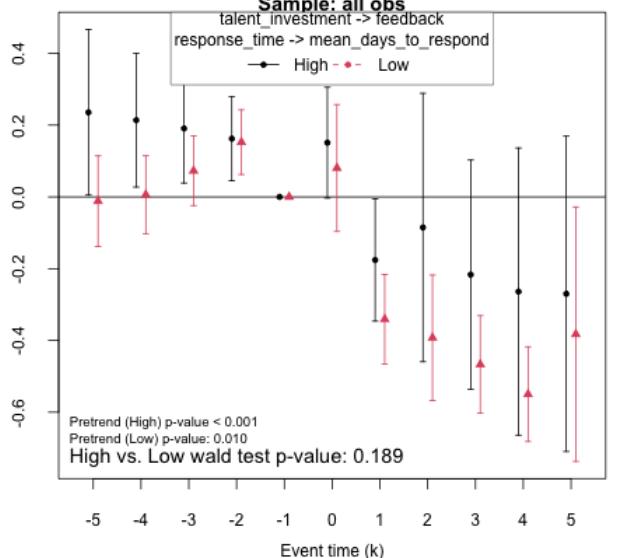


### pull\_request\_merged rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_time -> mean\_days\_to\_respond

● High ▲ Low

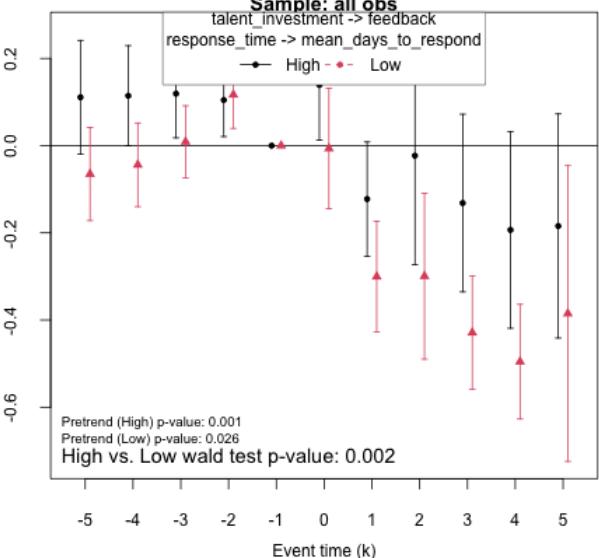


### pull\_request\_opened rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_time -> mean\_days\_to\_respond

● High ▲ Low

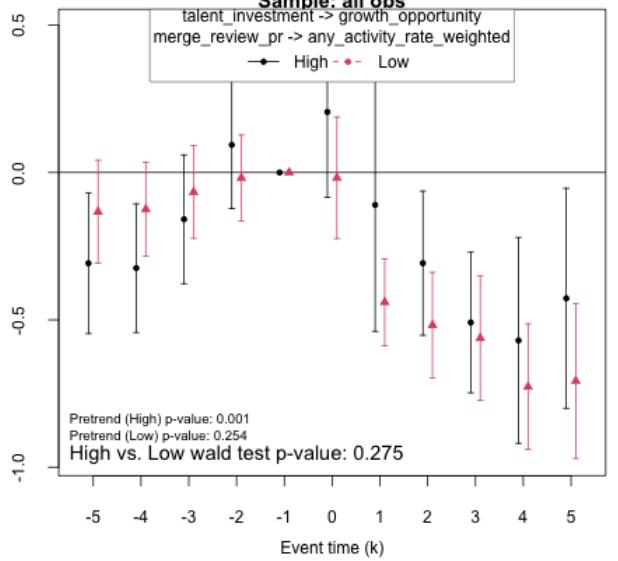


### major\_minor\_release\_count rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> any\_activity\_rate\_weighted

● High ● Low

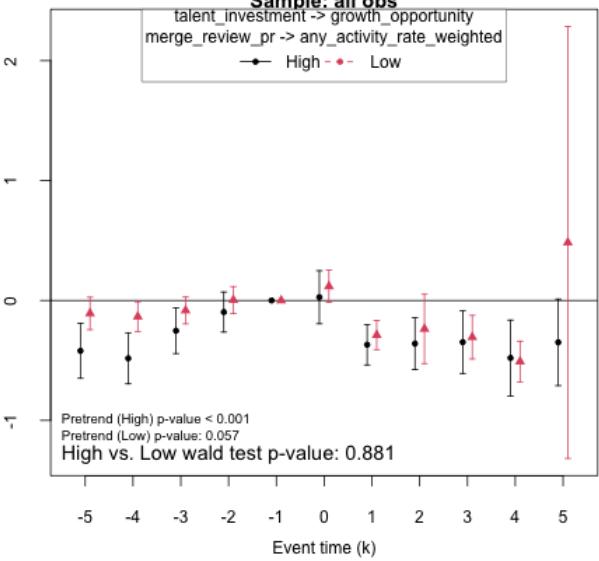


### overall\_new\_release\_count rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> any\_activity\_rate\_weighted

● High ● Low

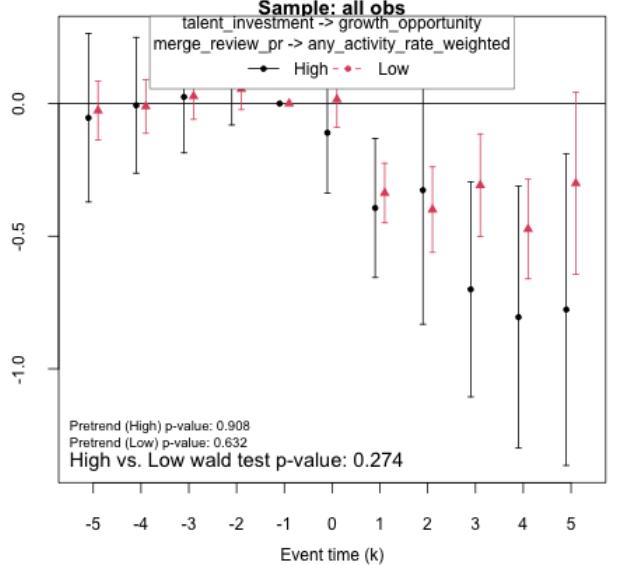


### pull\_request\_merged rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> any\_activity\_rate\_weighted

● High ● Low

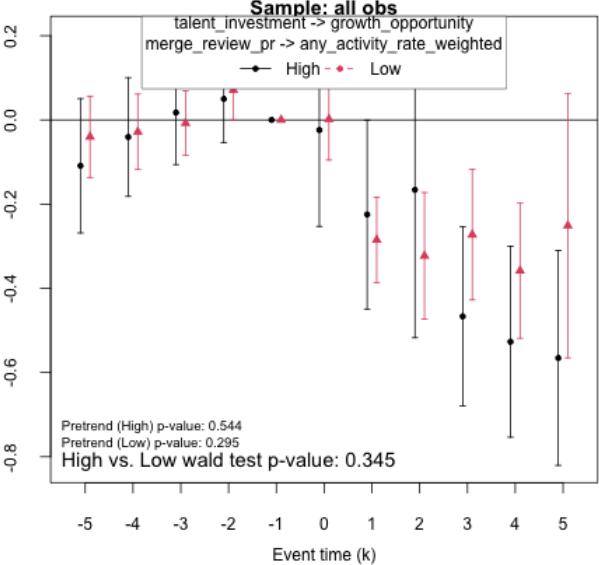


### pull\_request\_opened rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> any\_activity\_rate\_weighted

● High ● Low

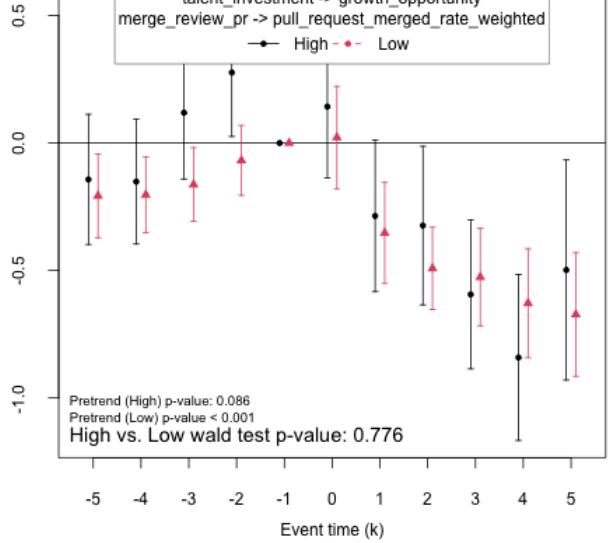


### major\_minor\_release\_count rolling5

Sample: all obs

talent\_investment -> growth\_opportunity  
merge\_review\_pr -> pull\_request\_merged\_rate\_weighted

● High ▲ Low

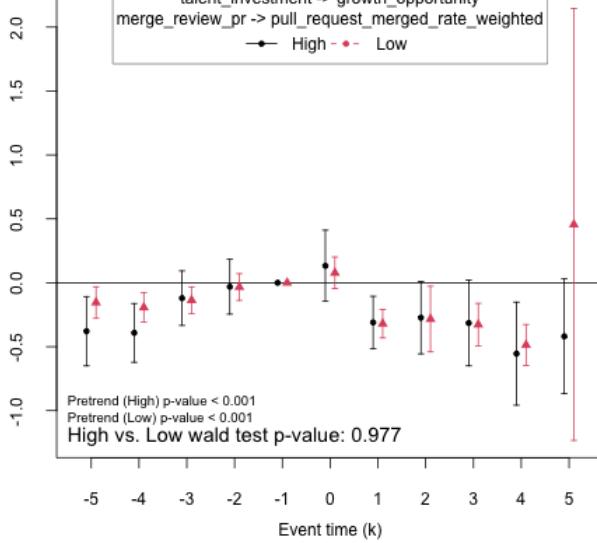


### overall\_new\_release\_count rolling5

Sample: all obs

talent\_investment -> growth\_opportunity  
merge\_review\_pr -> pull\_request\_merged\_rate\_weighted

● High ▲ Low

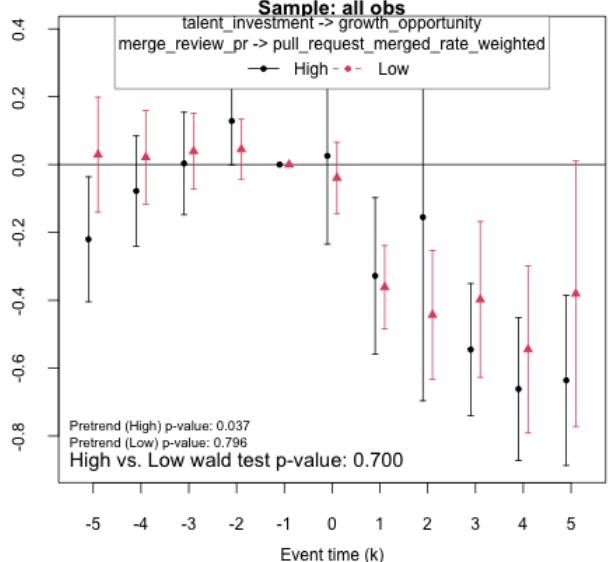


### pull\_request\_merged rolling5

Sample: all obs

talent\_investment -> growth\_opportunity  
merge\_review\_pr -> pull\_request\_merged\_rate\_weighted

● High ▲ Low

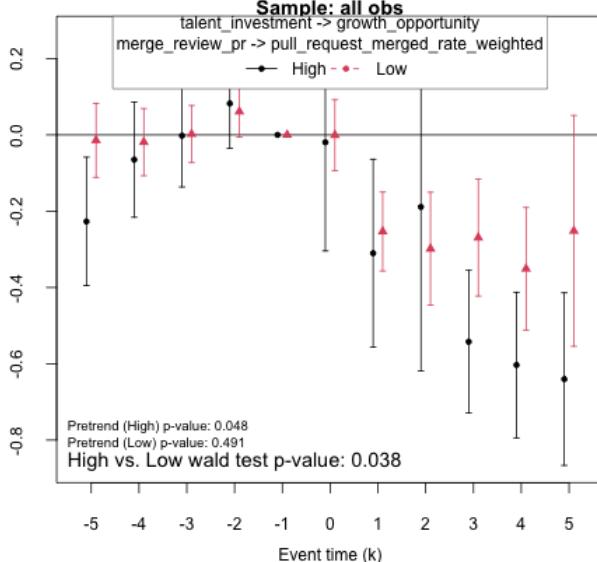


### pull\_request\_opened rolling5

Sample: all obs

talent\_investment -> growth\_opportunity  
merge\_review\_pr -> pull\_request\_merged\_rate\_weighted

● High ▲ Low

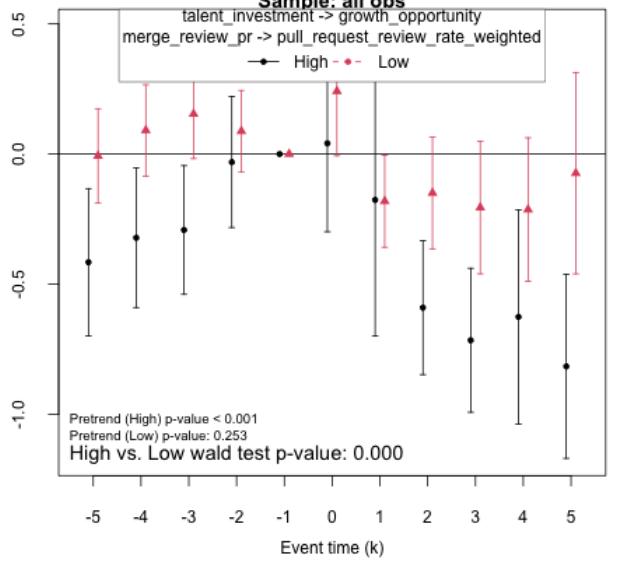


### major\_minor\_release\_count rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> pull\_request\_review\_rate\_weighted

● High ● Low

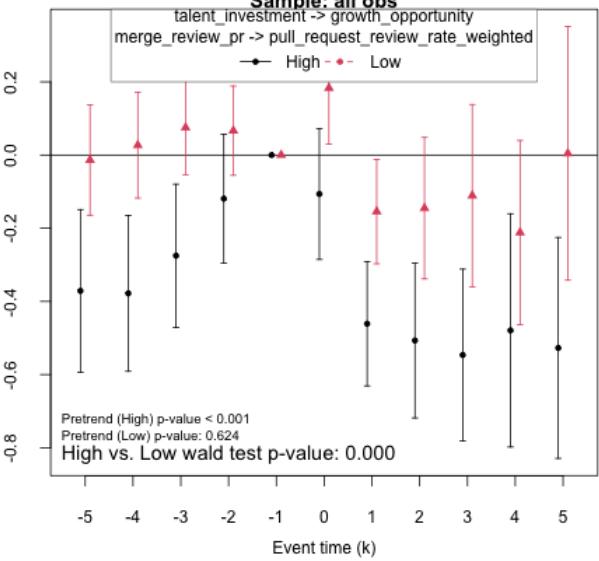


### overall\_new\_release\_count rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> pull\_request\_review\_rate\_weighted

● High ● Low

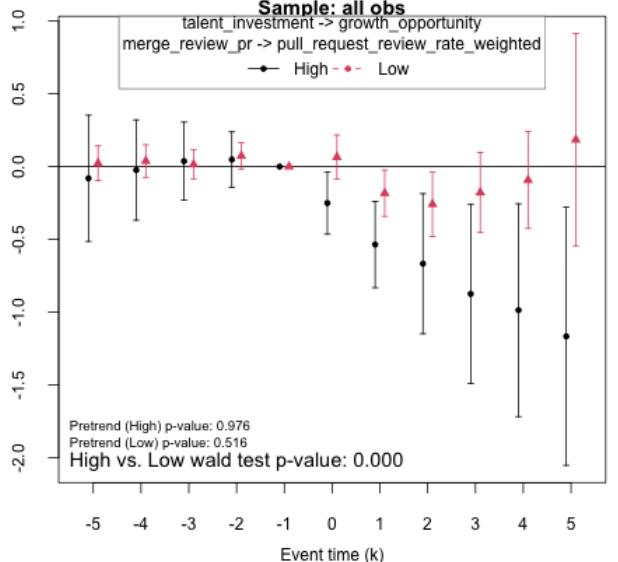


### pull\_request\_merged rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> pull\_request\_review\_rate\_weighted

● High ● Low

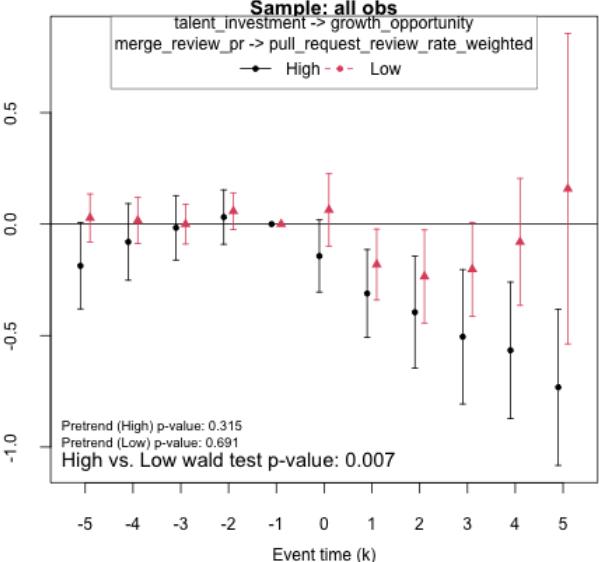


### pull\_request\_opened rolling5

Sample: all obs

talent\_investment-> growth\_opportunity  
merge\_review\_pr -> pull\_request\_review\_rate\_weighted

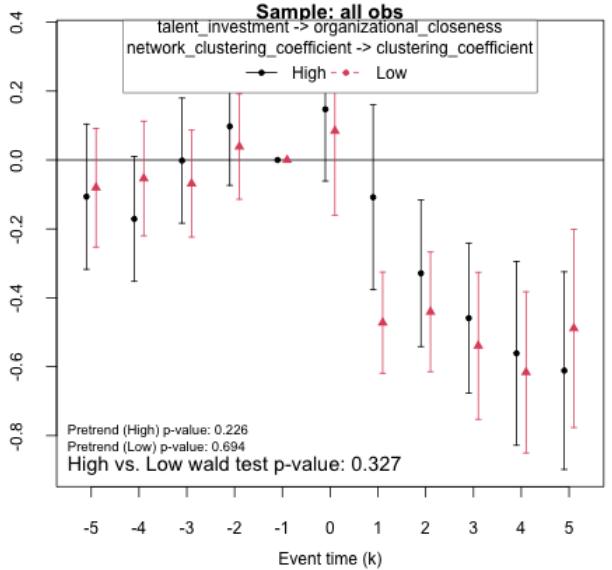
● High ● Low



### major\_minor\_release\_count rolling5

**Sample: all obs**

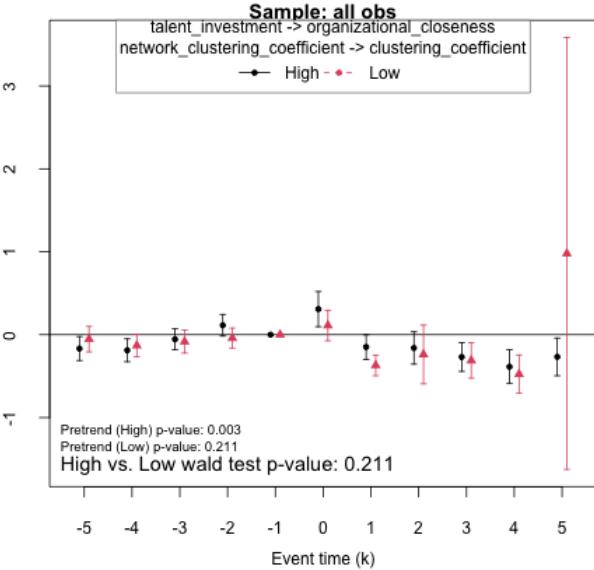
talent\_investment -> organizational\_closeness  
network\_clustering\_coefficient -> clustering\_coefficient



### overall\_new\_release\_count rolling5

**Sample: all obs**

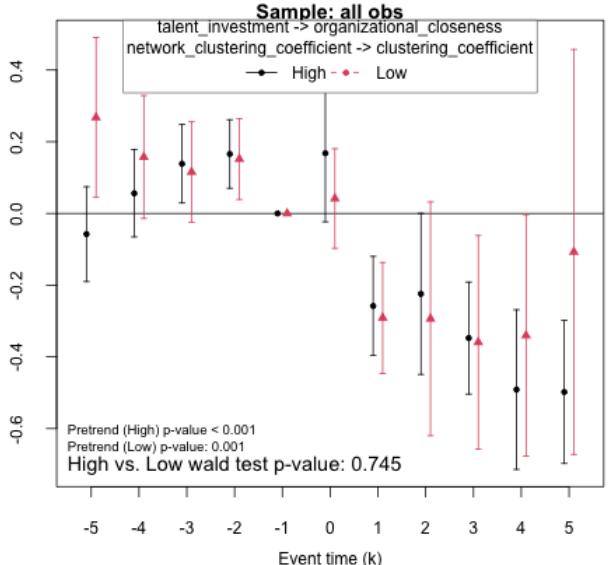
talent\_investment -> organizational\_closeness  
network\_clustering\_coefficient -> clustering\_coefficient



### pull\_request\_merged rolling5

**Sample: all obs**

talent\_investment -> organizational\_closeness  
network\_clustering\_coefficient -> clustering\_coefficient



### pull\_request\_opened rolling5

**Sample: all obs**

talent\_investment -> organizational\_closeness  
network\_clustering\_coefficient -> clustering\_coefficient

