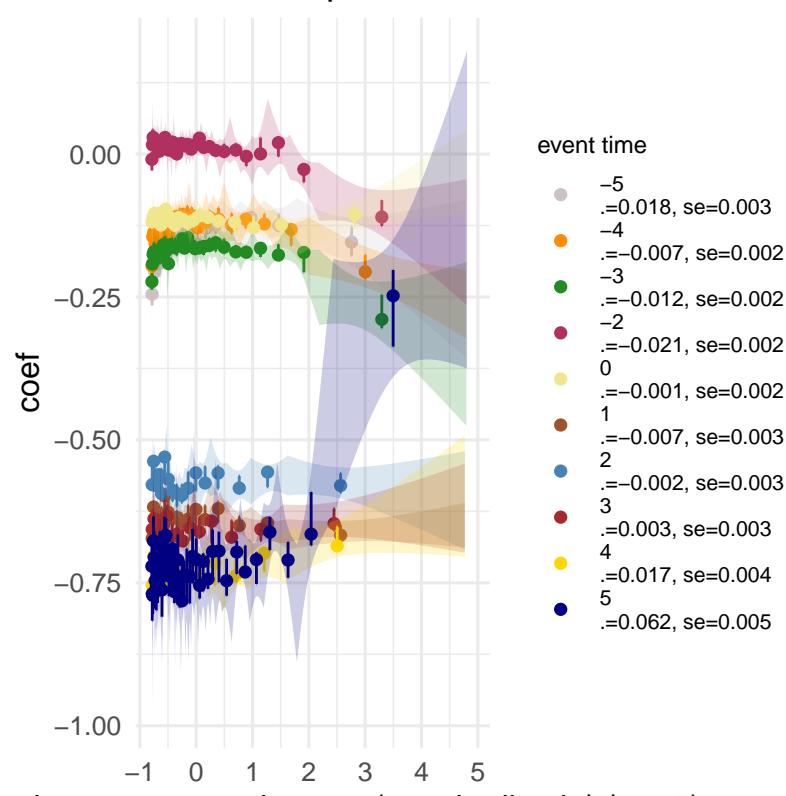
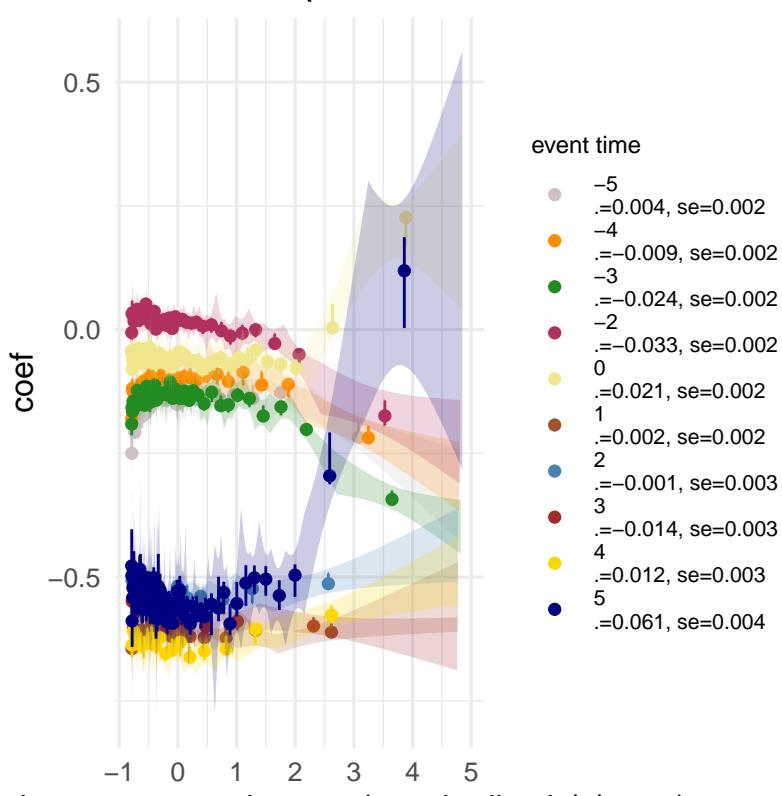


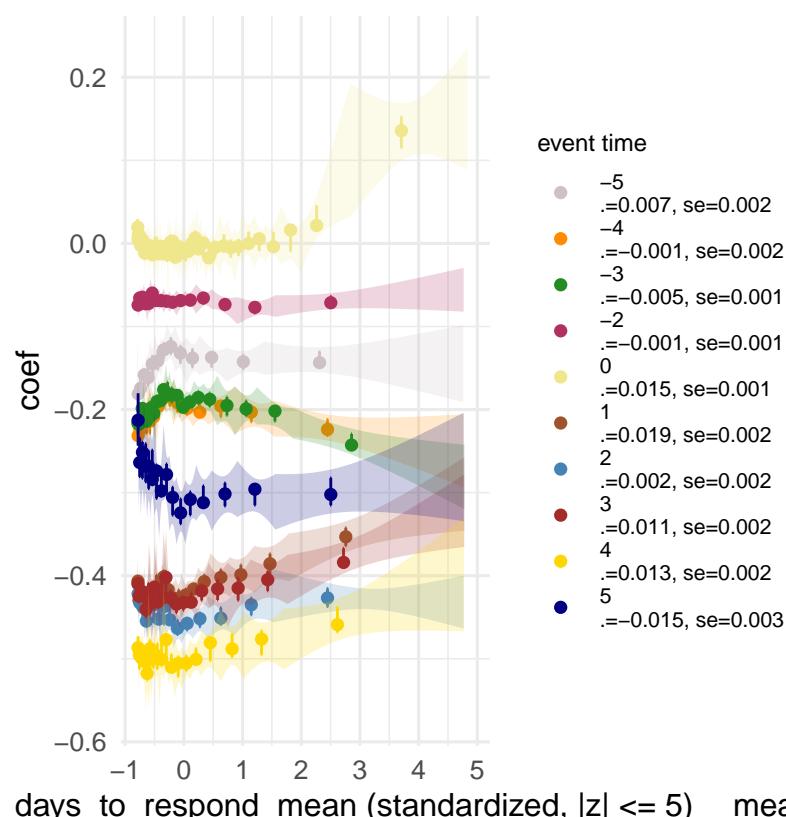
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 4, Importance: 0.0772



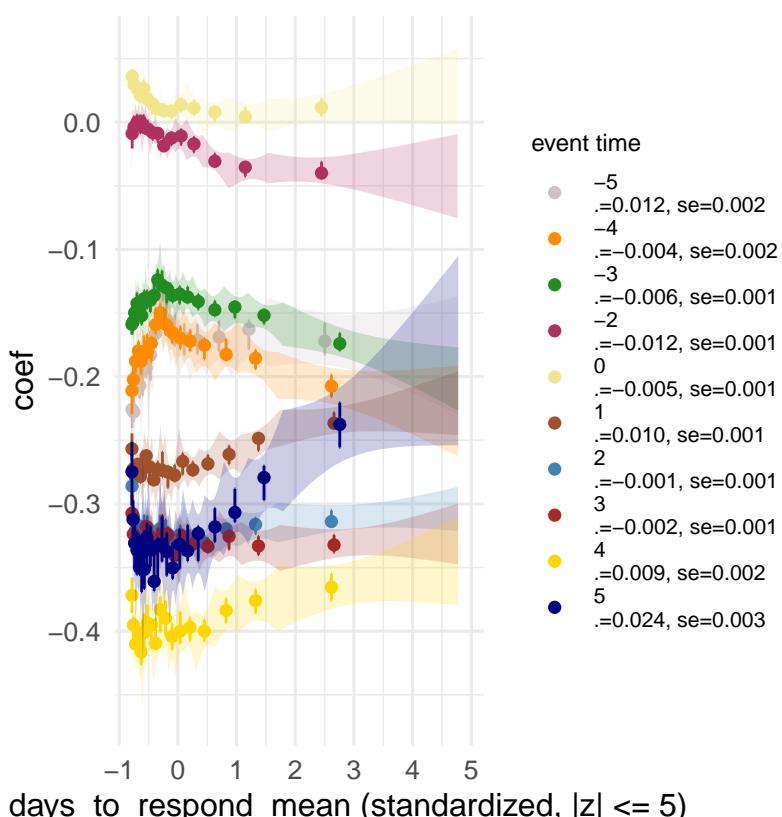
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 2, Importance: 0.105



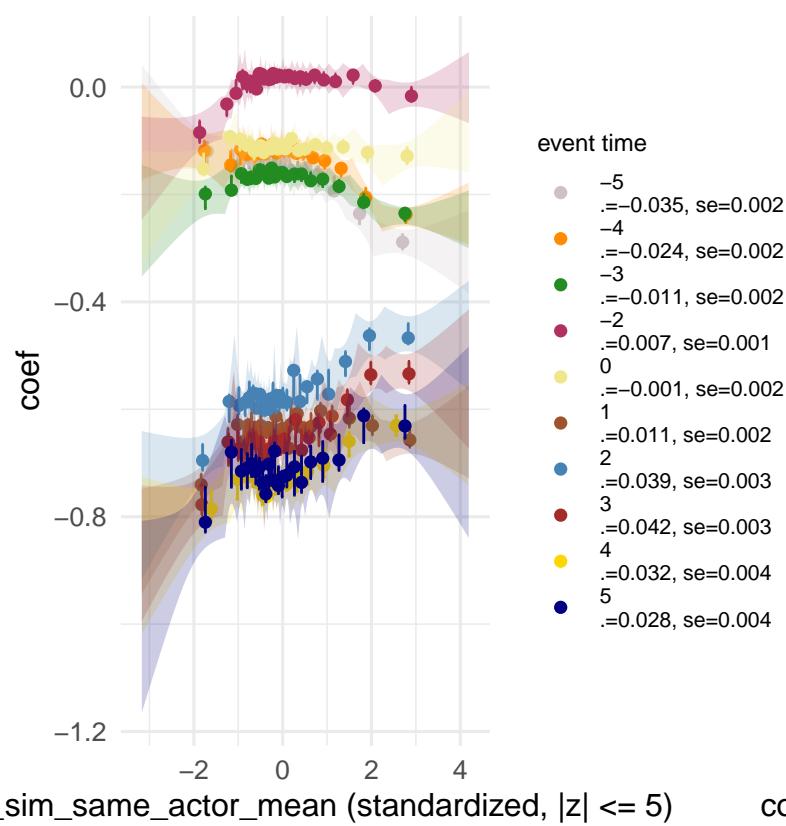
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 2, Importance: 0.104



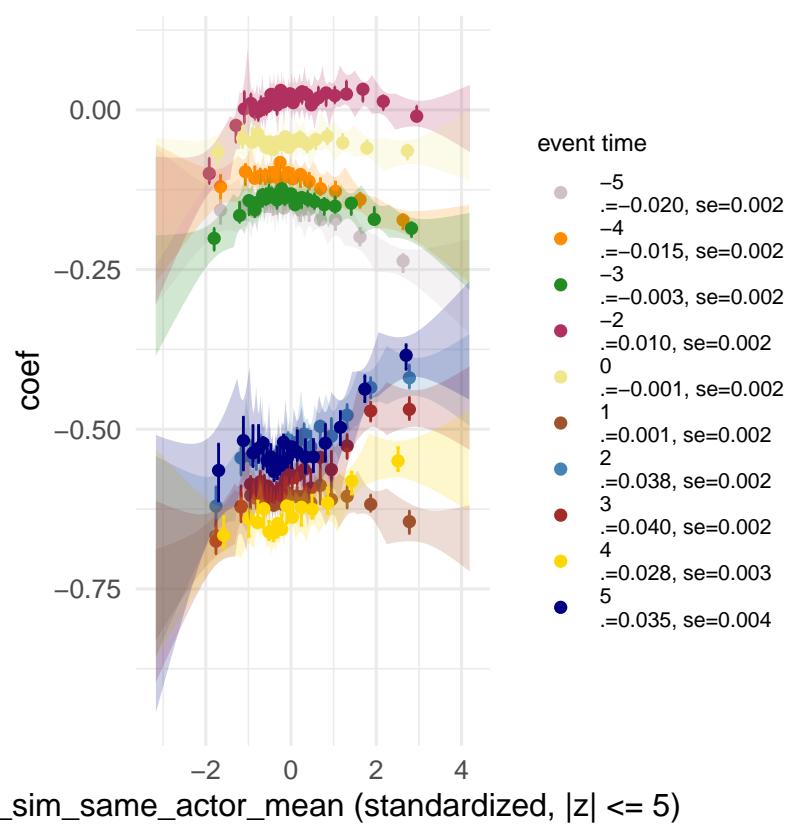
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 2, Importance: 0.108



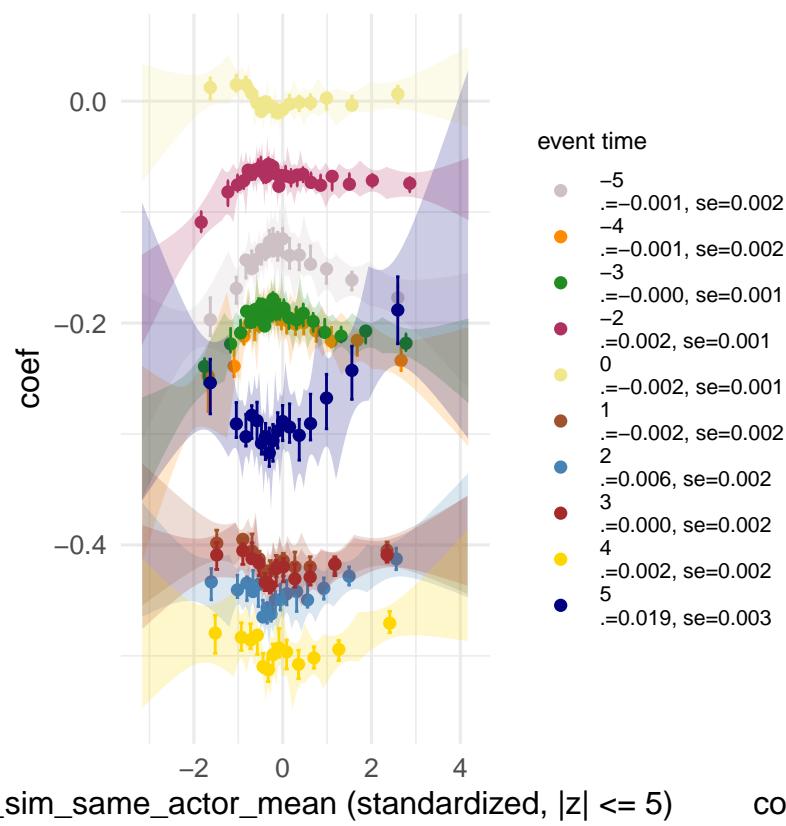
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 5, Importance: 0.0771



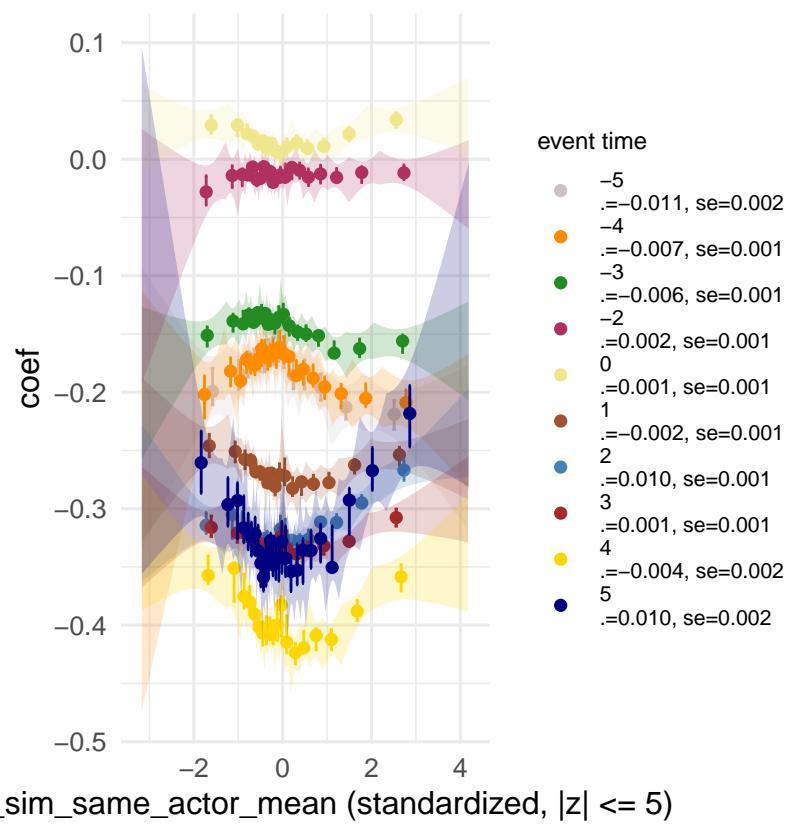
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 3, Importance: 0.101



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 3, Importance: 0.094



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 5, Importance: 0.0735



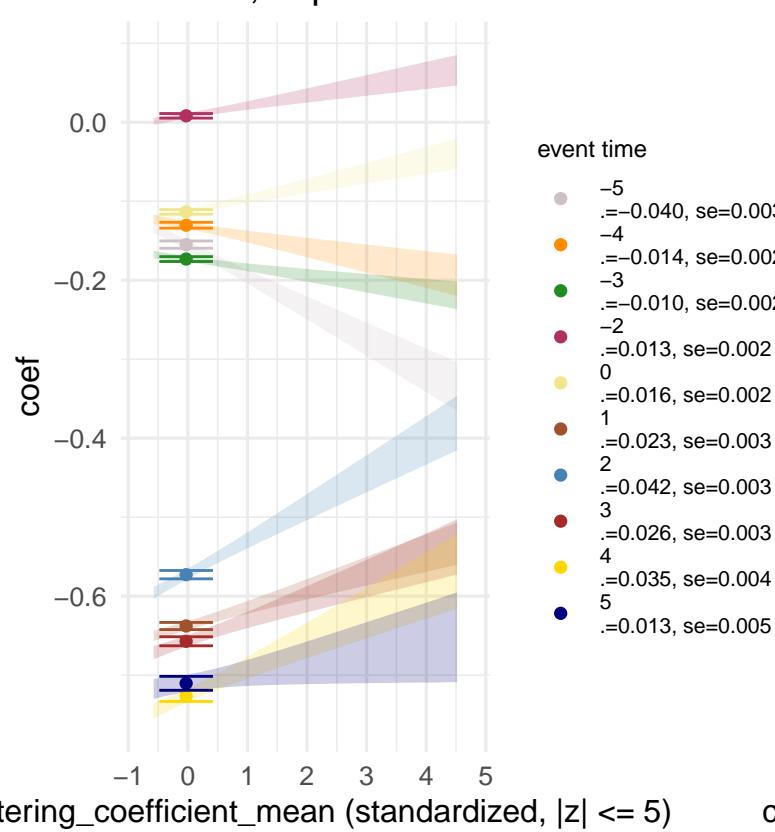
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

Rank: 9, Importance: 0.0483



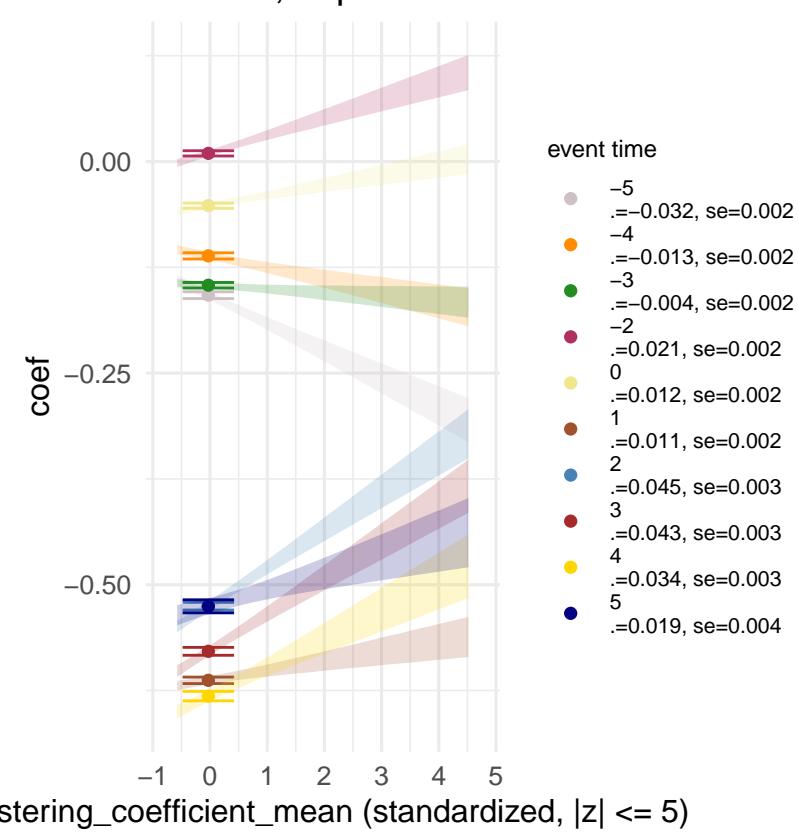
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, all)

talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

Rank: 7, Importance: 0.0533



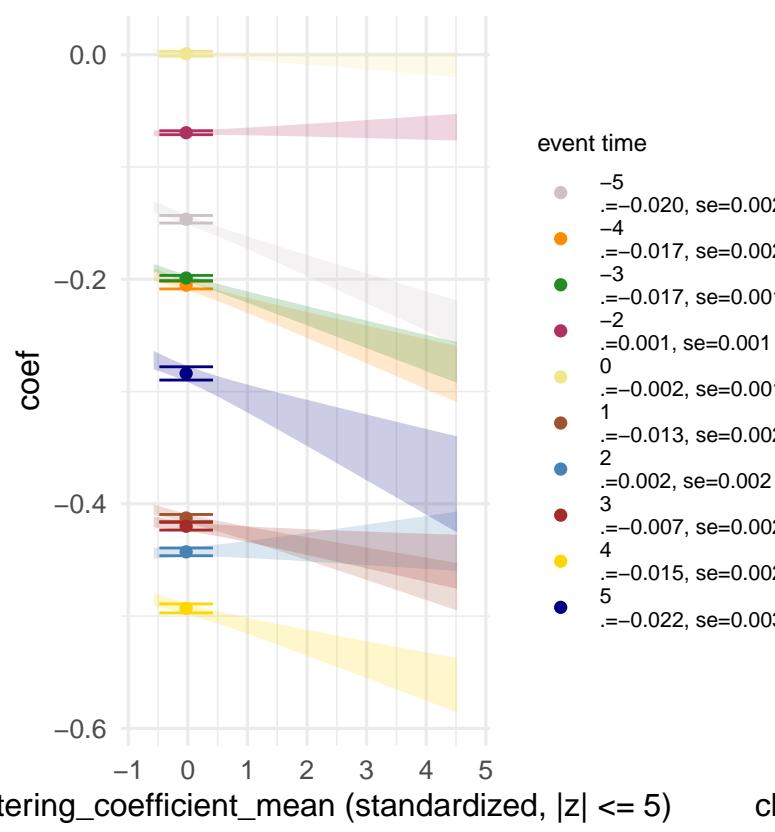
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)

talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

Rank: 6, Importance: 0.0452



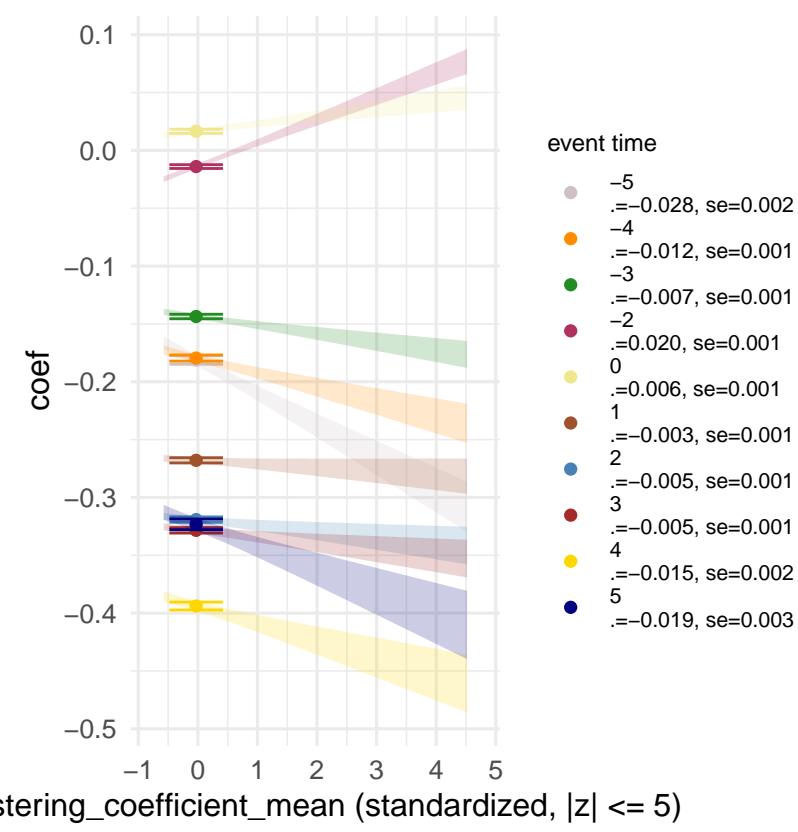
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (rolling1, all)

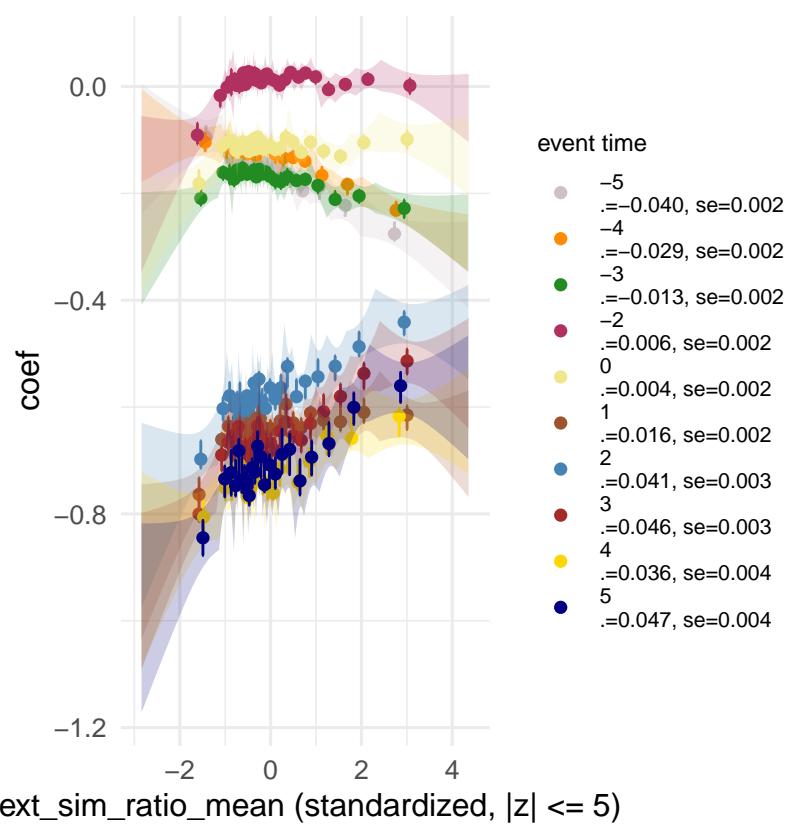
talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

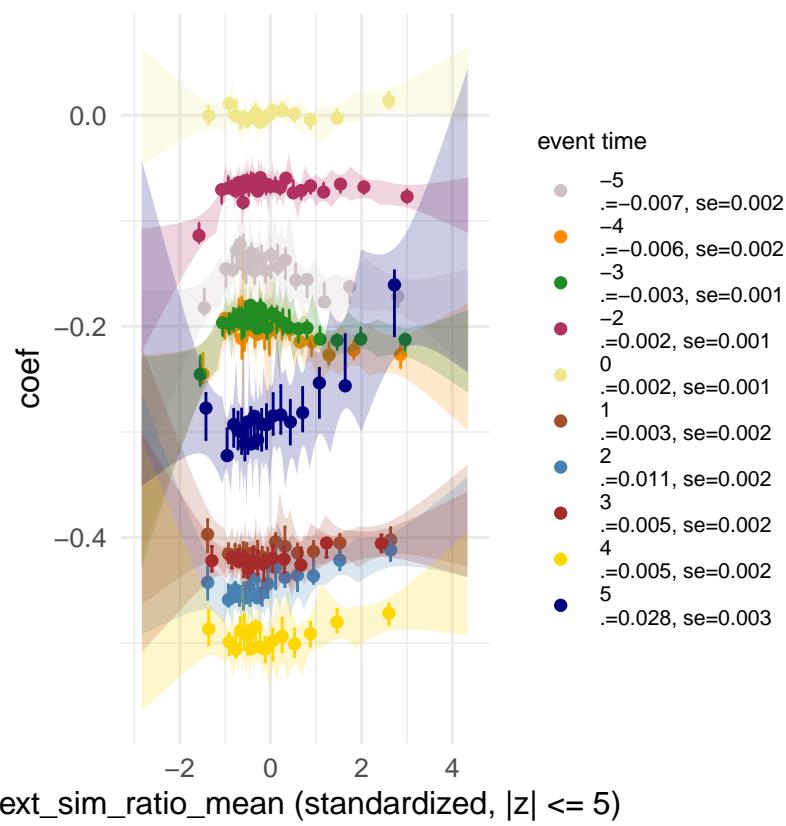
Rank: 1, Importance: 0.11



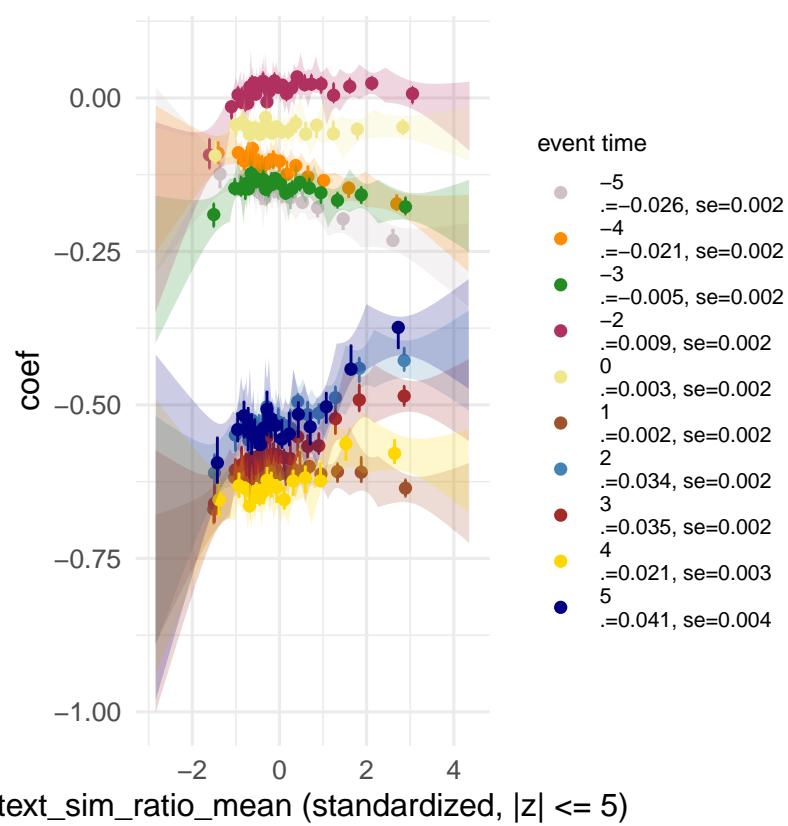
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 2, Importance: 0.0833



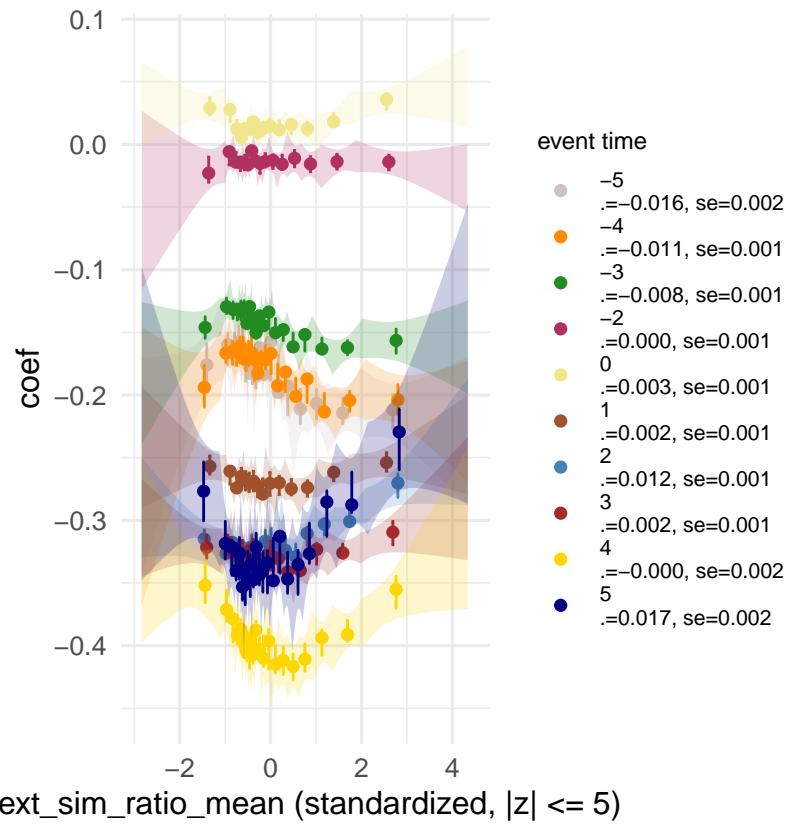
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 12, Importance: 0.0288



Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 1, Importance: 0.129



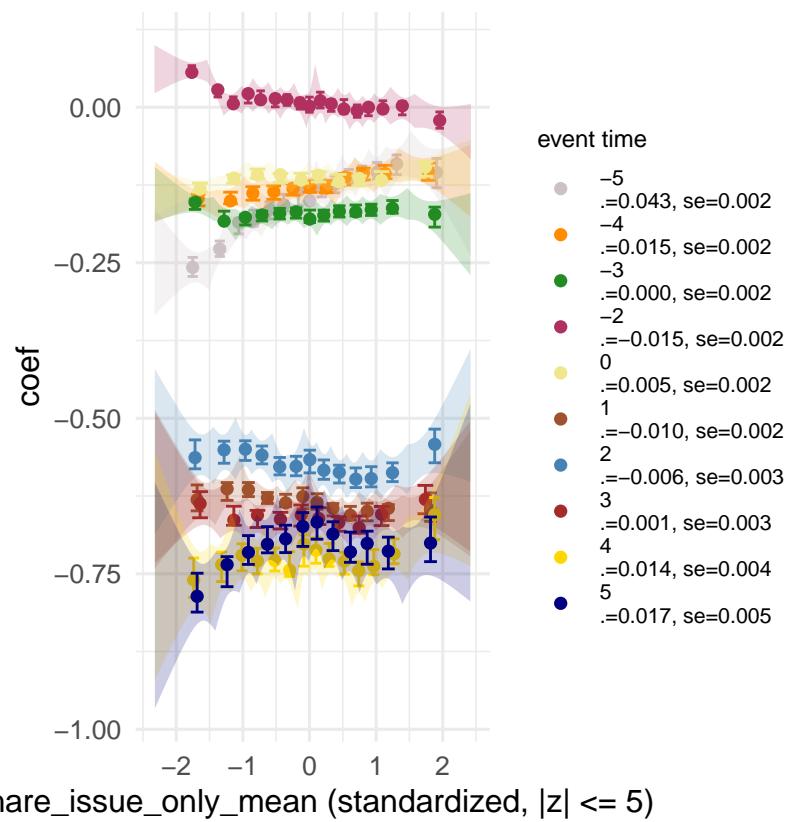
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 9, Importance: 0.0345



### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only

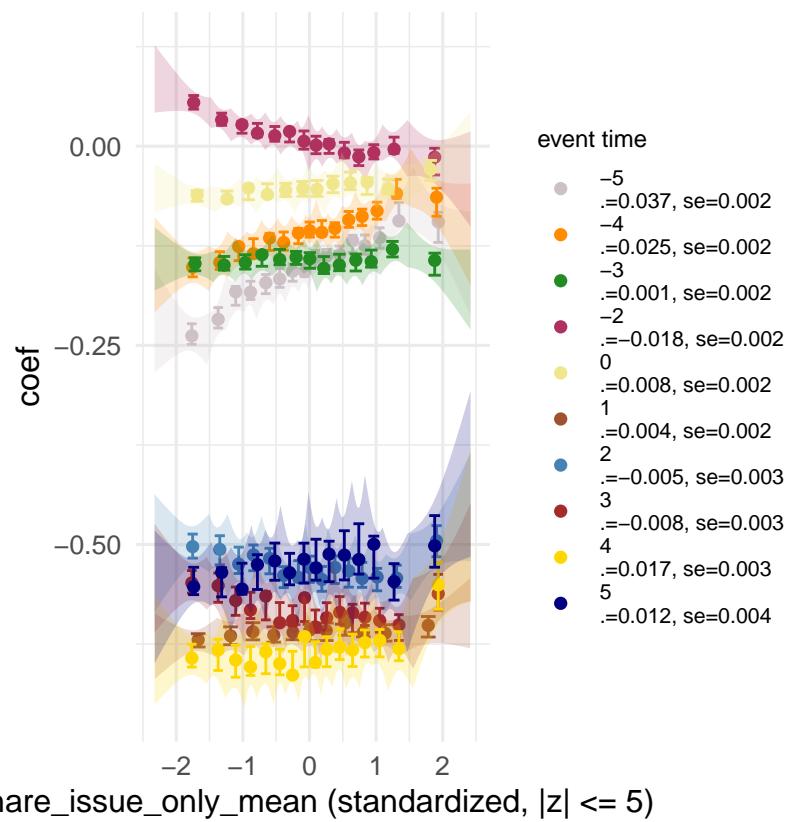
Rank: 11, Importance: 0.0334



### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only

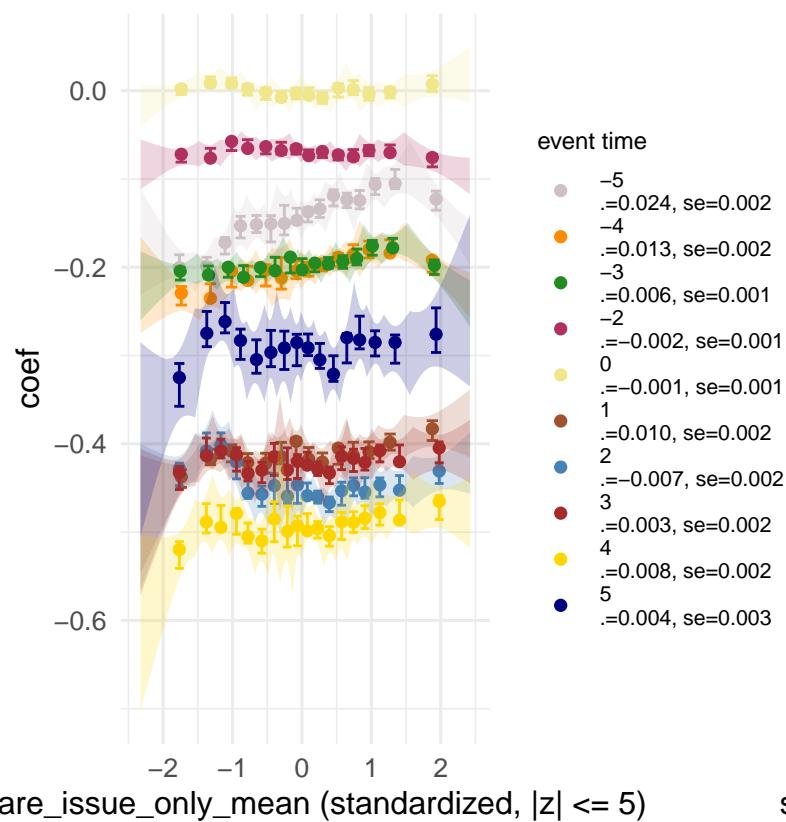
Rank: 12, Importance: 0.0292



### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only

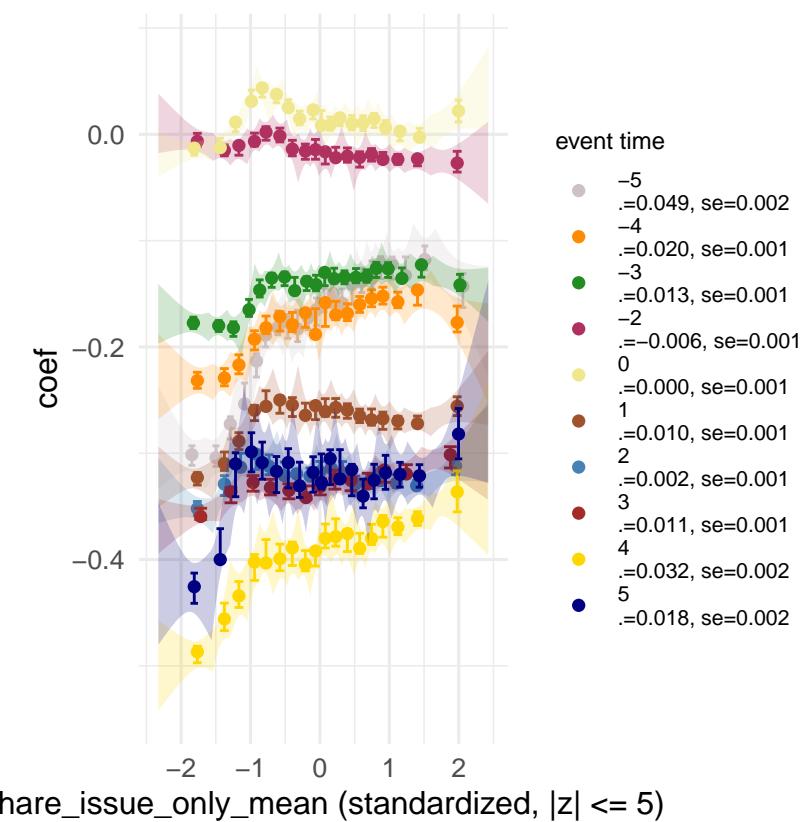
Rank: 7, Importance: 0.0401



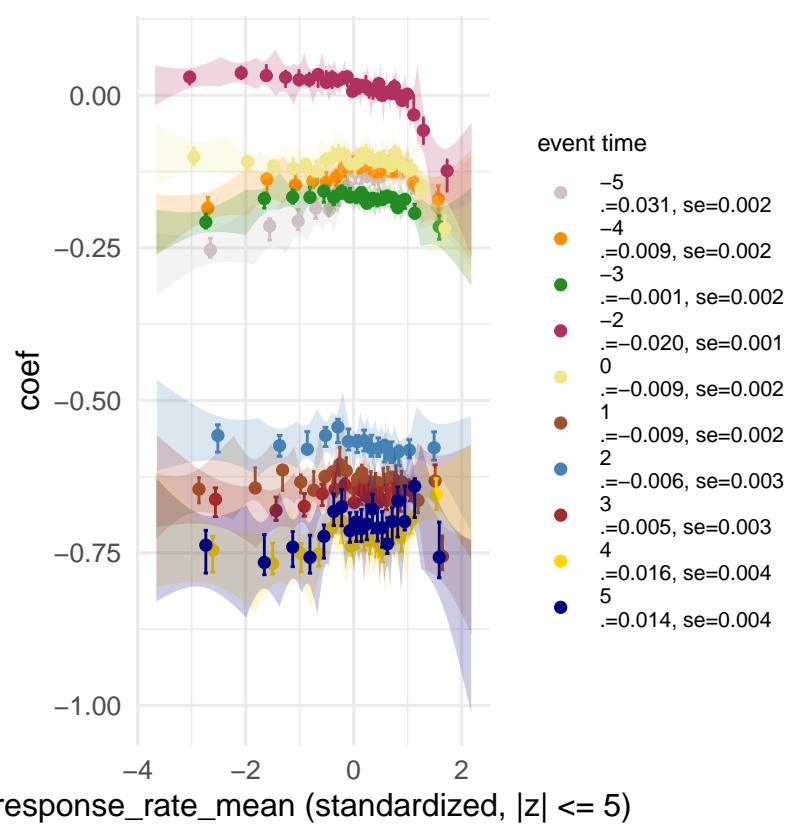
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only

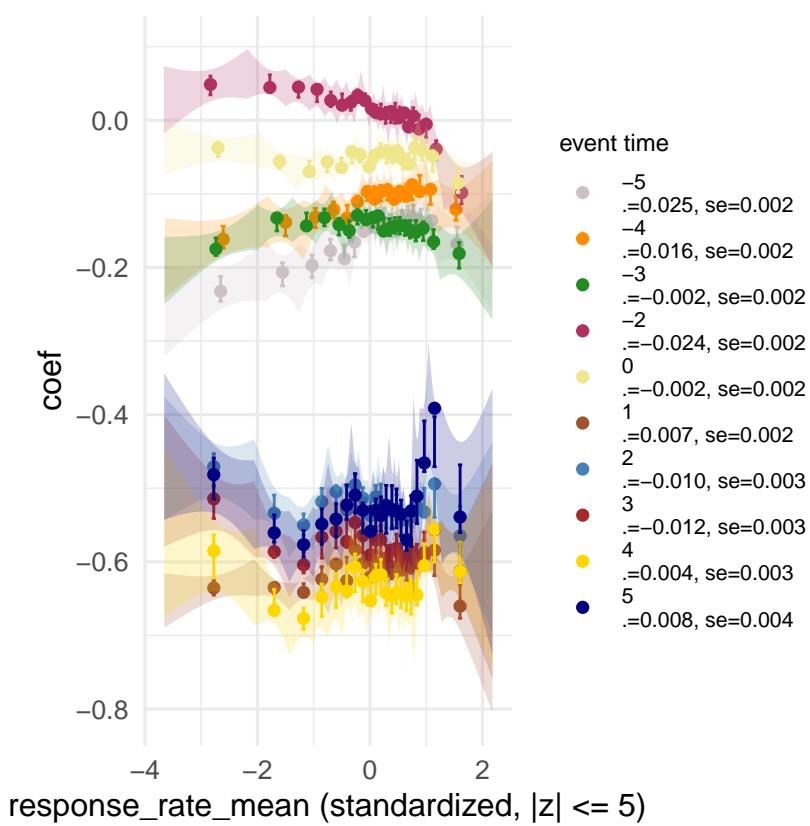
Rank: 3, Importance: 0.102



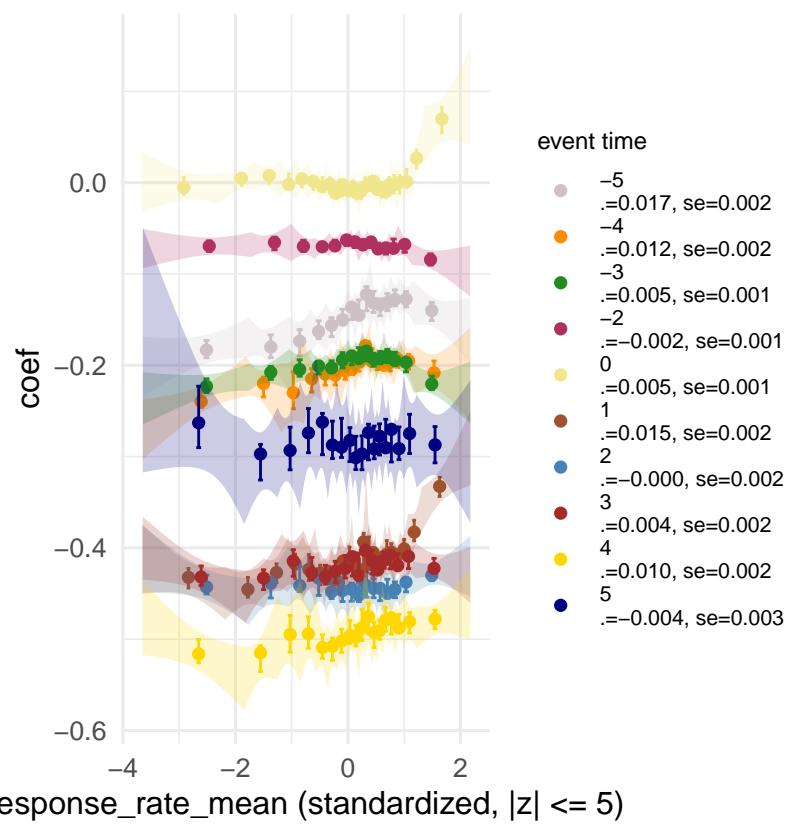
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 1, Importance: 0.0953



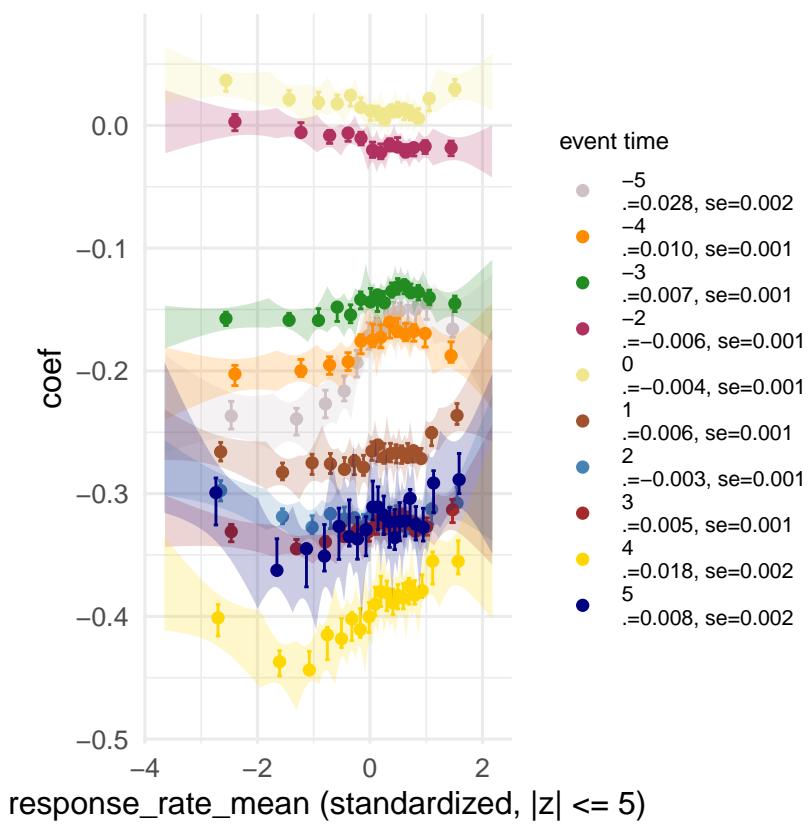
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 6, Importance: 0.055



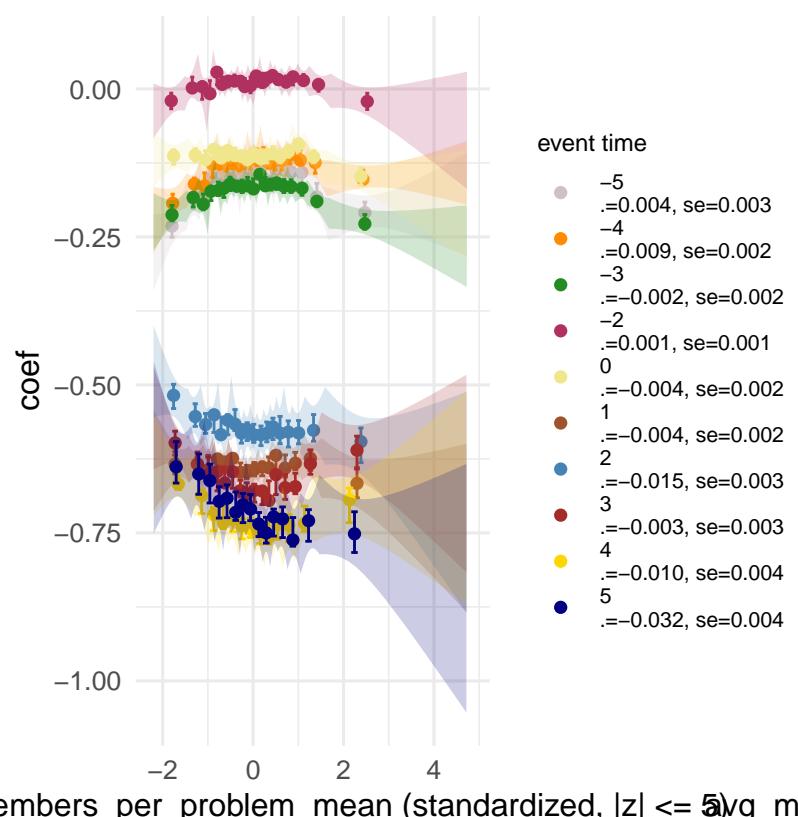
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 10, Importance: 0.0307



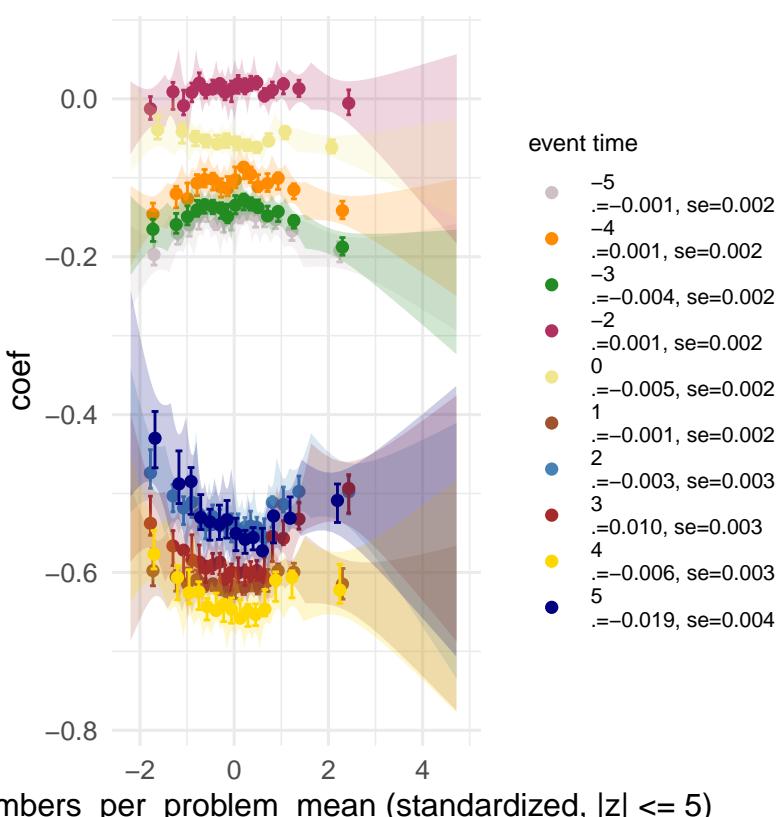
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 17, Importance: 0.0176



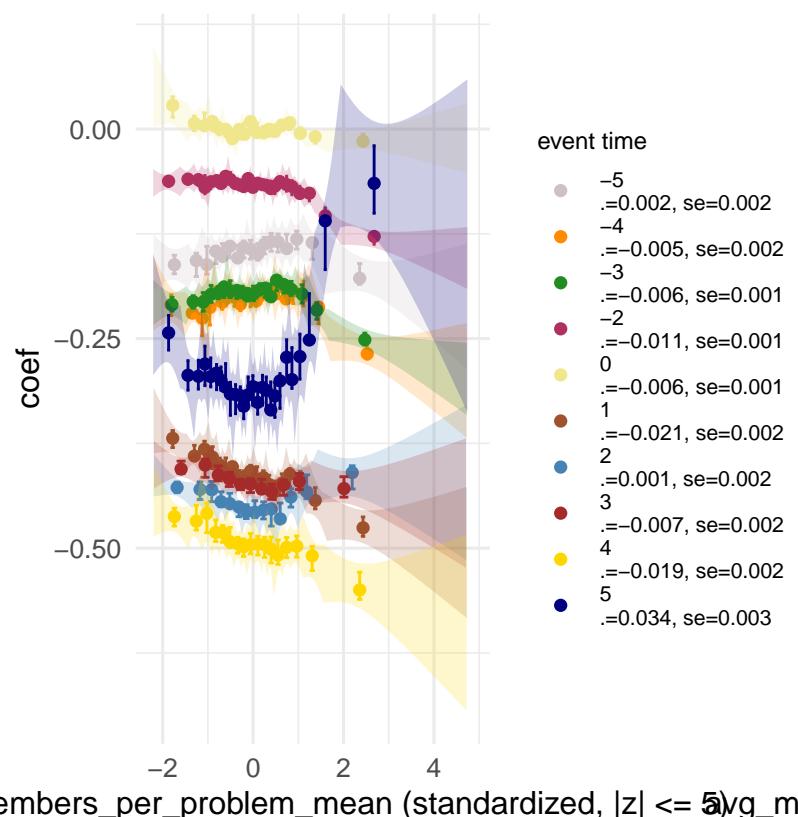
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 14, Importance: 0.0256



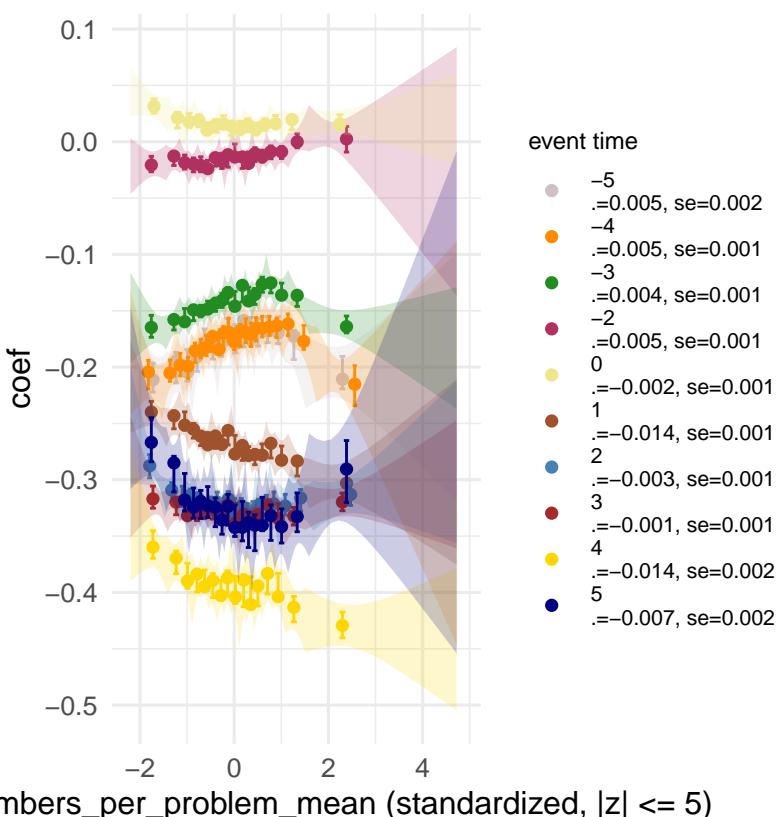
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 14, Importance: 0.0266



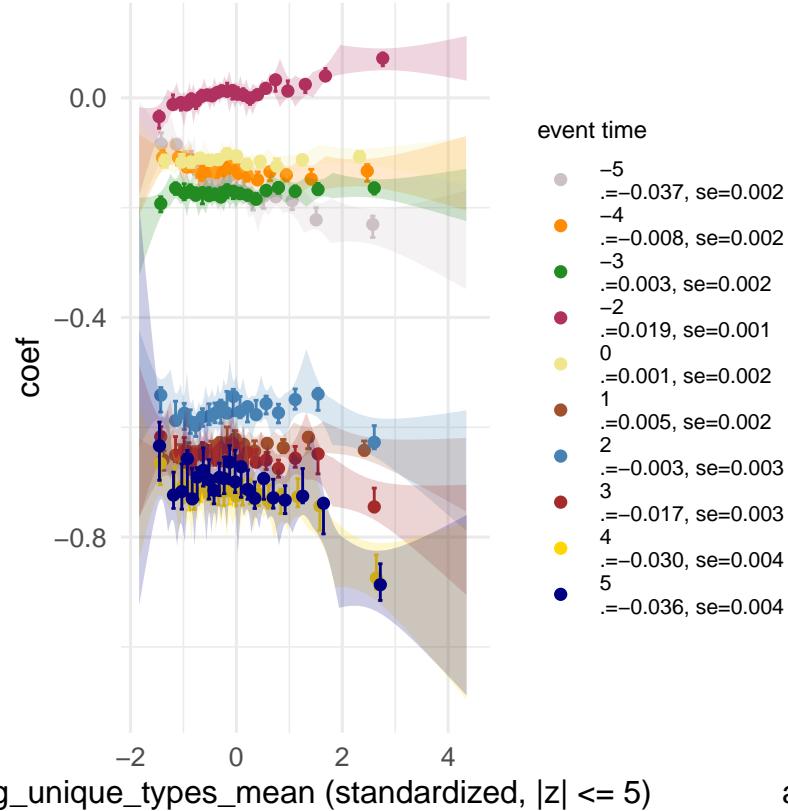
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, a)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 4, Importance: 0.0925



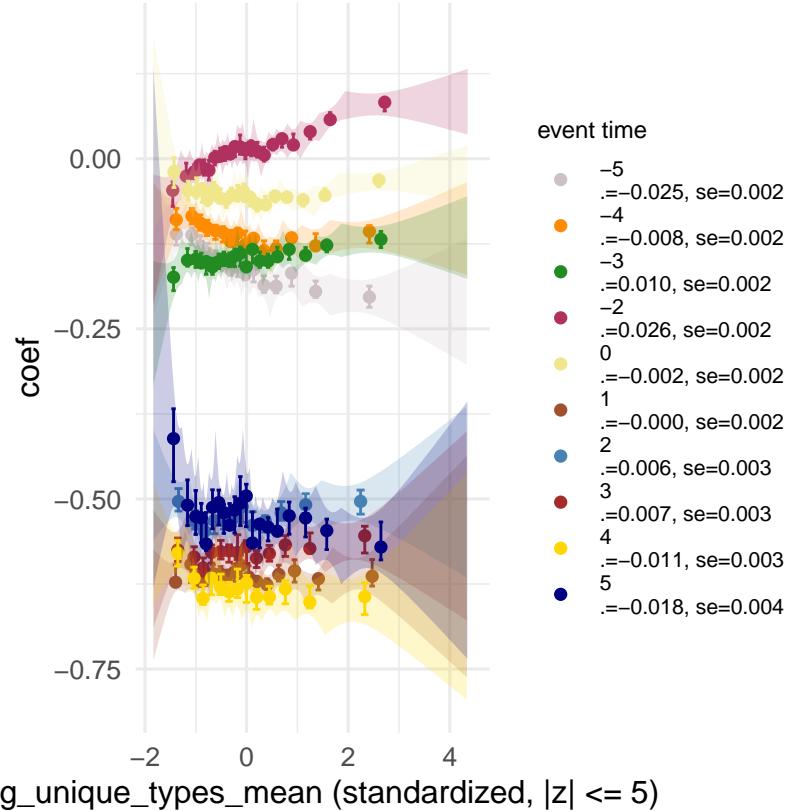
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rol  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 4, Importance: 0.0901



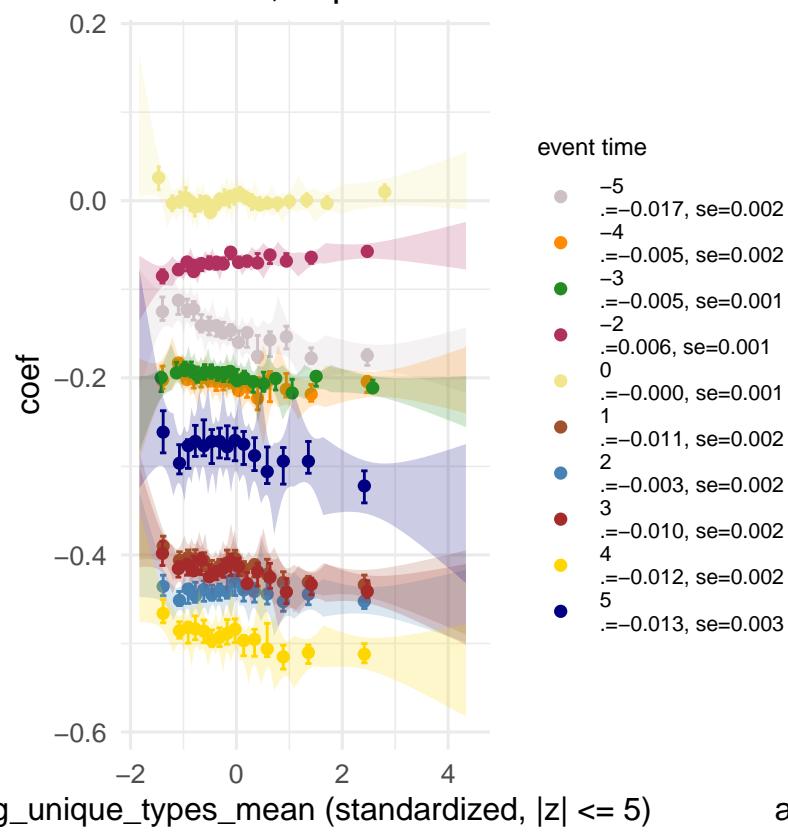
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 3, Importance: 0.0824



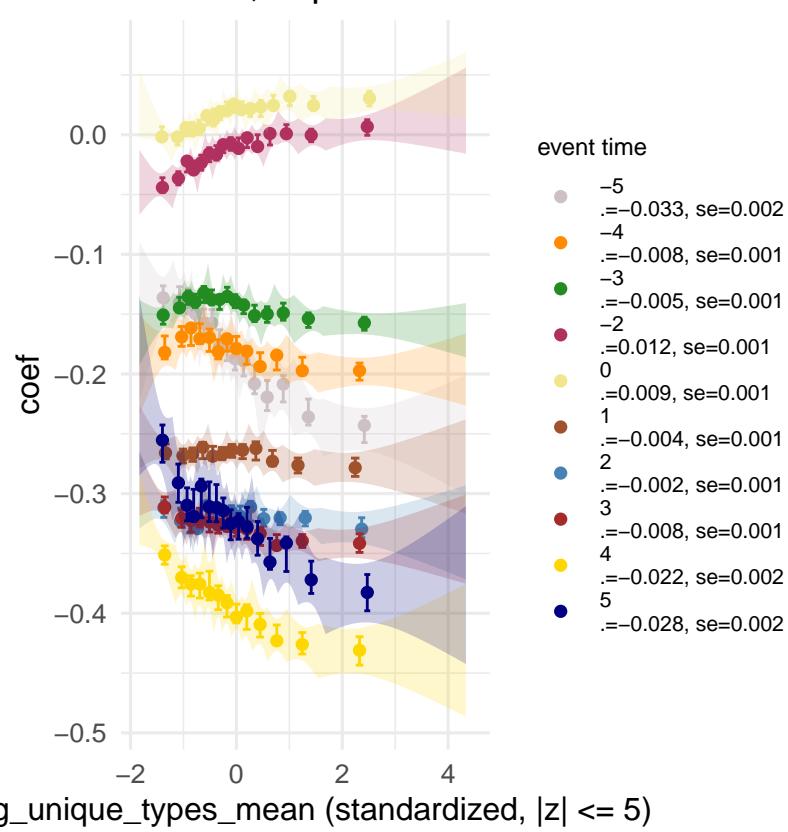
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 5, Importance: 0.0649



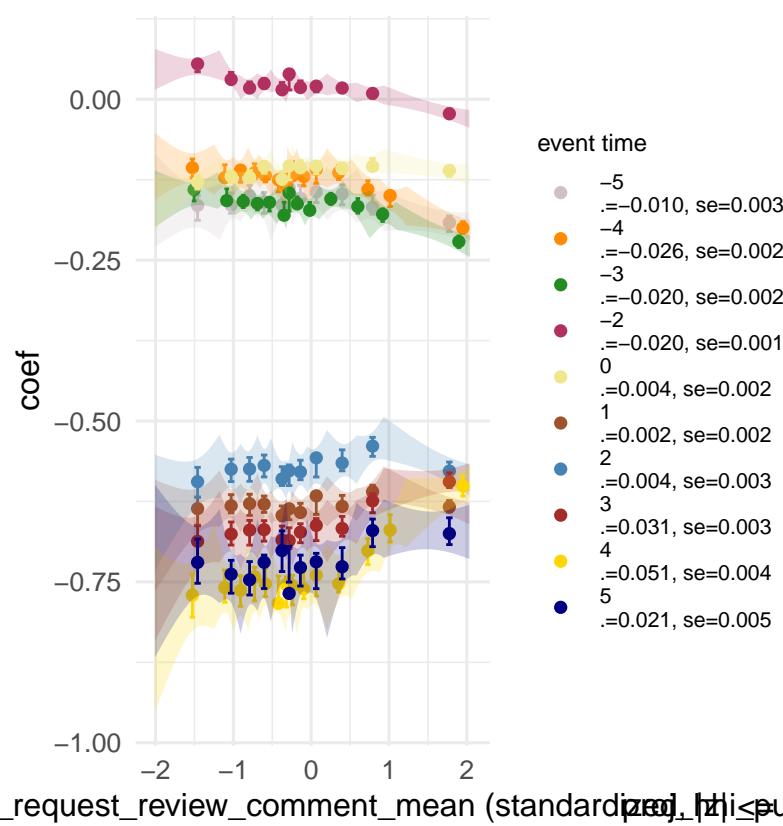
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 27, Importance: 0.00761



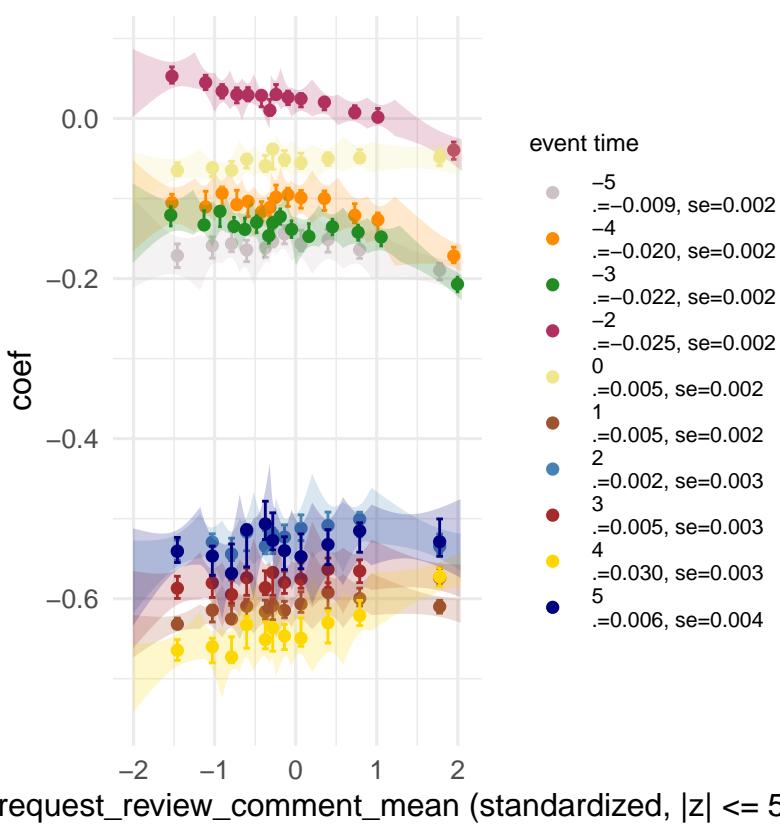
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 8, Importance: 0.0365



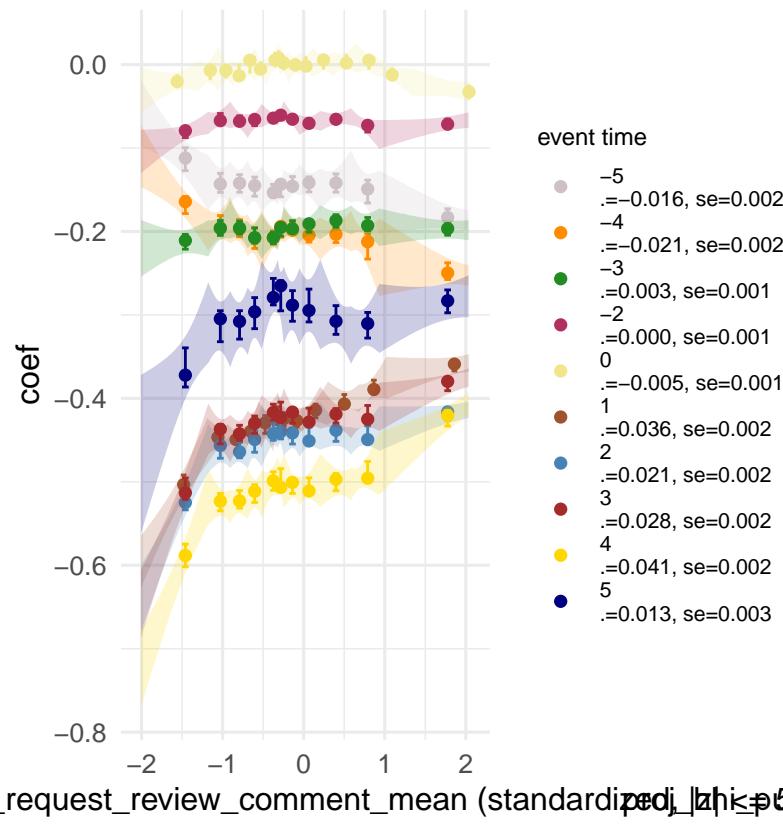
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_comment  
 Rank: 17, Importance: 0.0194



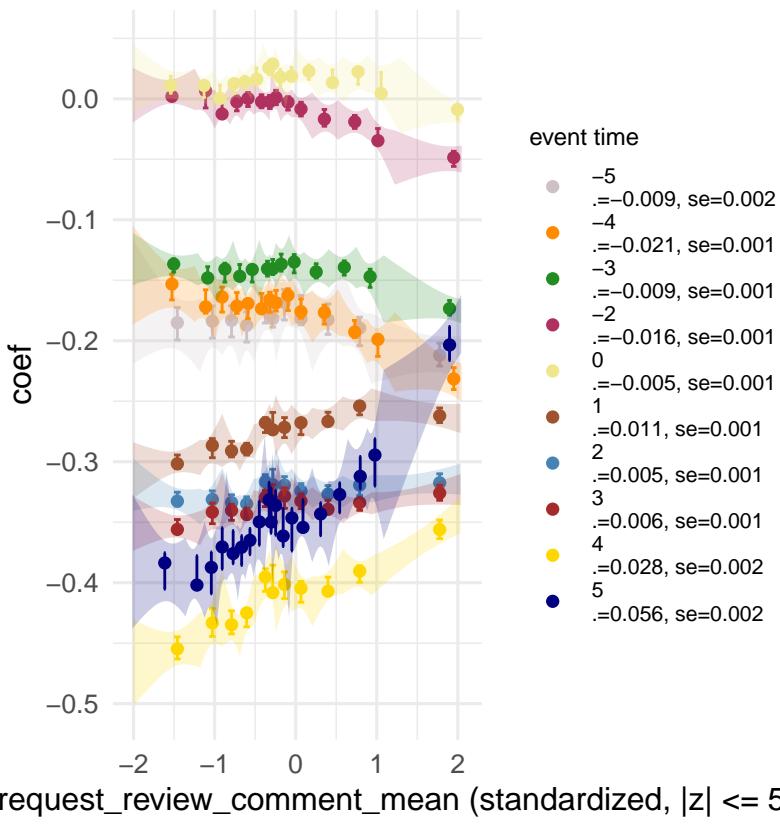
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_com  
 Rank: 20, Importance: 0.0117



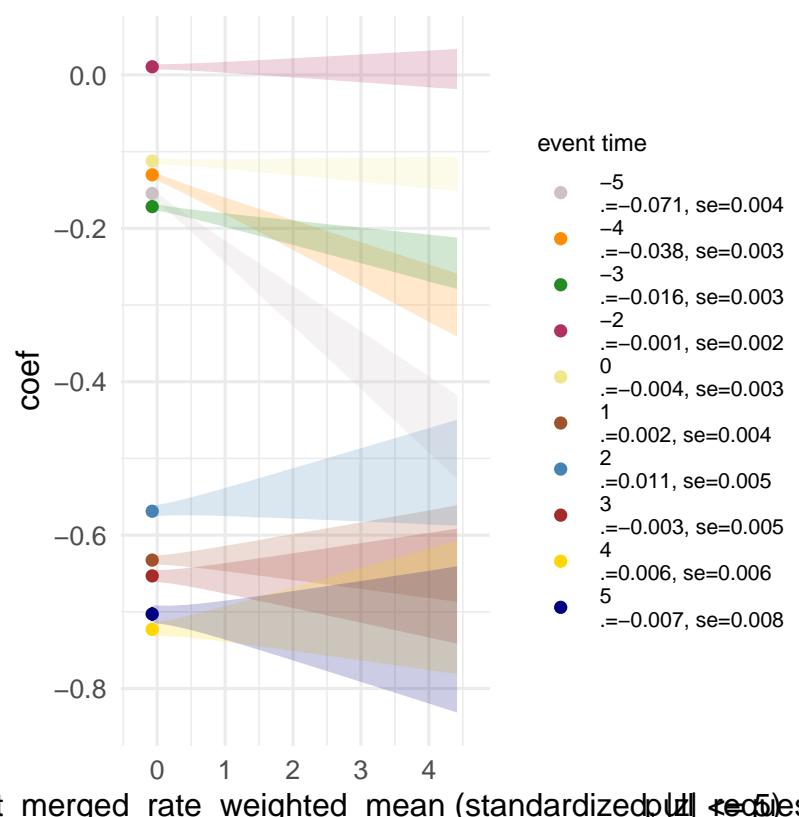
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_comment  
 Rank: 1, Importance: 0.132



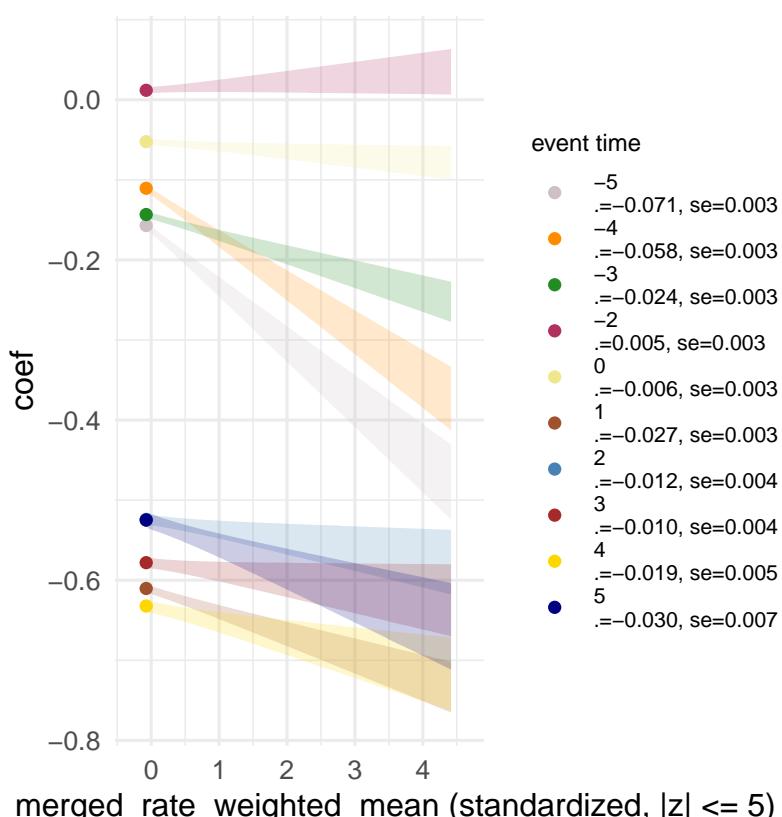
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_com  
 Rank: 6, Importance: 0.066



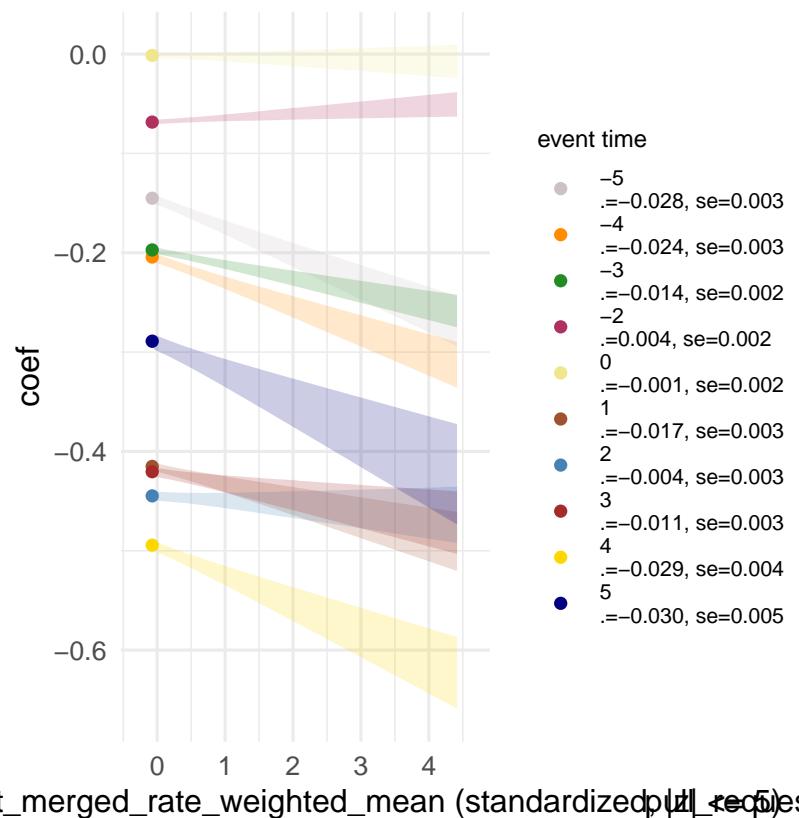
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 12, Importance: 0.0314



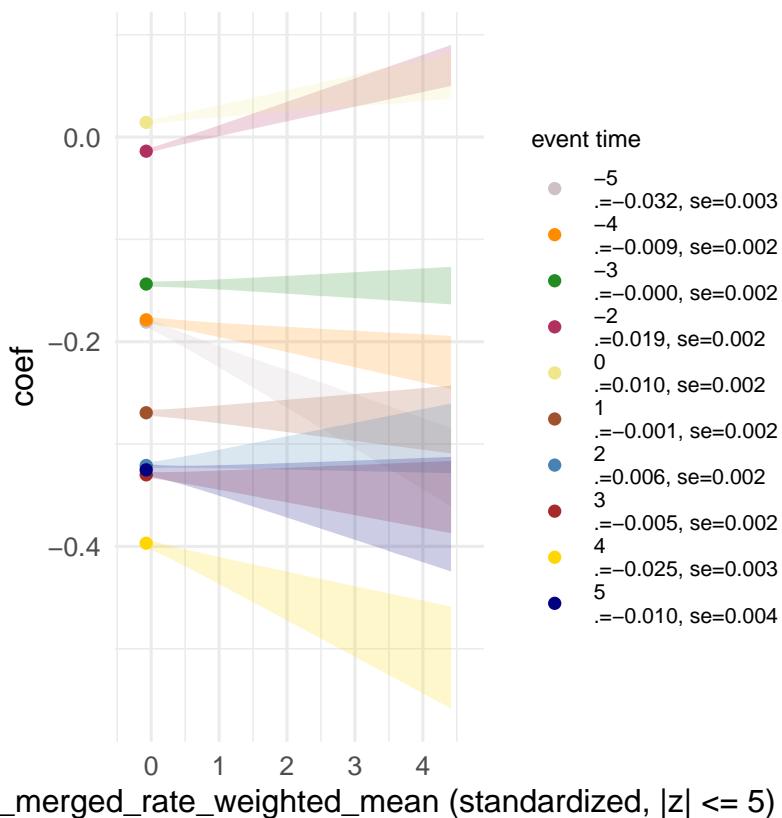
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 4, Importance: 0.0782



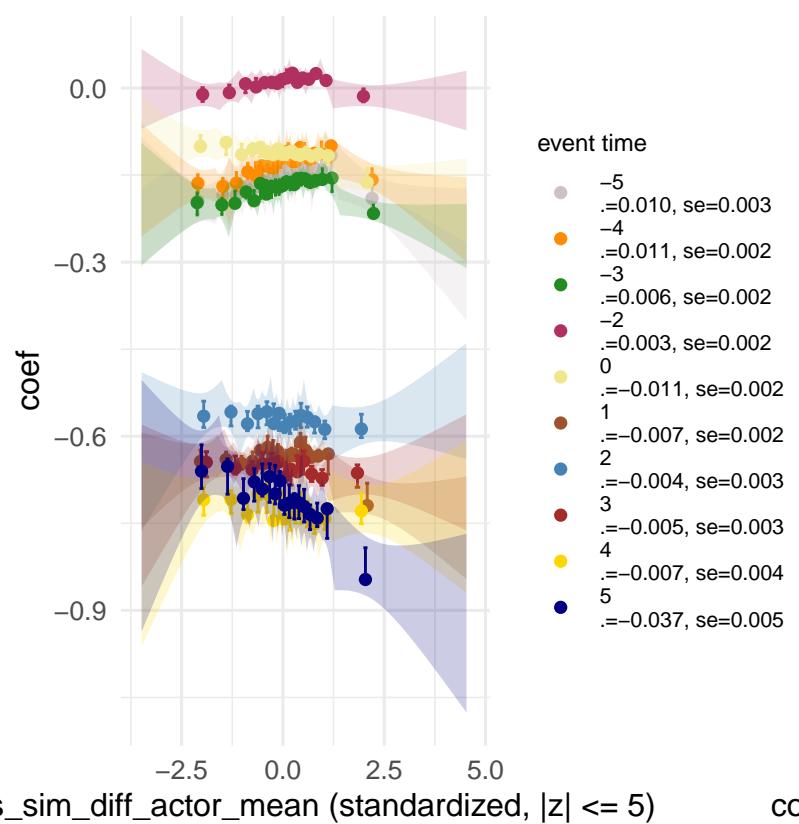
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 17, Importance: 0.0205



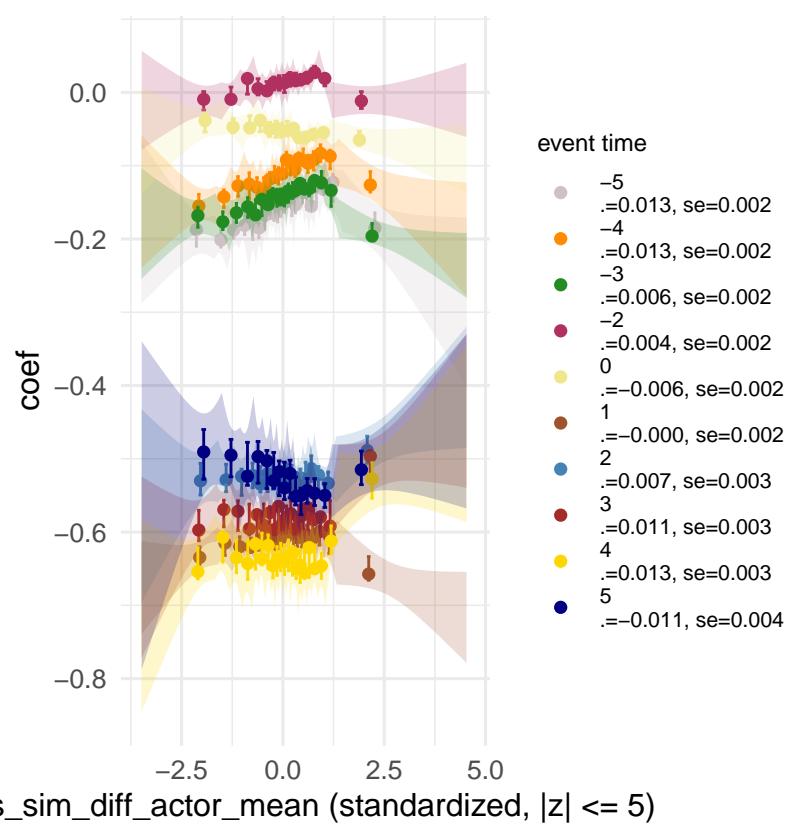
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 15, Importance: 0.0213



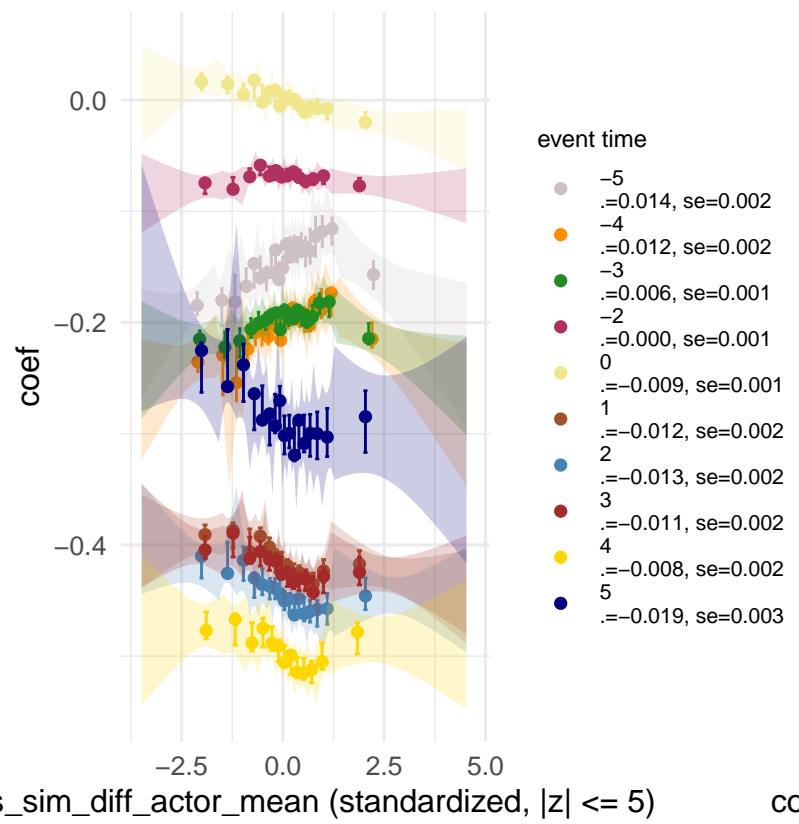
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 6, Importance: 0.0637



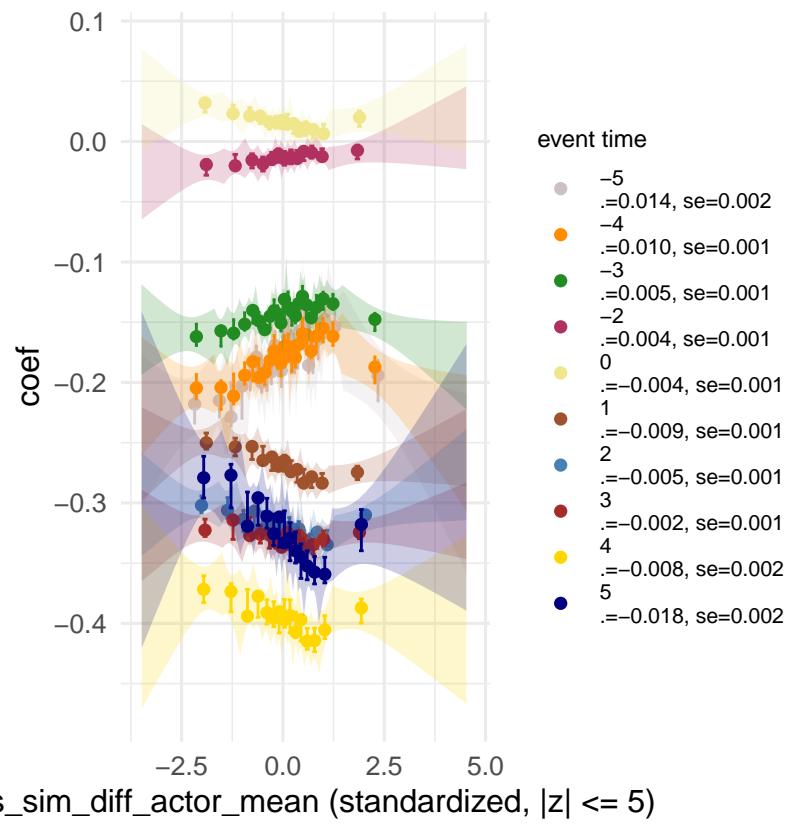
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 8, Importance: 0.044



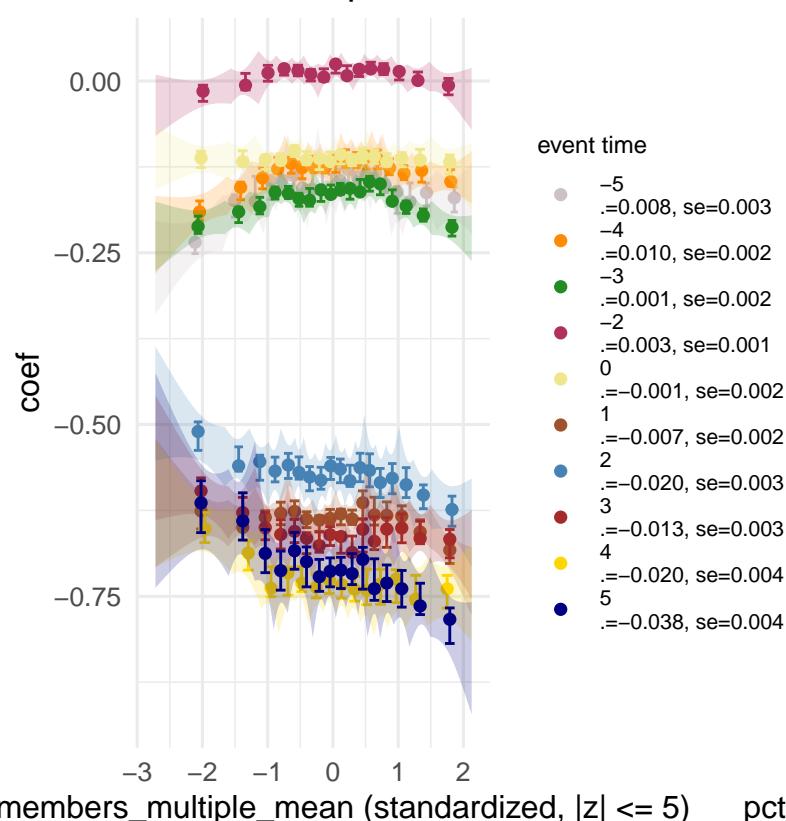
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 16, Importance: 0.0207



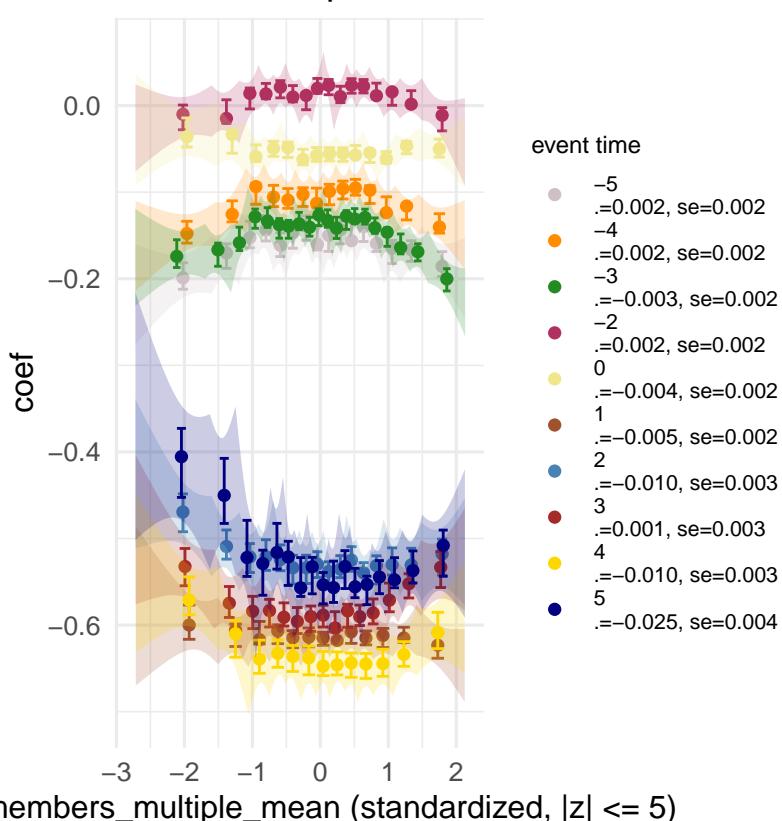
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 20, Importance: 0.0146



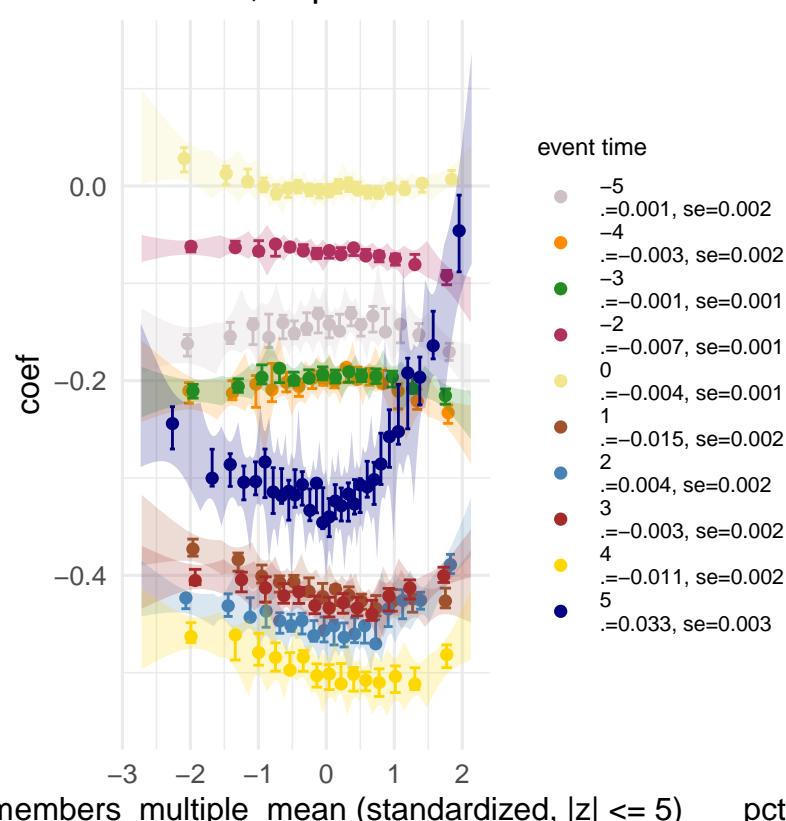
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 10, Importance: 0.0353



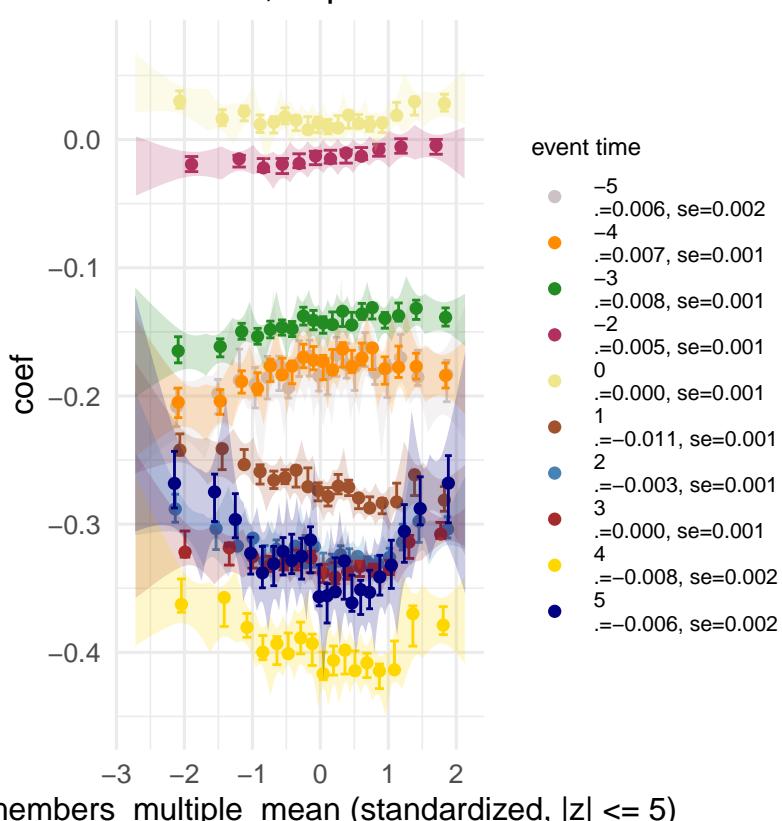
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 24, Importance: 0.00932



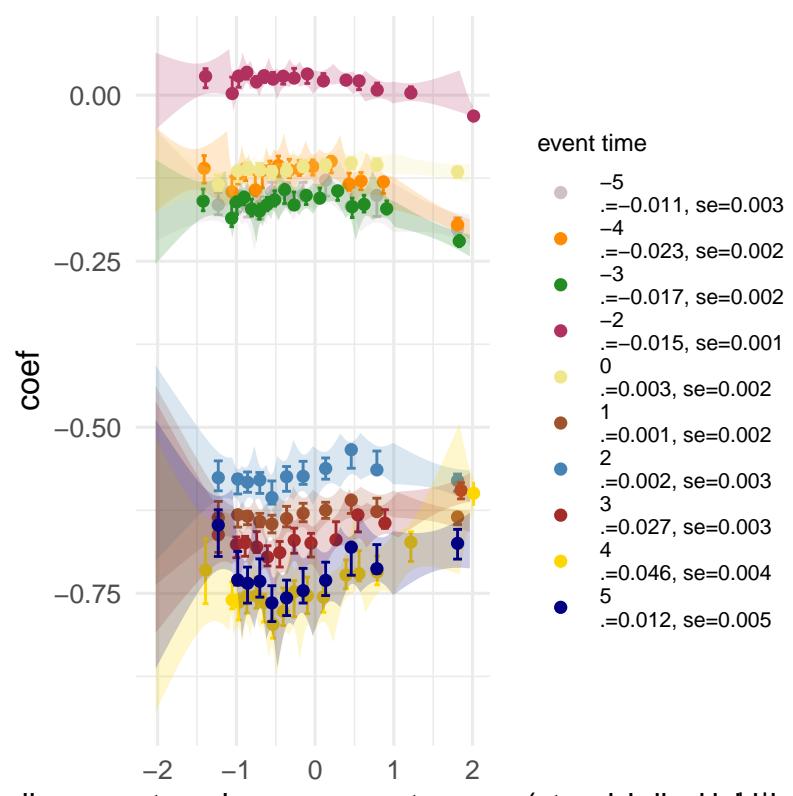
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 5, Importance: 0.0793



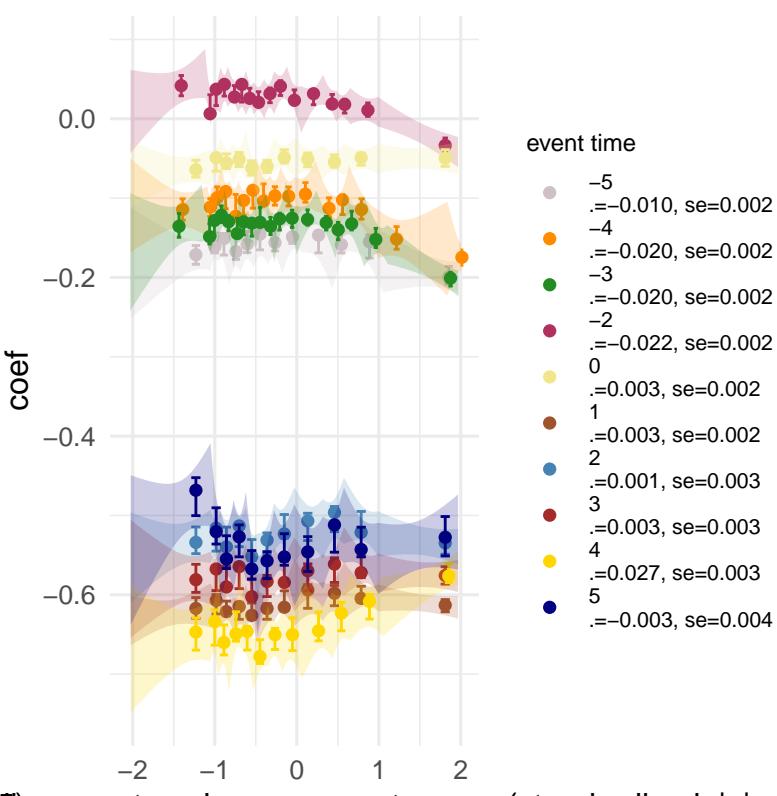
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 11, Importance: 0.0242



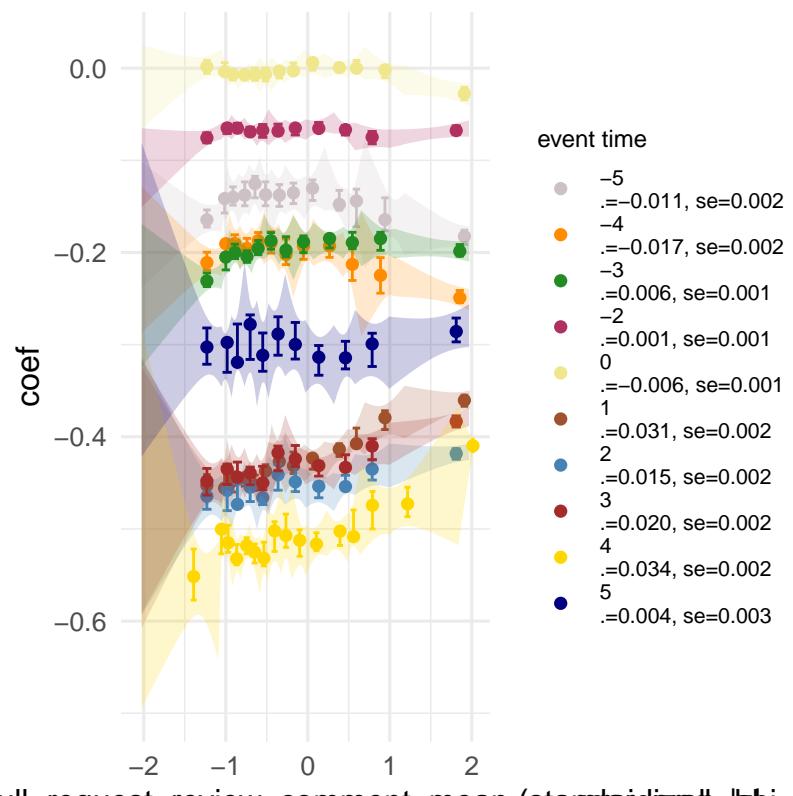
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review\_comment\_mean  
 Rank: 22, Importance: 0.0137



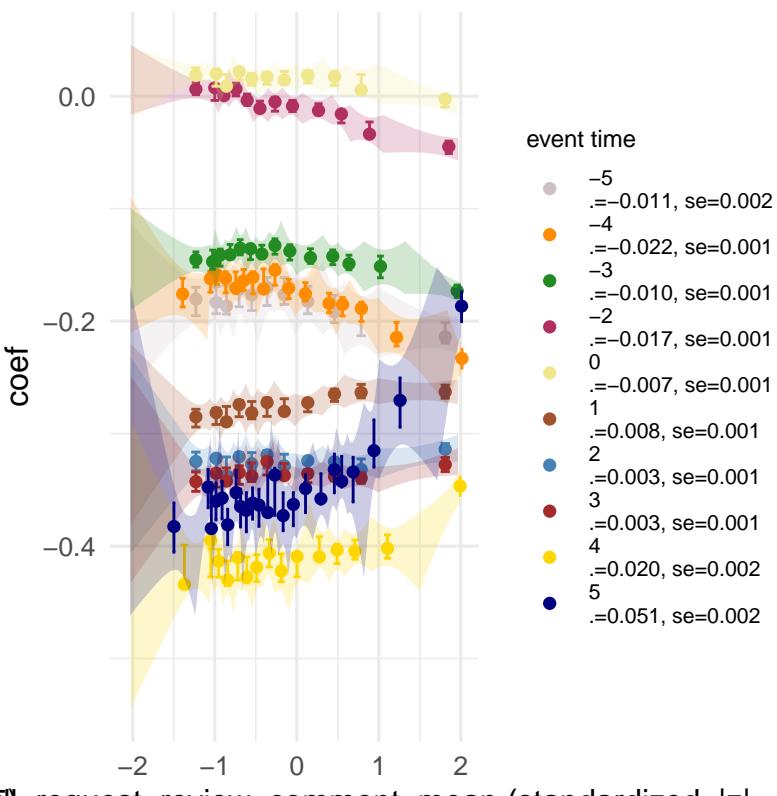
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_revie  
 Rank: 18, Importance: 0.0126



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review\_comment\_mean  
 Rank: 8, Importance: 0.039

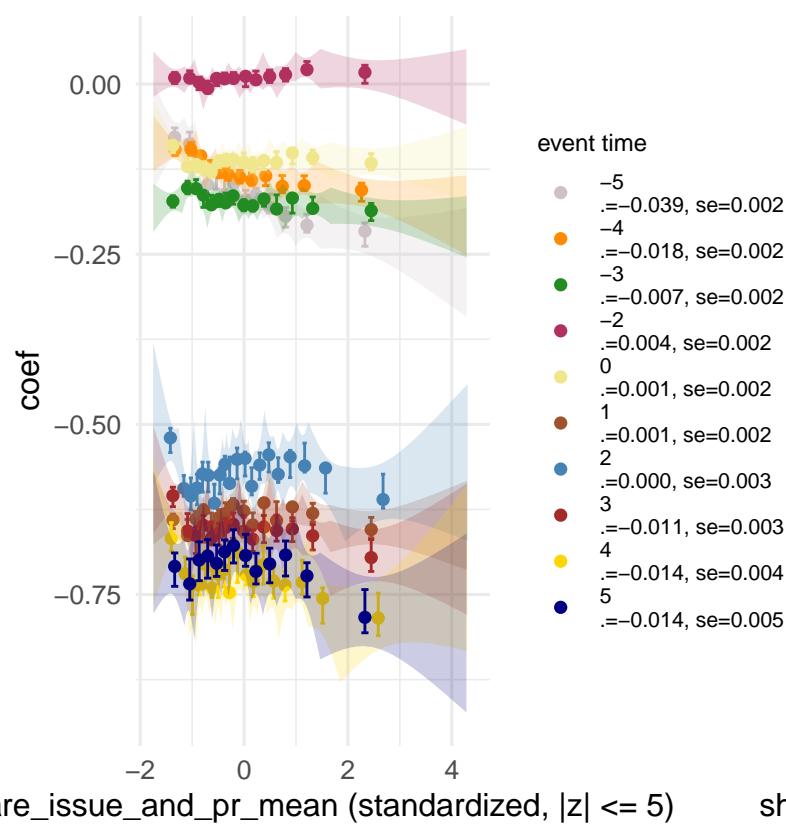


Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_revie  
 Rank: 7, Importance: 0.0444



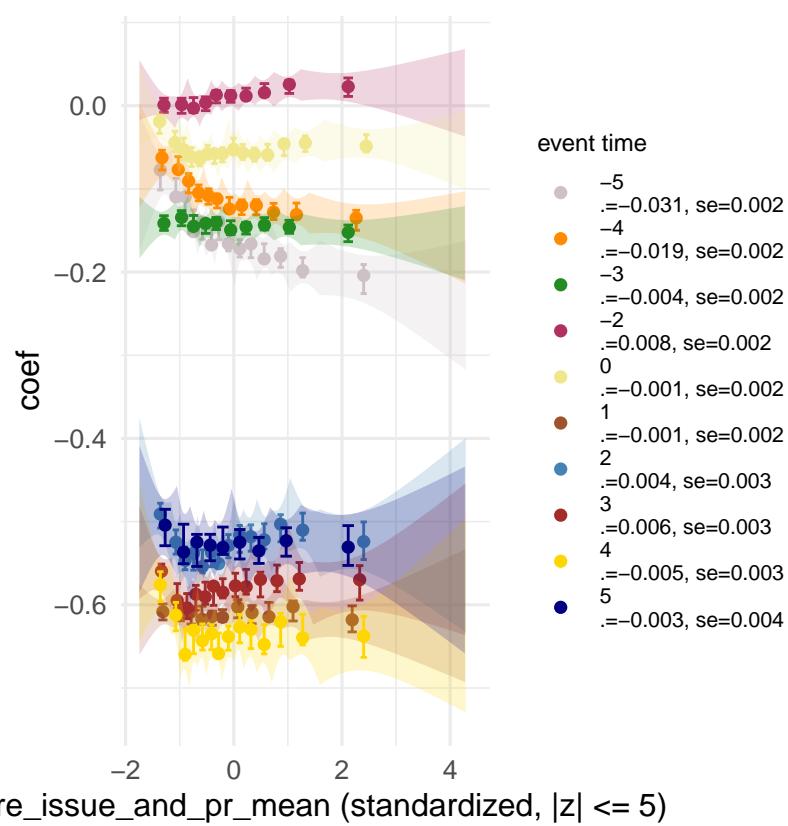
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 7, Importance: 0.0563



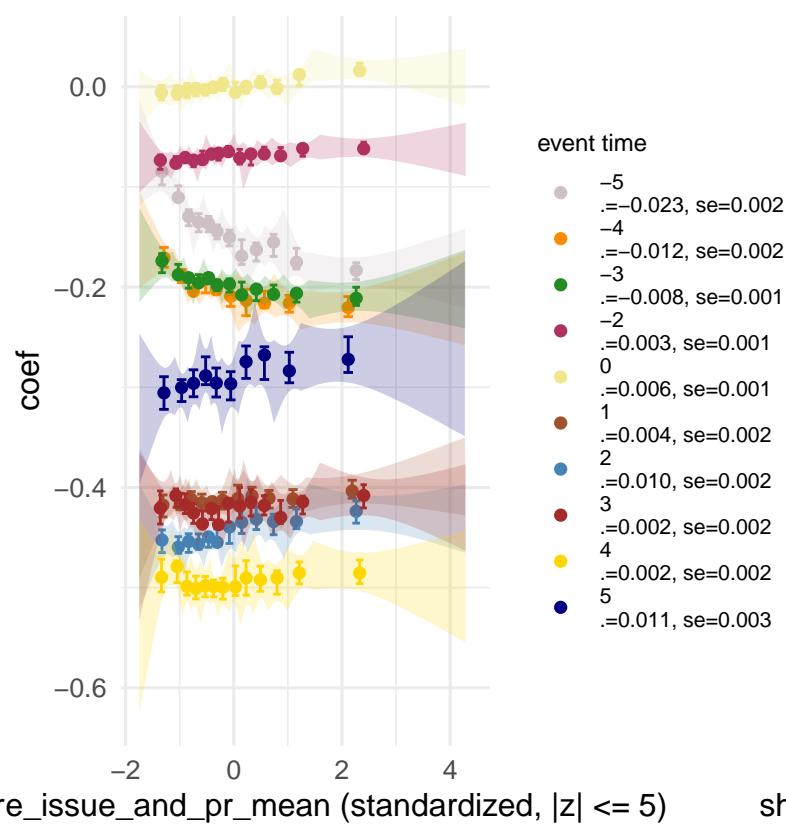
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 22, Importance: 0.00963



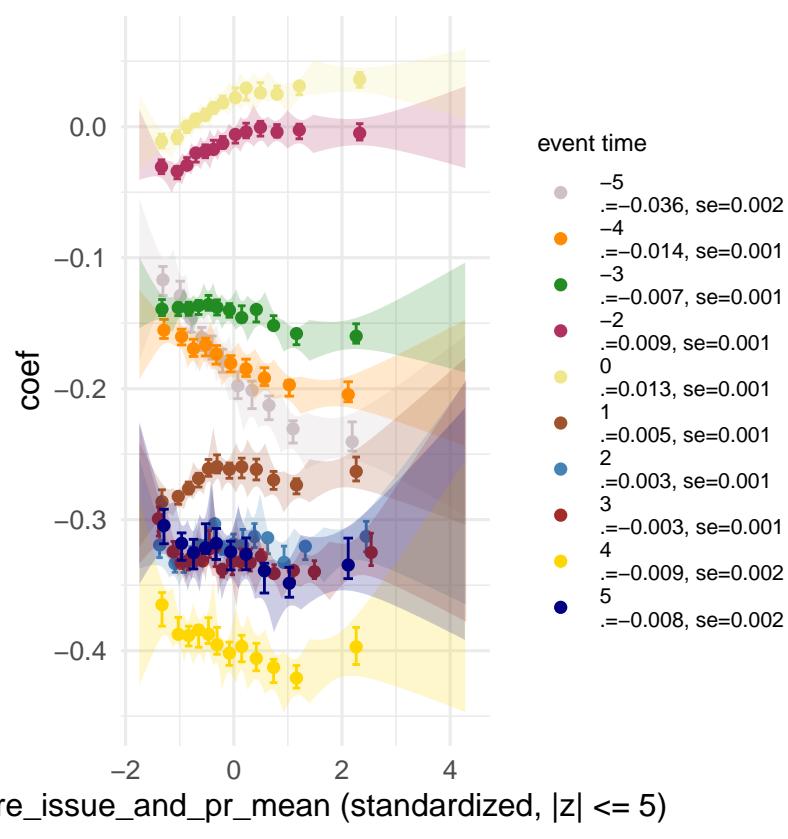
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 20, Importance: 0.0141

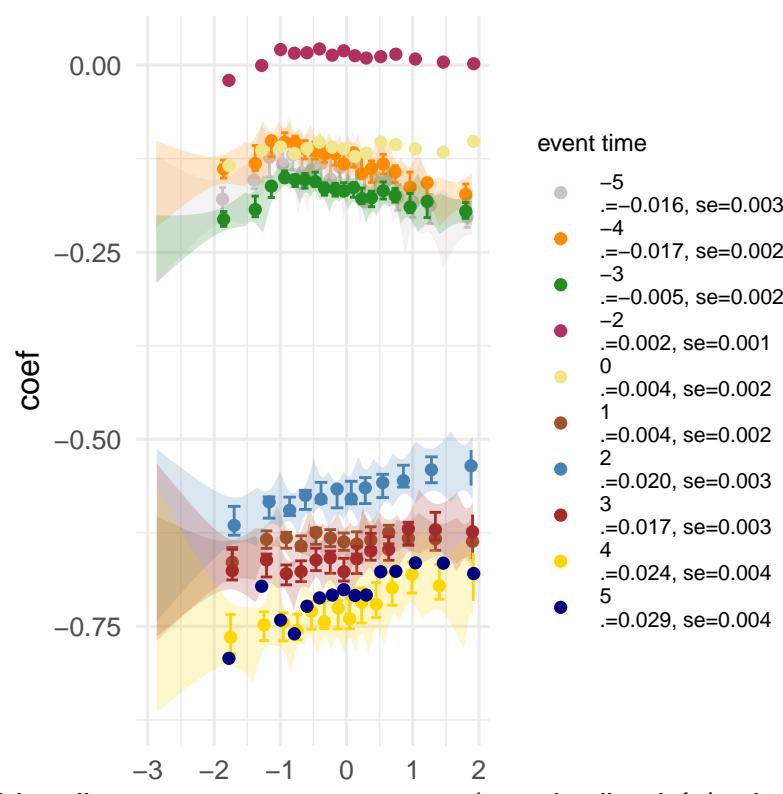


### Binscatter of Event-study Coefficients

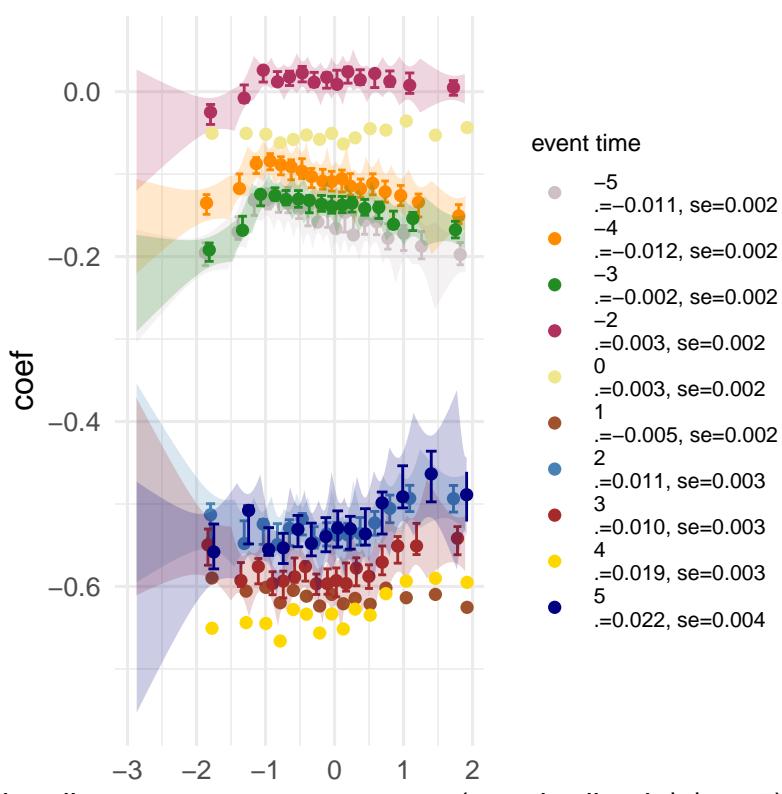
Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 10, Importance: 0.0335



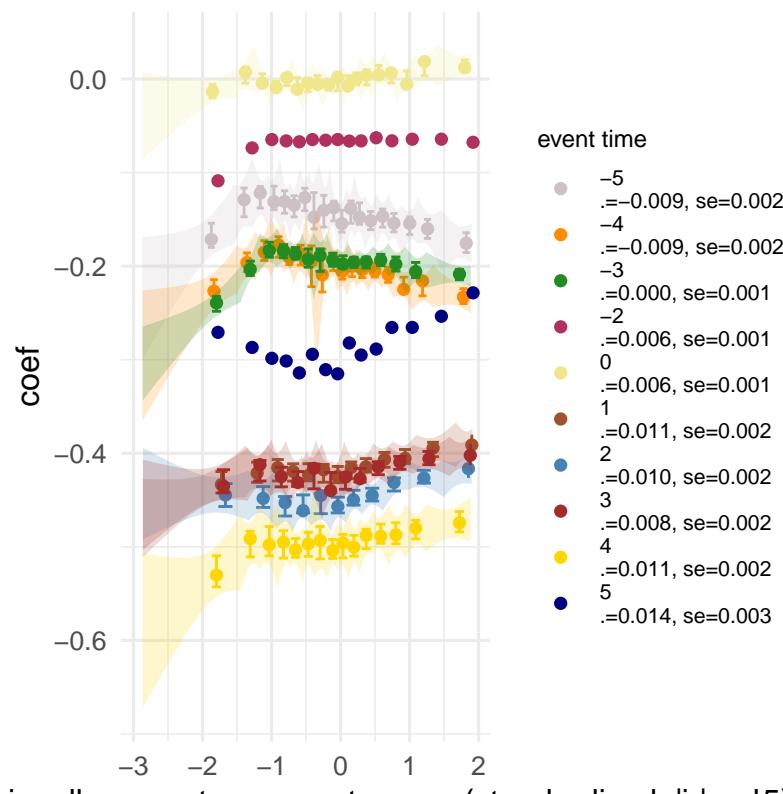
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 25, Importance: 0.00888



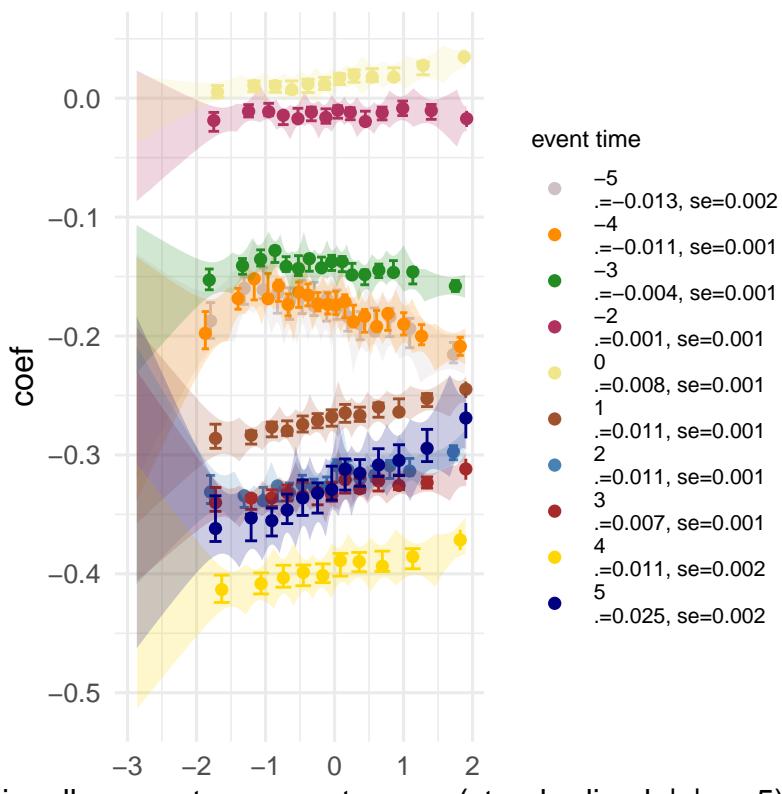
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 16, Importance: 0.0194



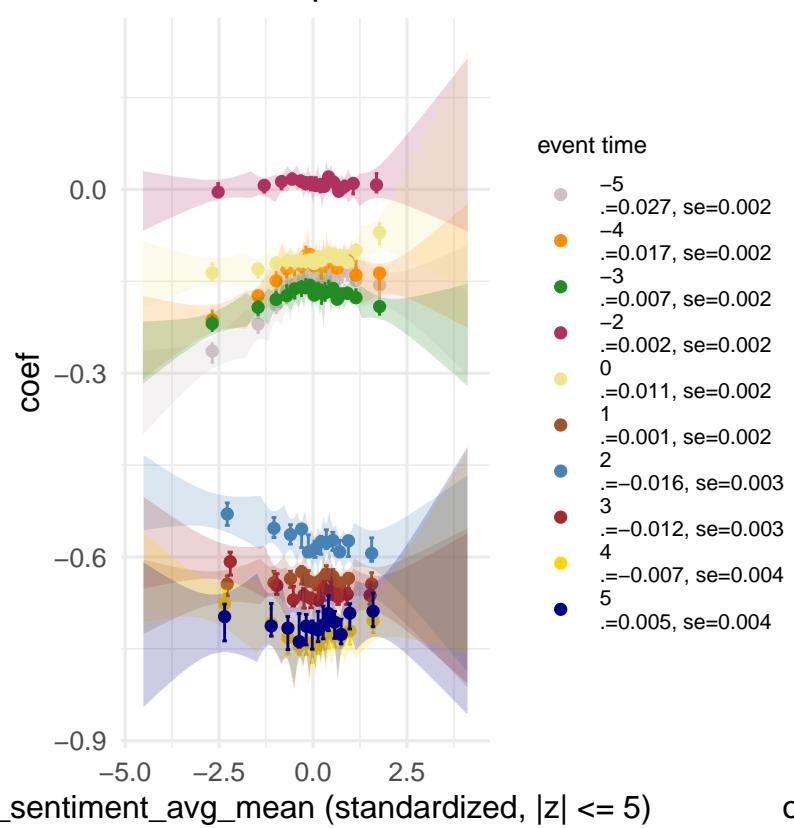
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 15, Importance: 0.0208



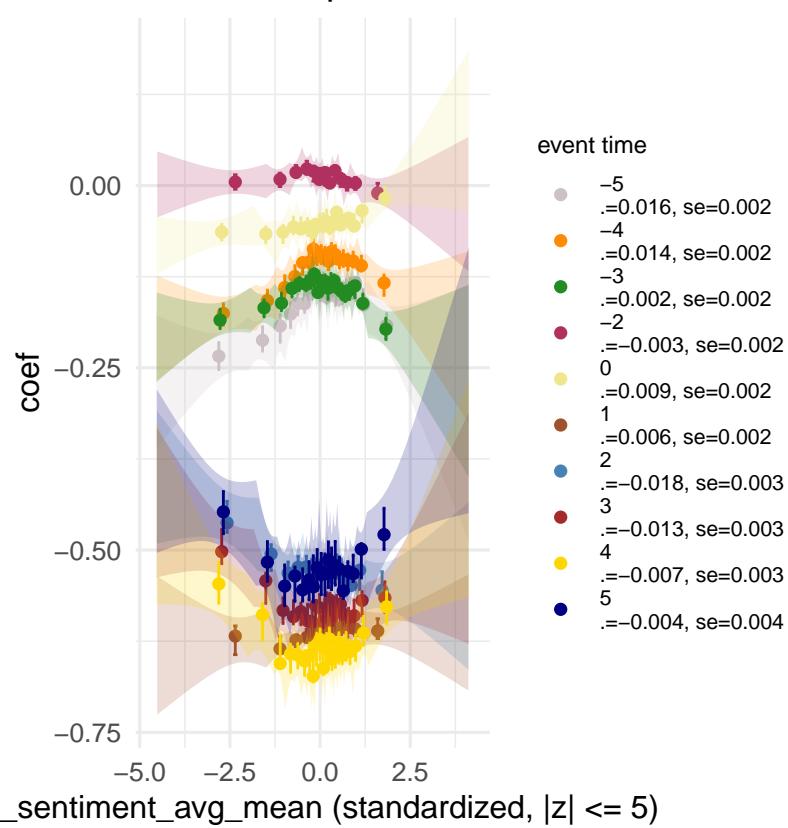
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 12, Importance: 0.0241



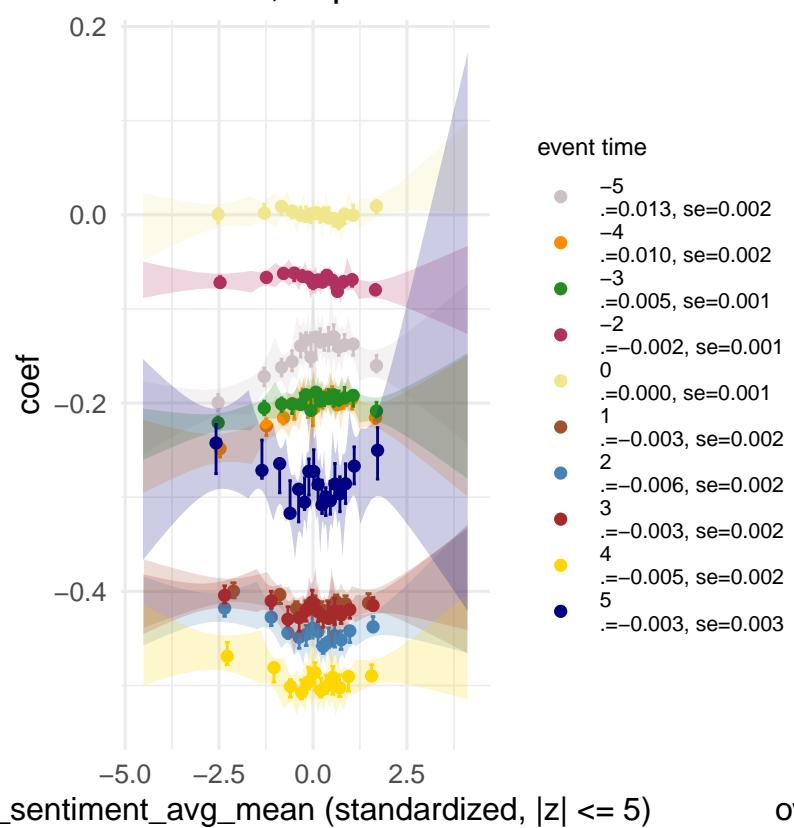
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 8, Importance: 0.0551



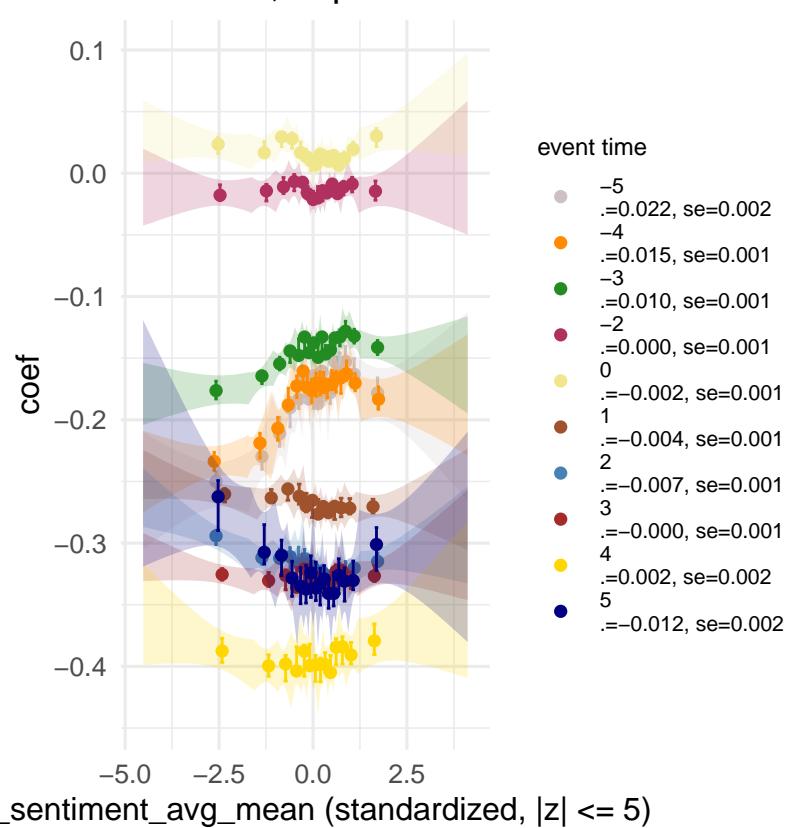
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 9, Importance: 0.0388



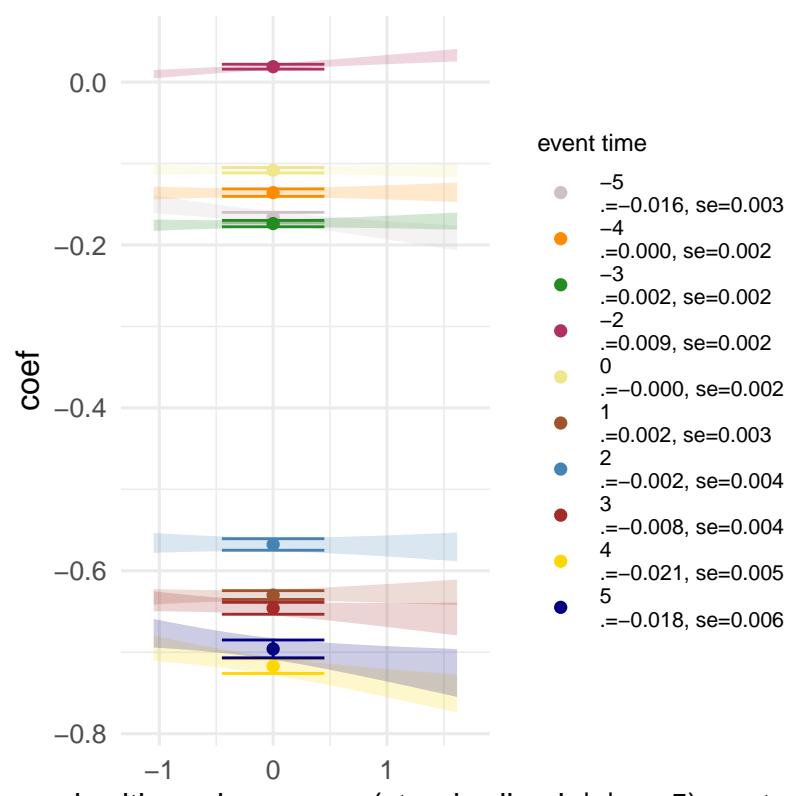
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 32, Importance: 0.00316



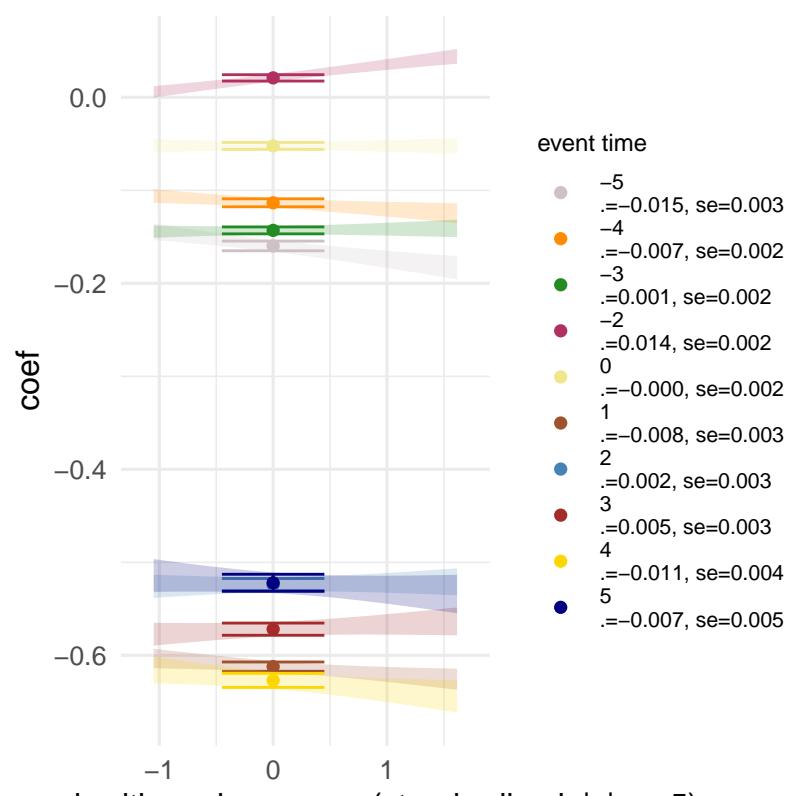
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 25, Importance: 0.00863



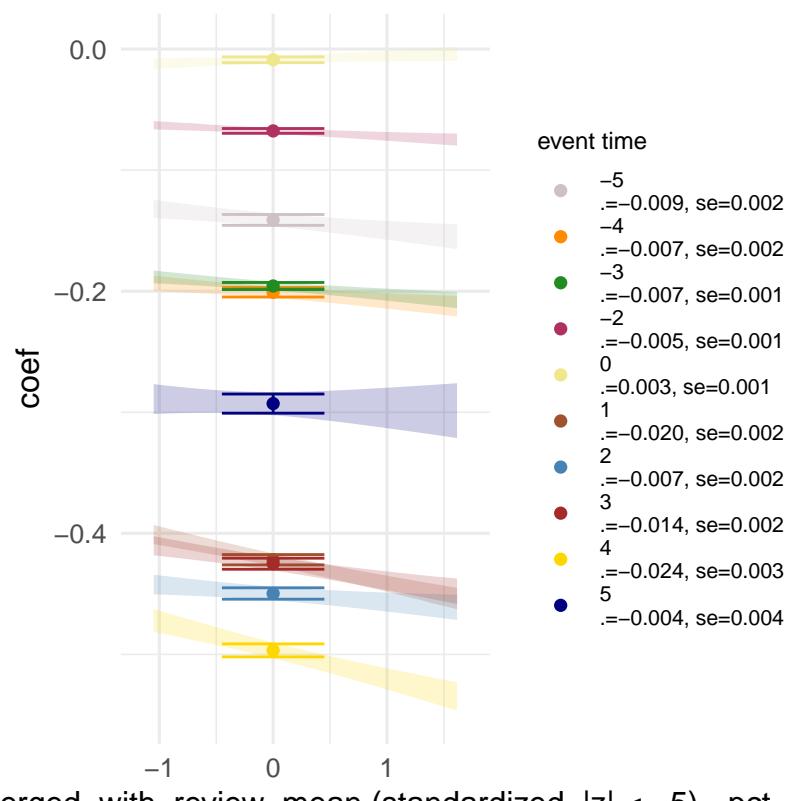
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 21, Importance: 0.0143



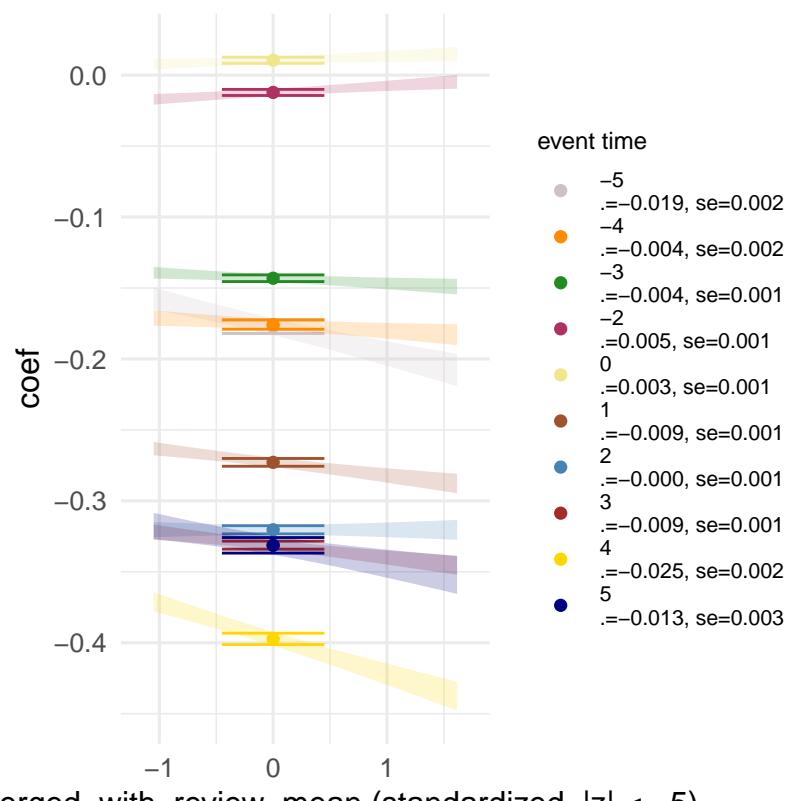
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 19, Importance: 0.0121



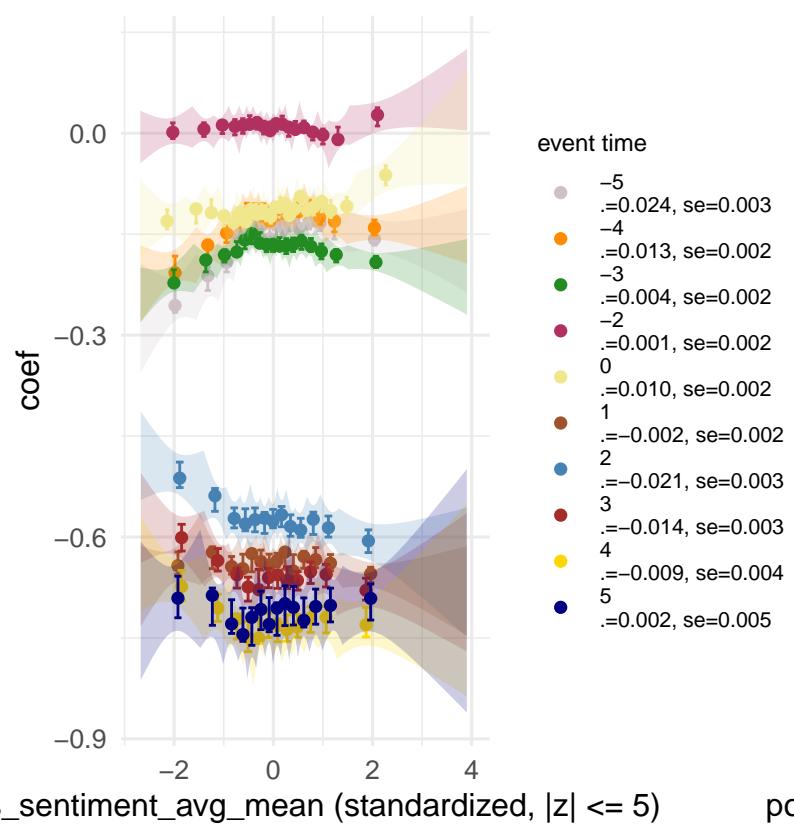
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 19, Importance: 0.0157



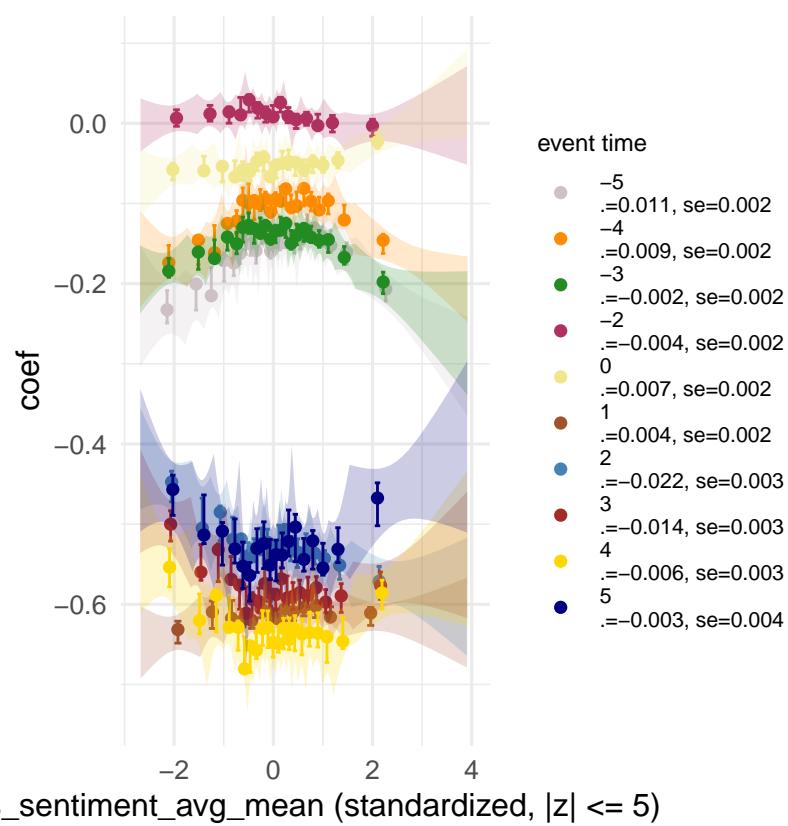
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 16, Importance: 0.0193



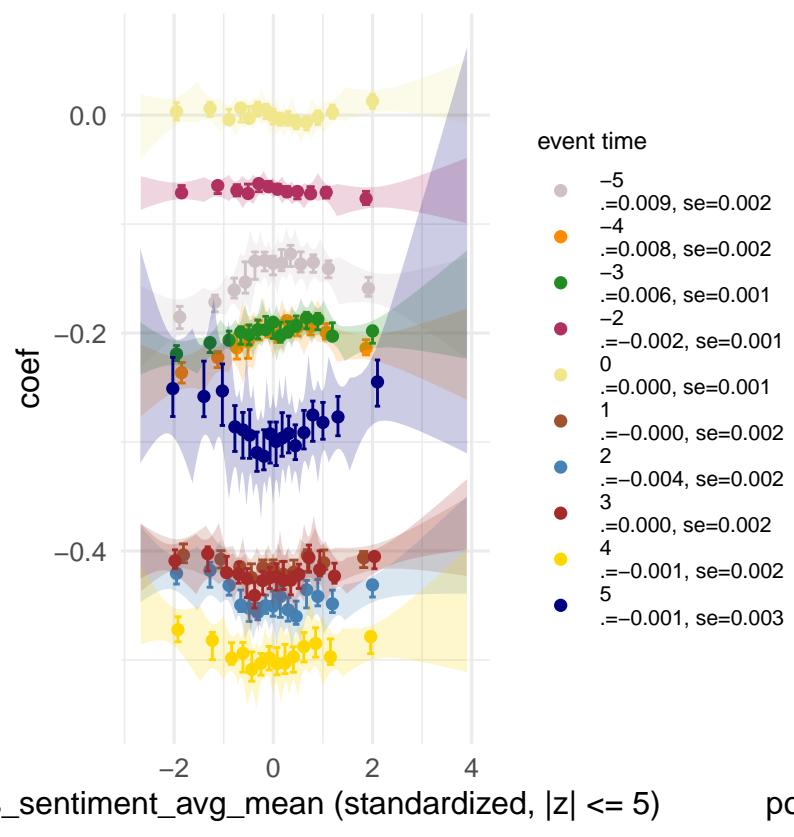
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 16, Importance: 0.0203



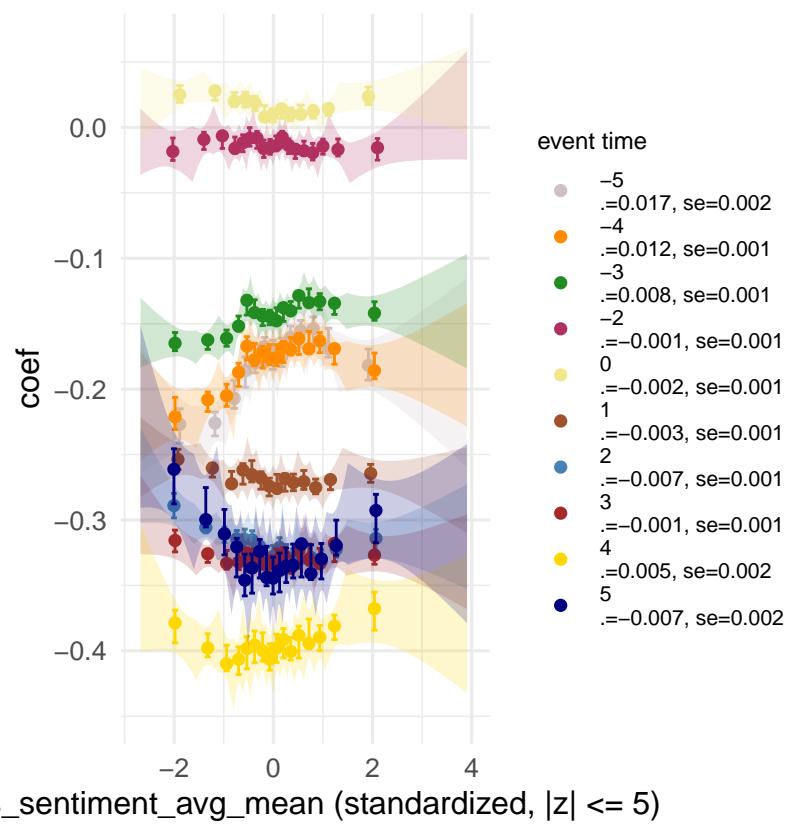
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 13, Importance: 0.0288



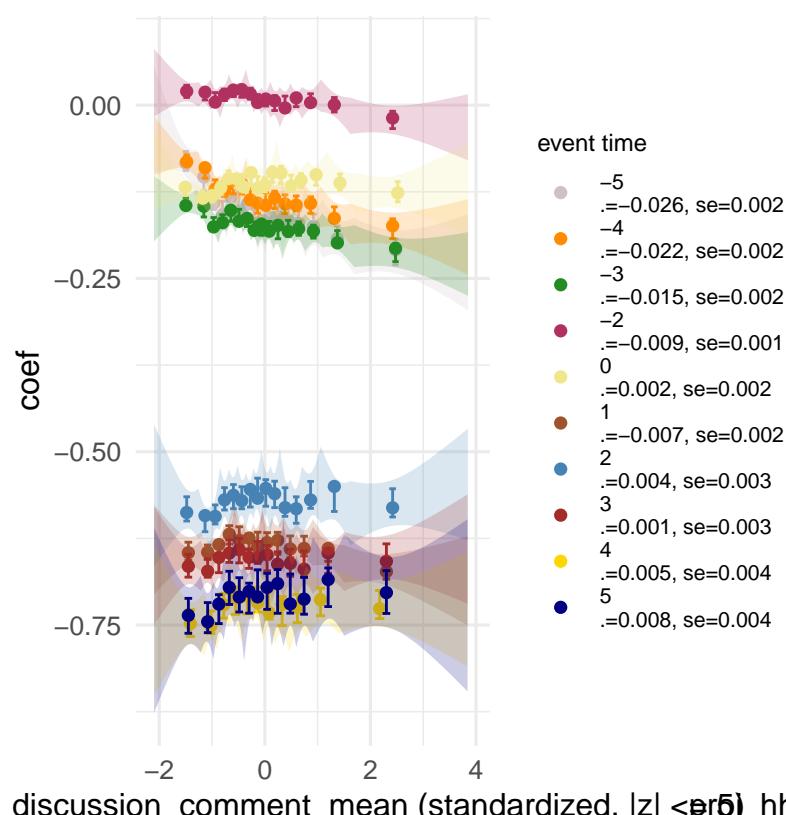
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 28, Importance: 0.00583



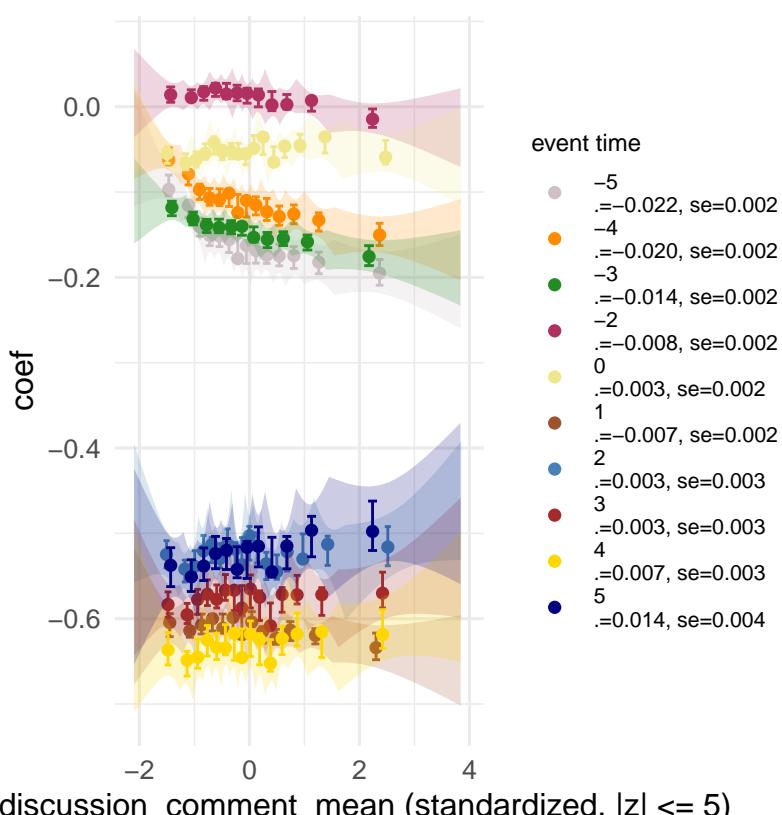
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 19, Importance: 0.0147



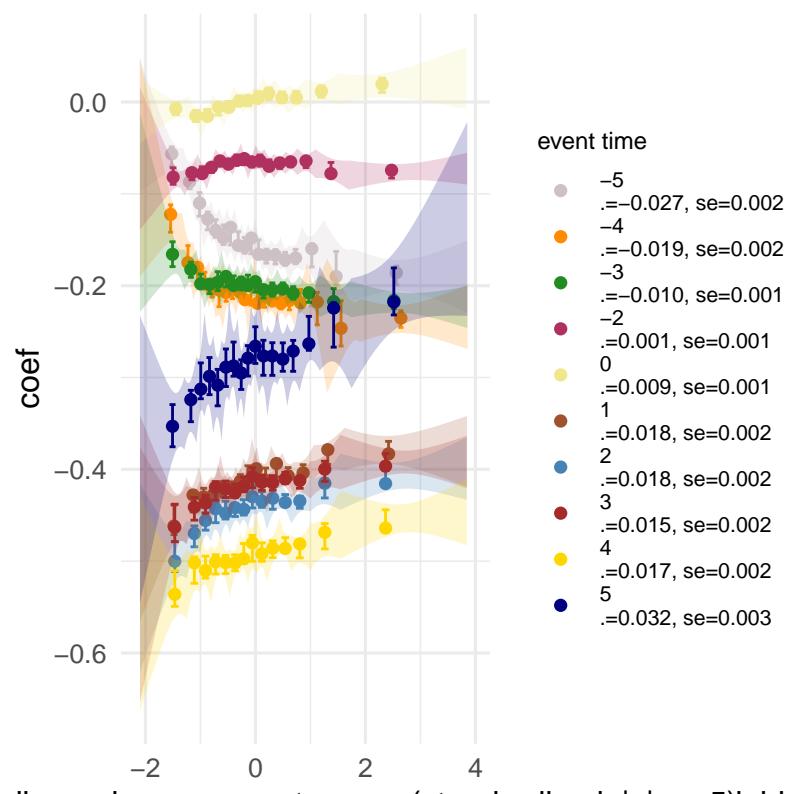
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 27, Importance: 0.00585



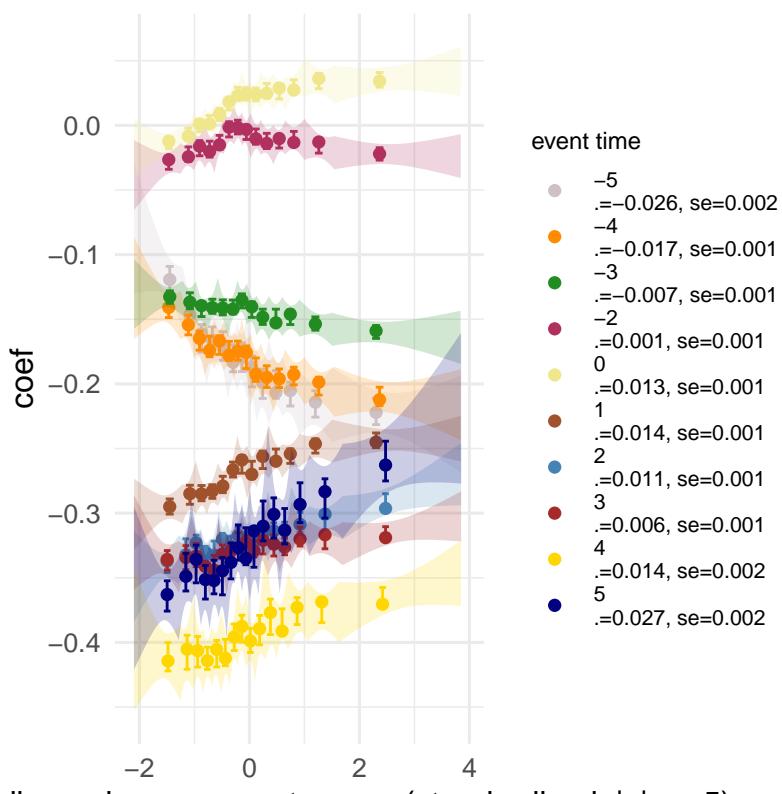
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 21, Importance: 0.0111



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 11, Importance: 0.0299



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 18, Importance: 0.0175



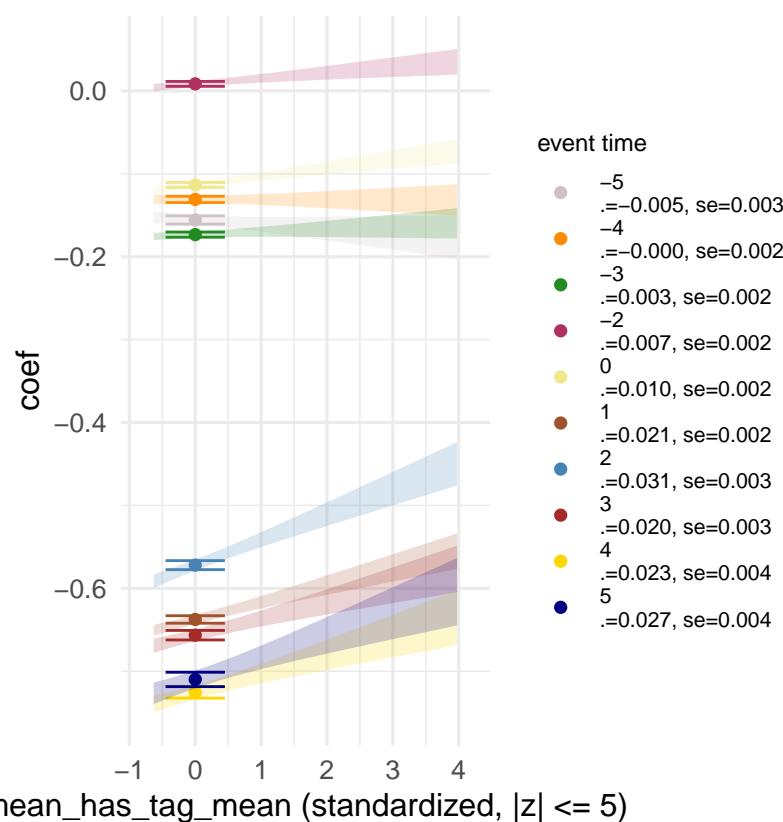
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 13, Importance: 0.0267



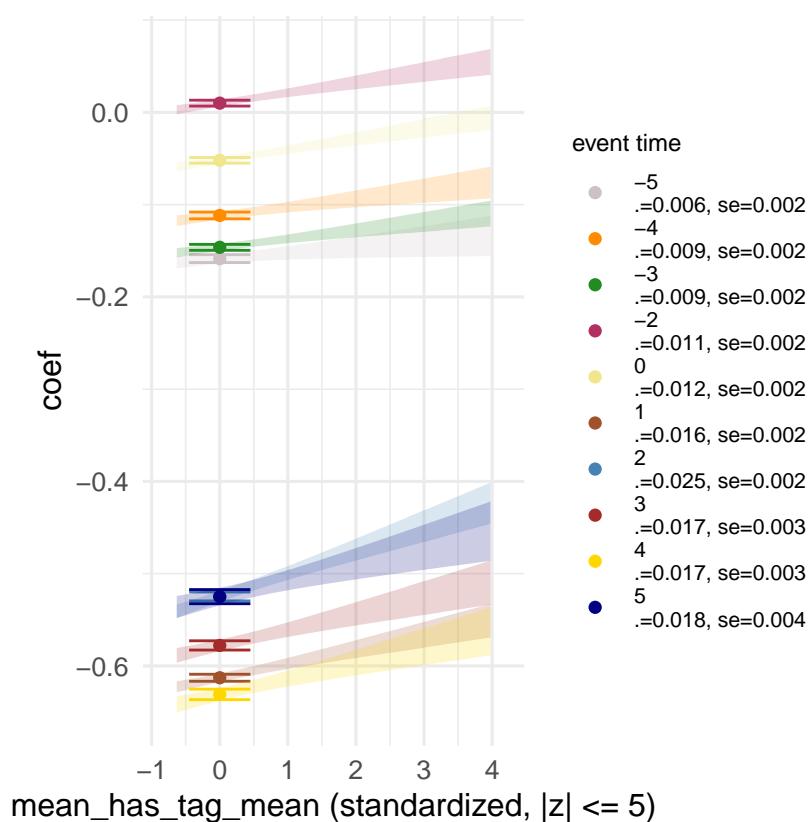
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 15, Importance: 0.0237



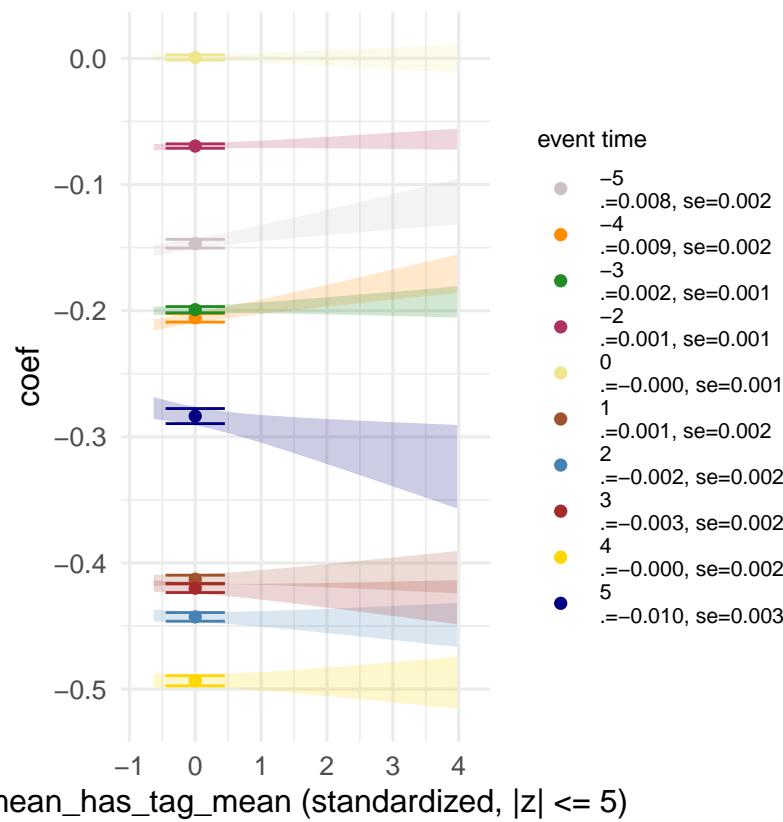
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, al)

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 29, Importance: 0.00559



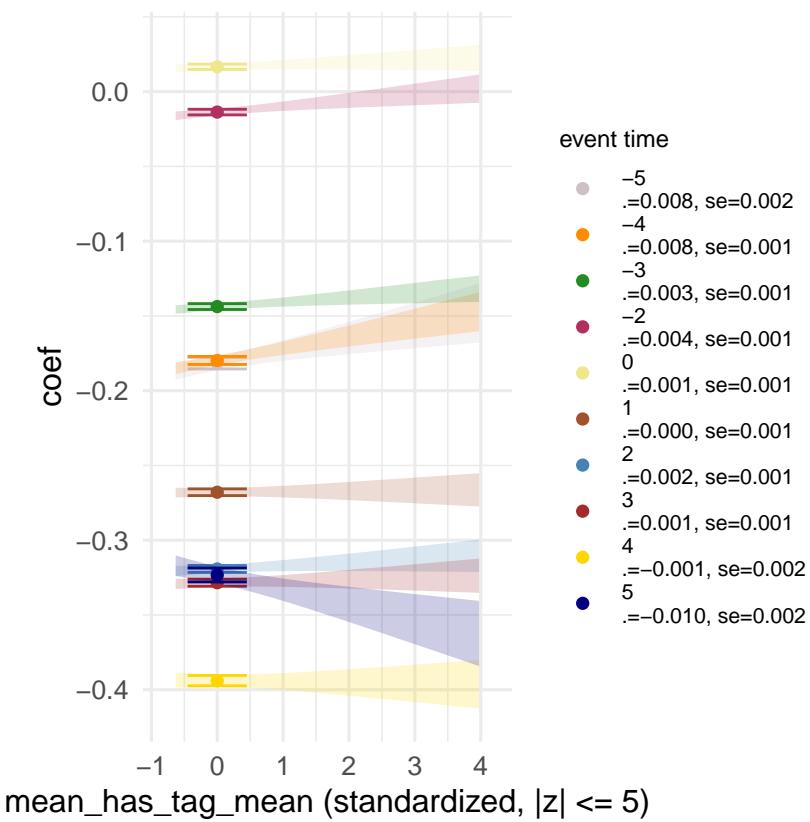
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (rol

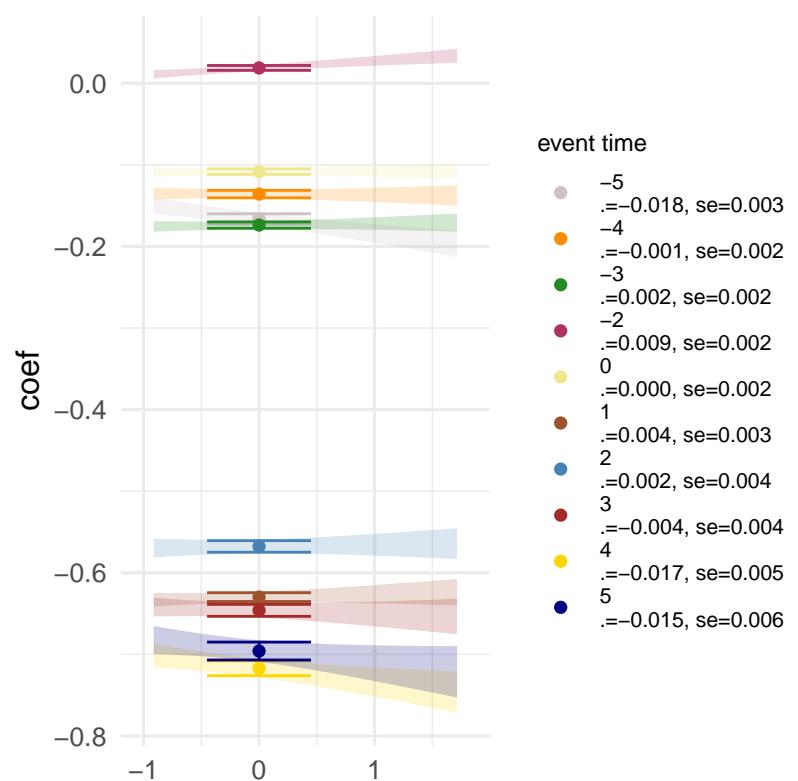
organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

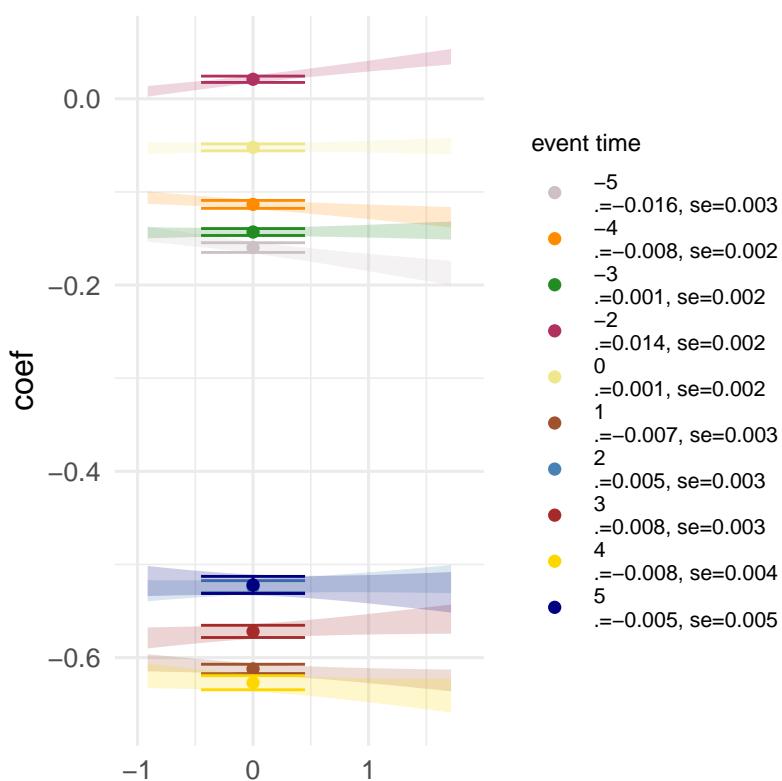
Rank: 22, Importance: 0.0114



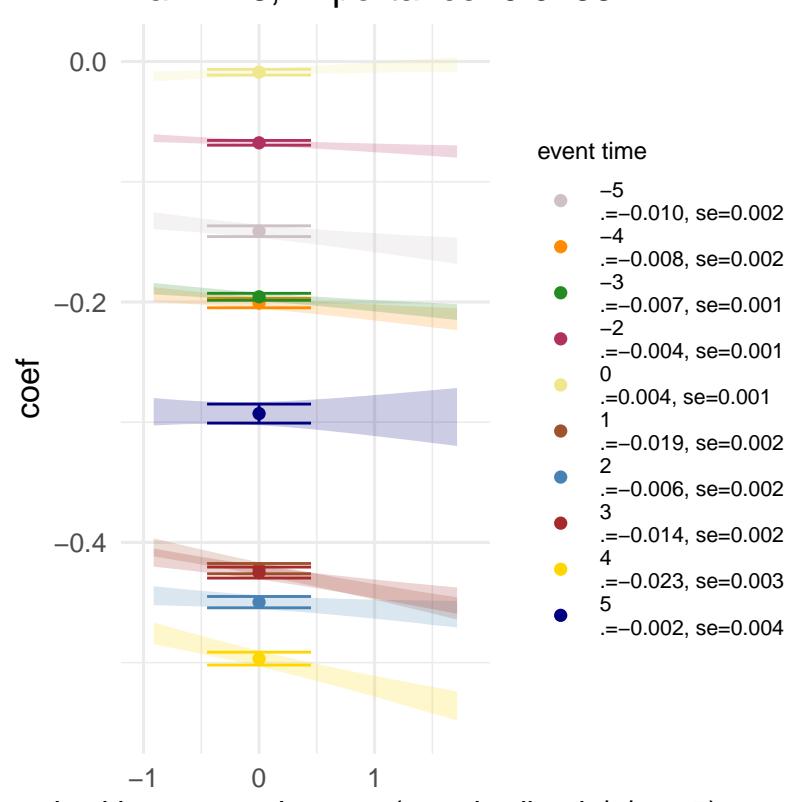
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 24, Importance: 0.0117



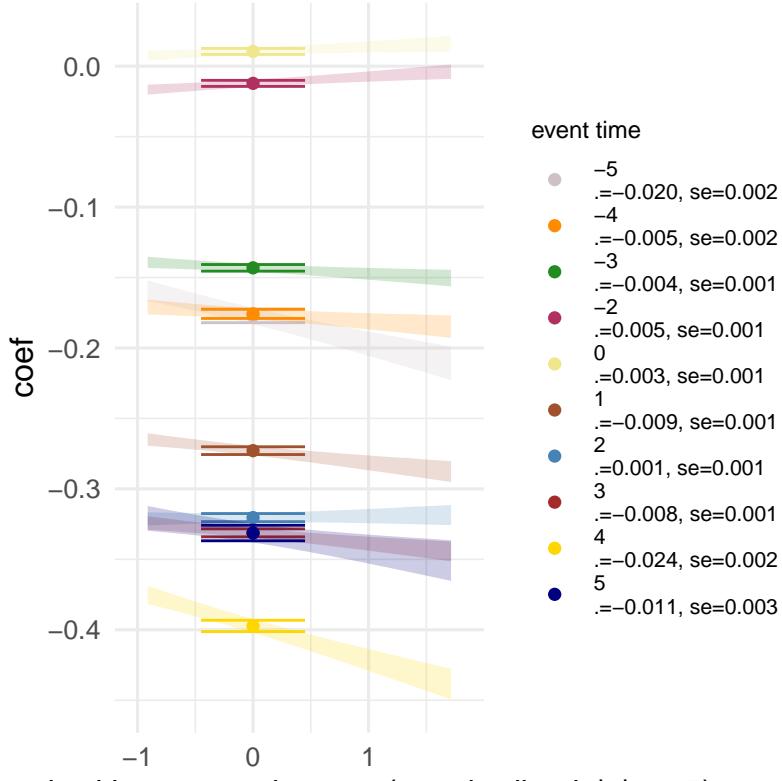
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 25, Importance: 0.00885



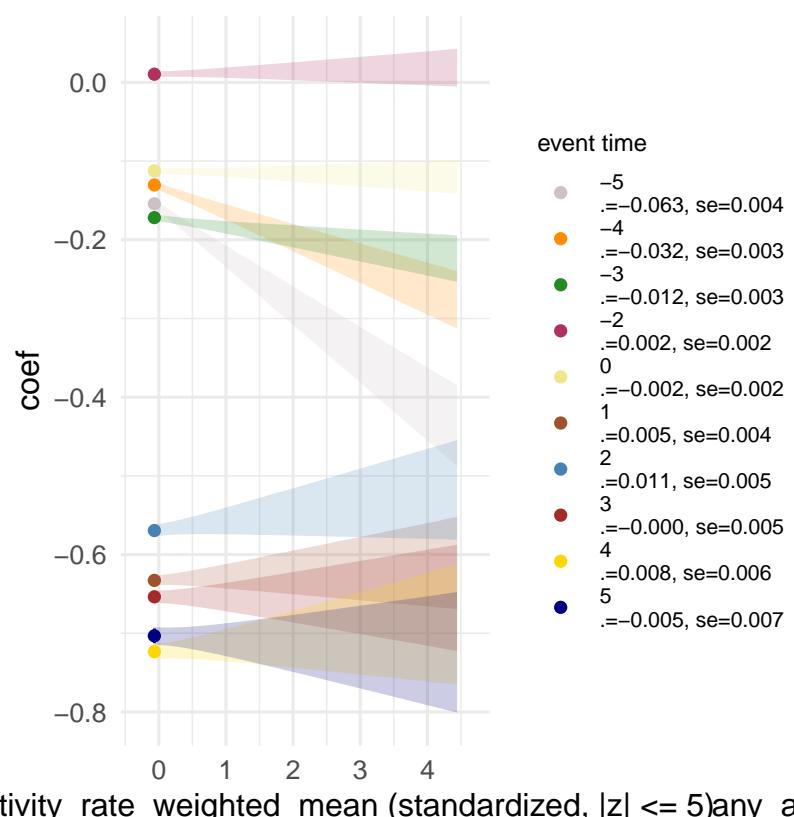
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 18, Importance: 0.0158



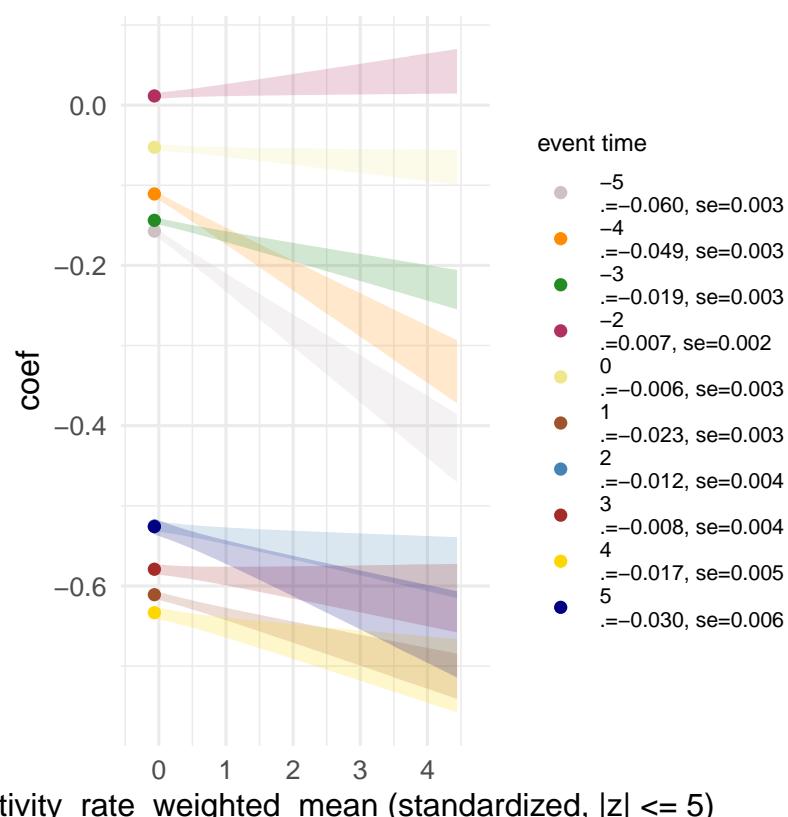
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 13, Importance: 0.0238



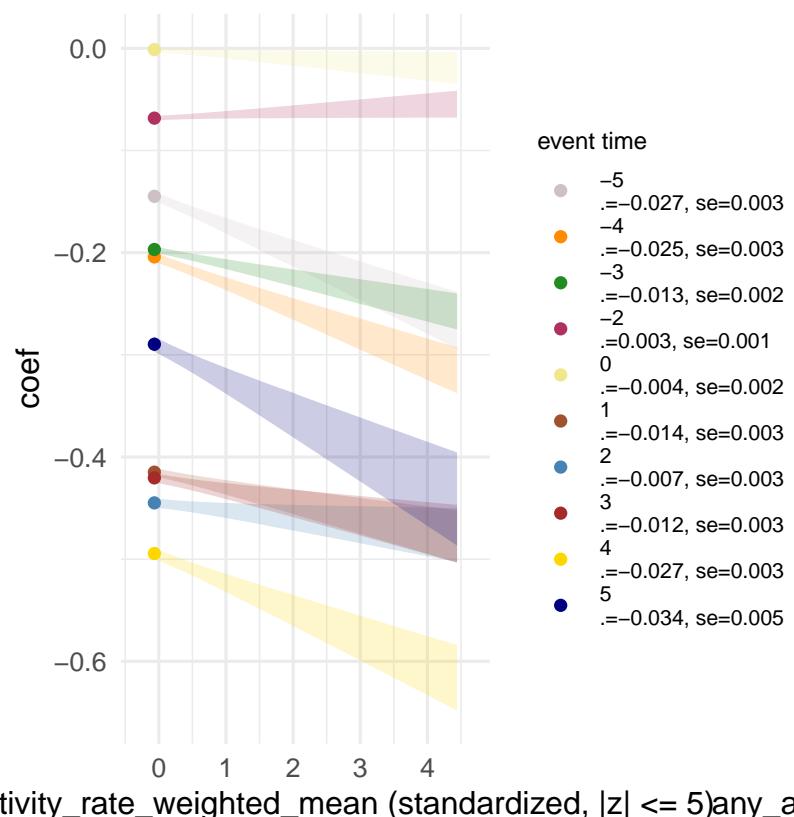
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 23, Importance: 0.012



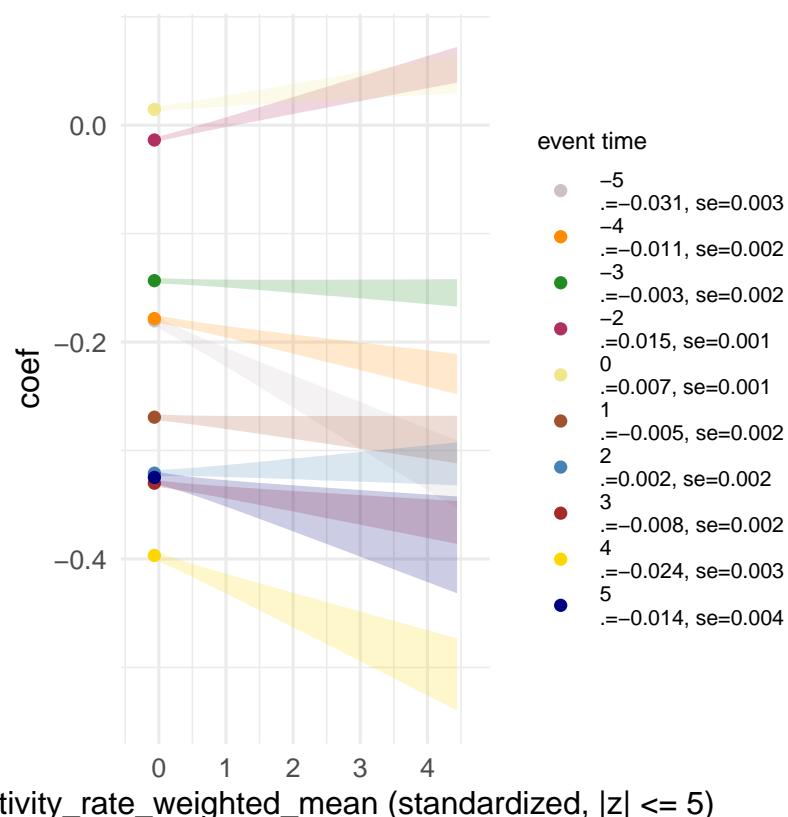
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 17, Importance: 0.0139



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 14, Importance: 0.0226



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 29, Importance: 0.00591



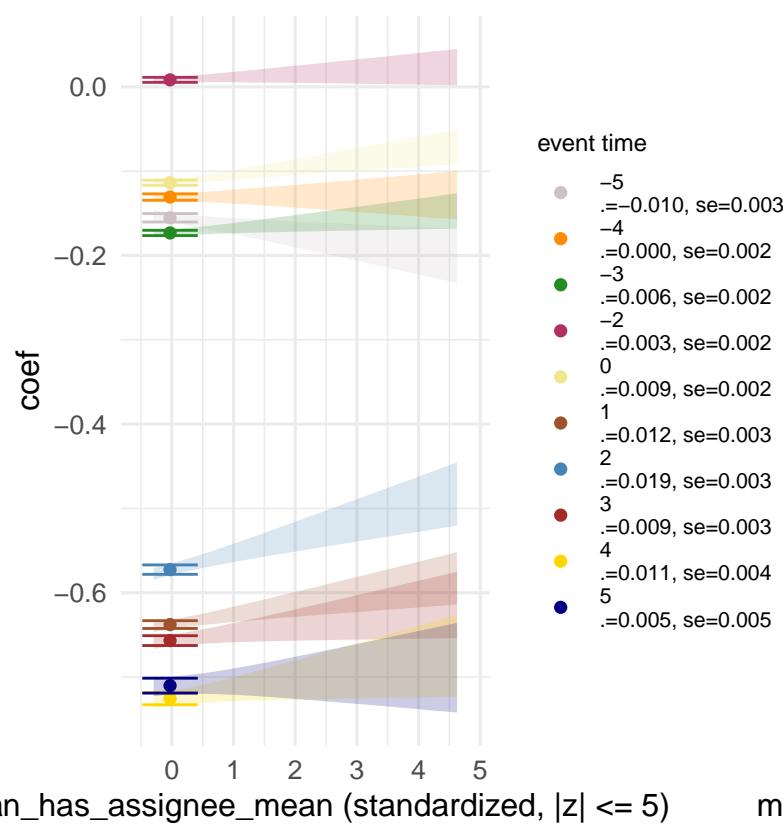
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

Rank: 15, Importance: 0.0204



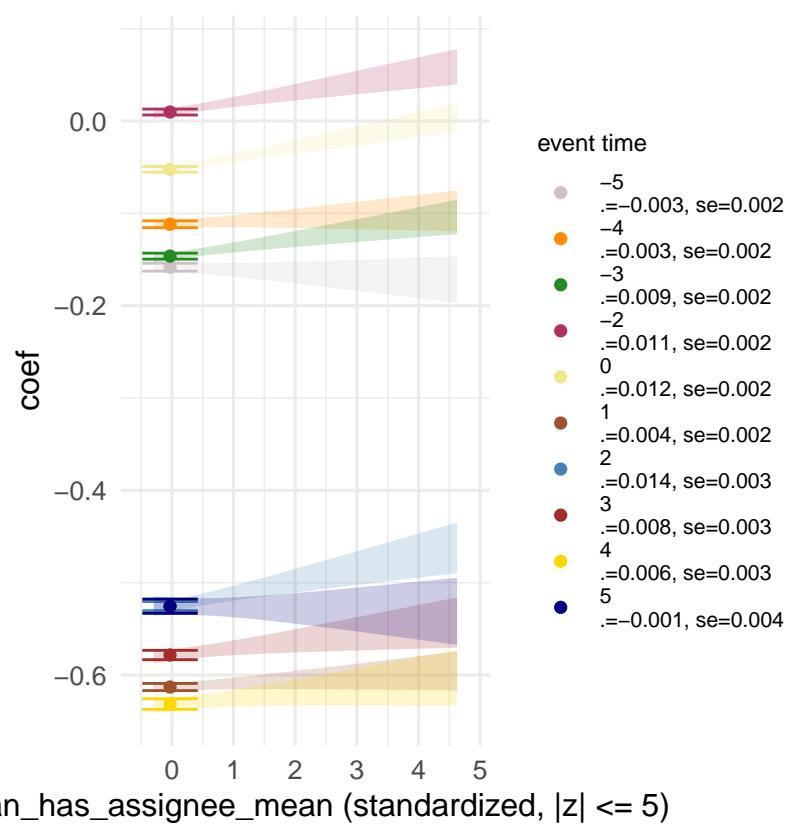
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)

organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

Rank: 10, Importance: 0.0327



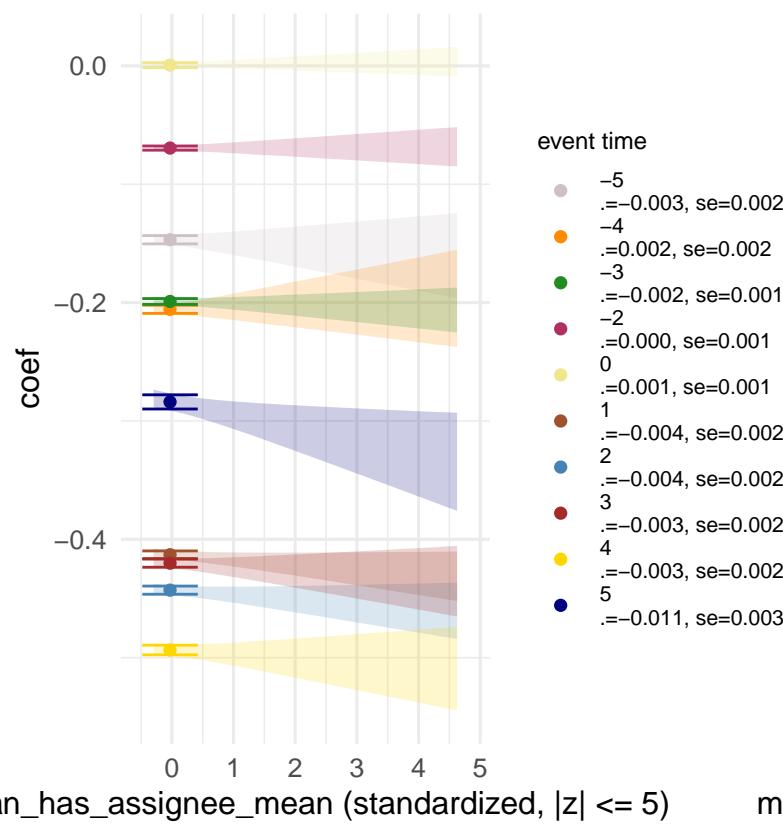
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)

organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

Rank: 31, Importance: 0.00372



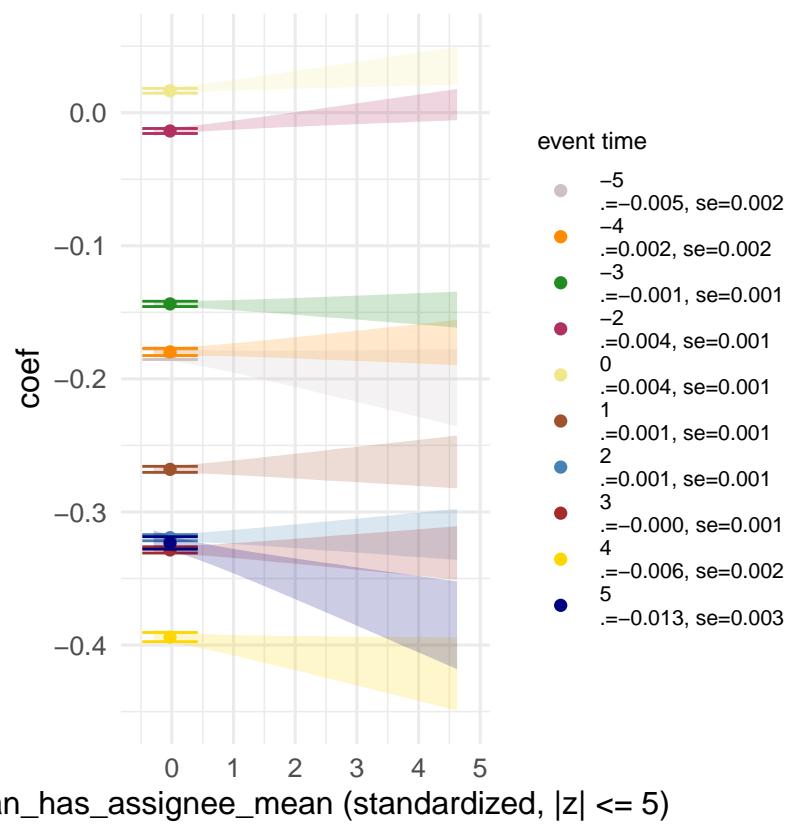
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro

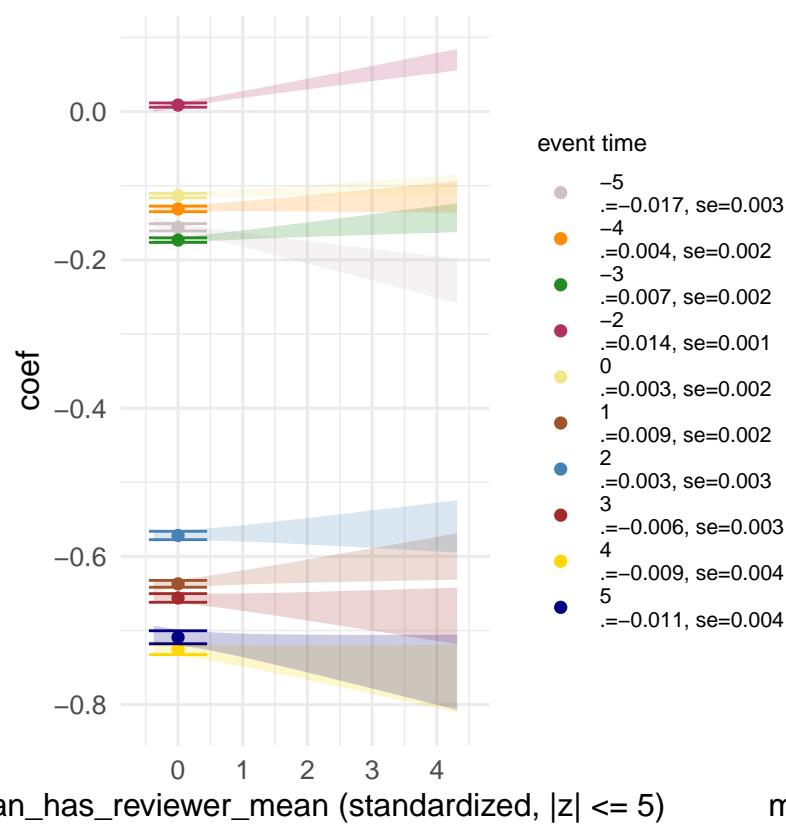
organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

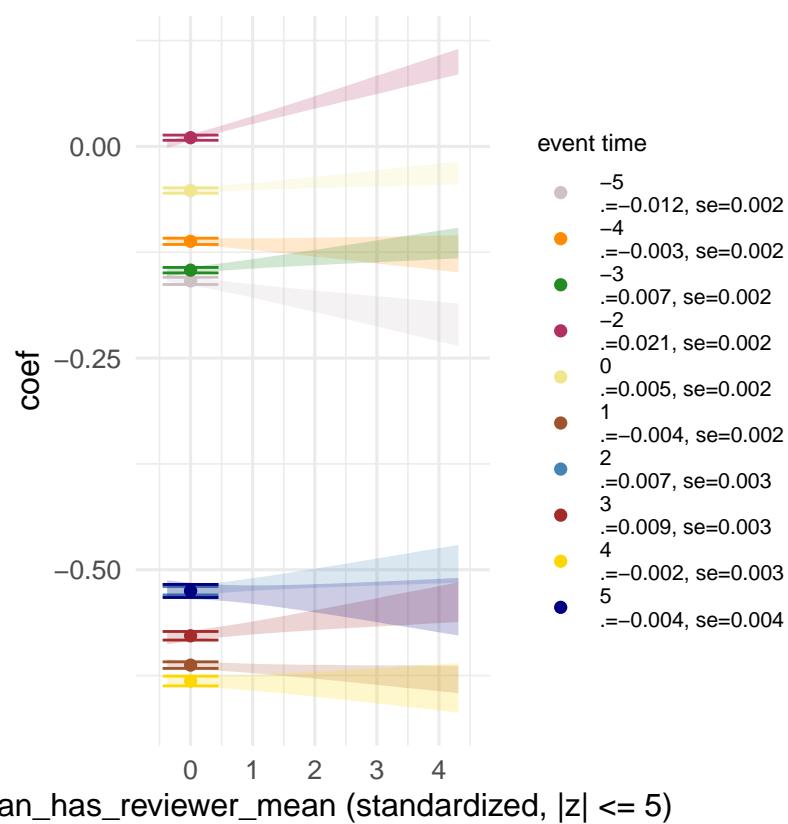
Rank: 28, Importance: 0.00617



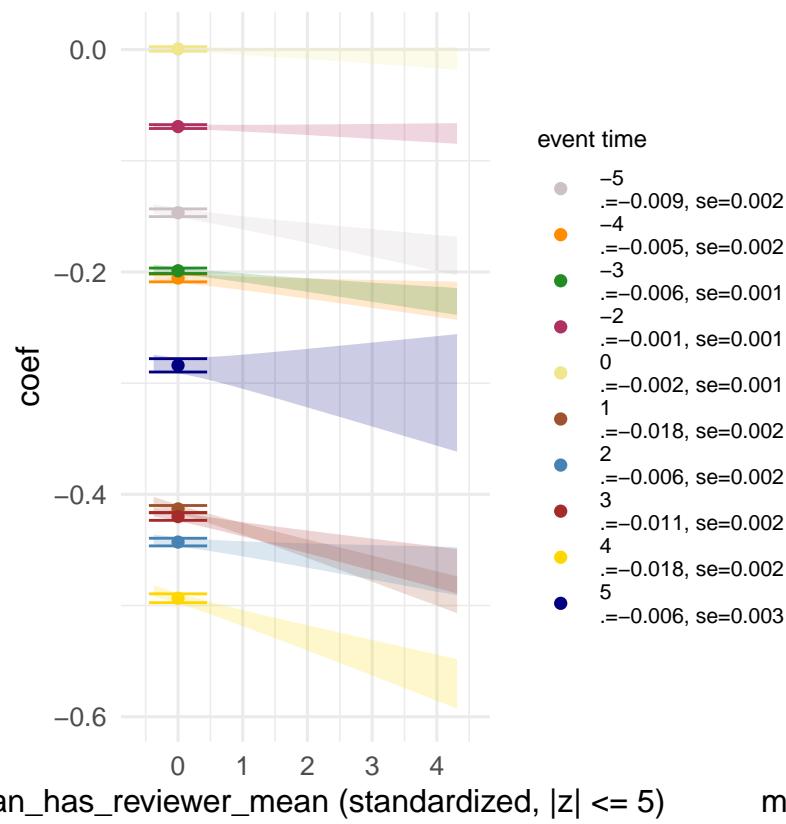
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → organized\_assignment  
 pr\_reviewers → mean\_has\_reviewer  
 Rank: 20, Importance: 0.0171



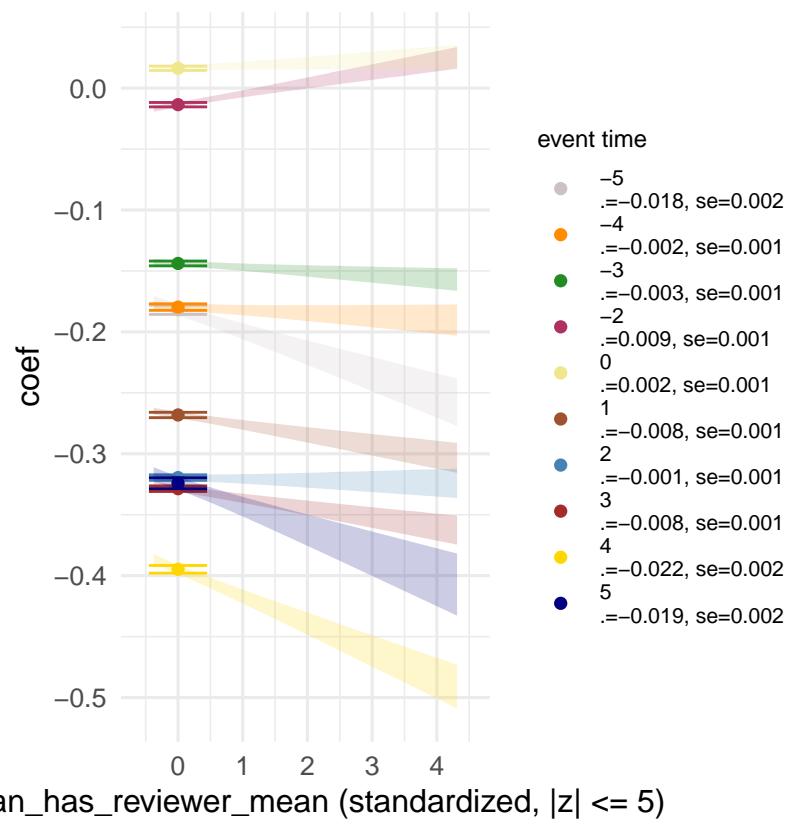
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 organizational\_routines → organized\_assignment  
 pr\_reviewers → mean\_has\_reviewer  
 Rank: 11, Importance: 0.0312



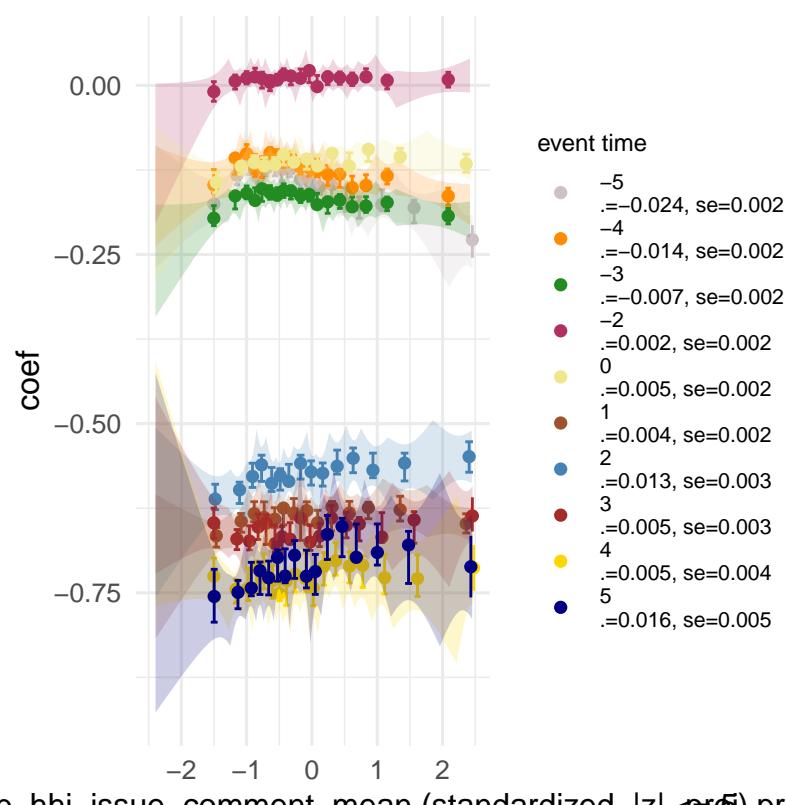
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 organizational\_routines → organized\_assignment  
 pr\_reviewers → mean\_has\_reviewer  
 Rank: 26, Importance: 0.00816



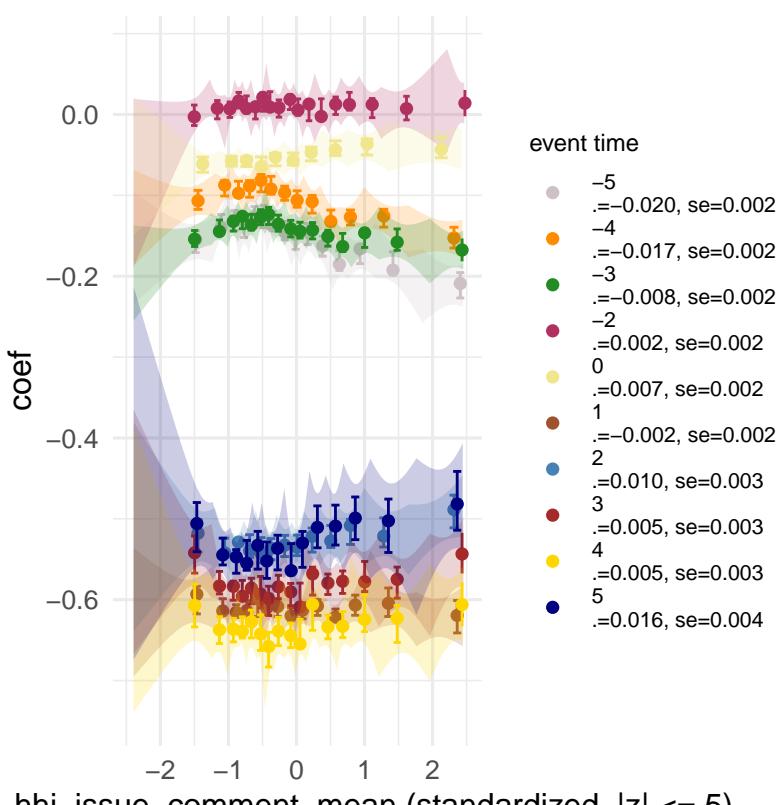
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 organizational\_routines → organized\_assignment  
 pr\_reviewers → mean\_has\_reviewer  
 Rank: 31, Importance: 0.00526



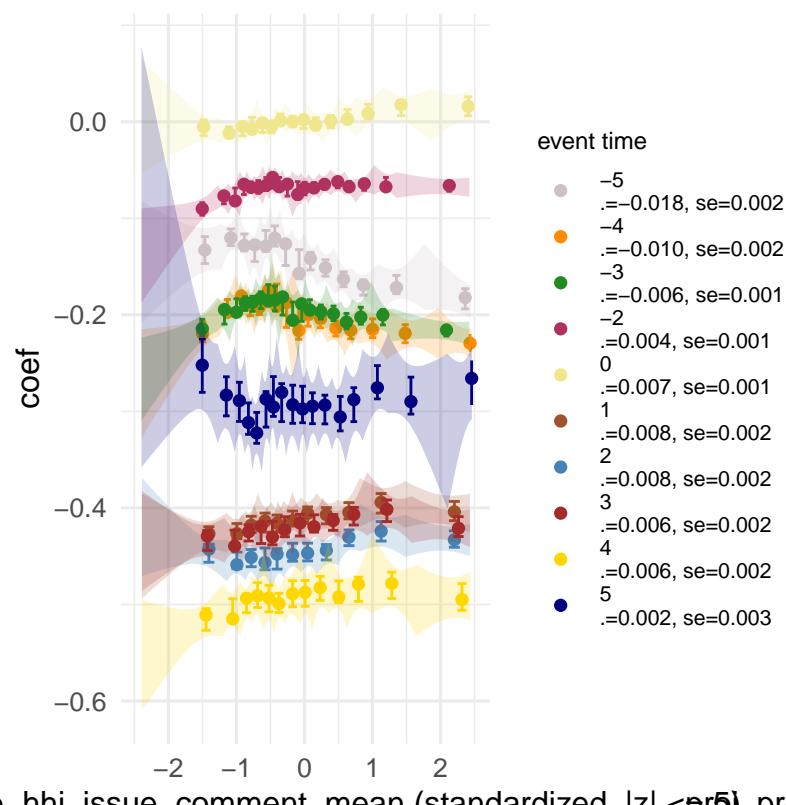
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_comment  
 Rank: 26, Importance: 0.00709



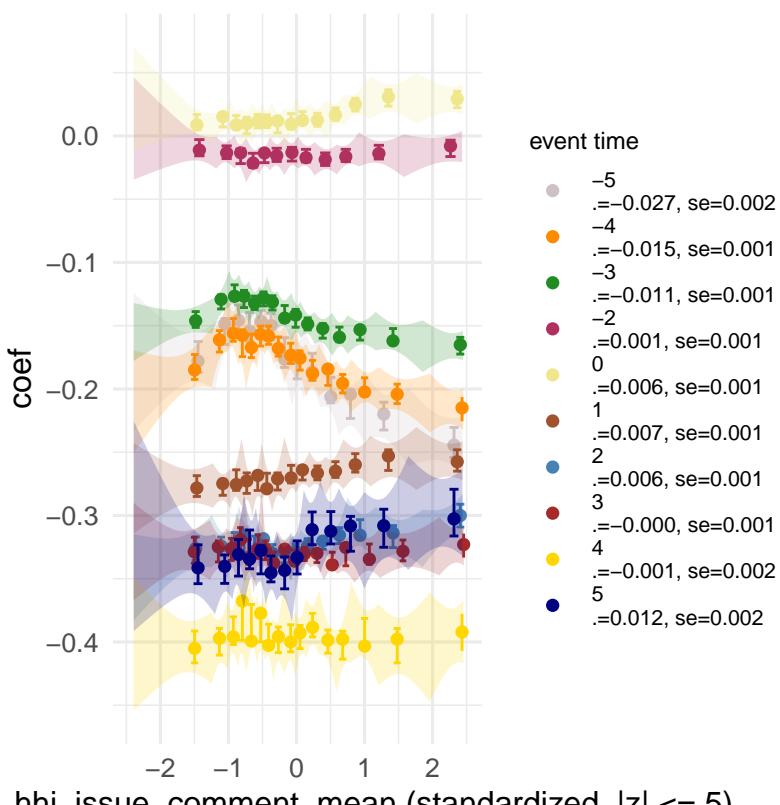
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_com  
 Rank: 29, Importance: 0.00596



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_comment  
 Rank: 23, Importance: 0.0107



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_com  
 Rank: 14, Importance: 0.0227



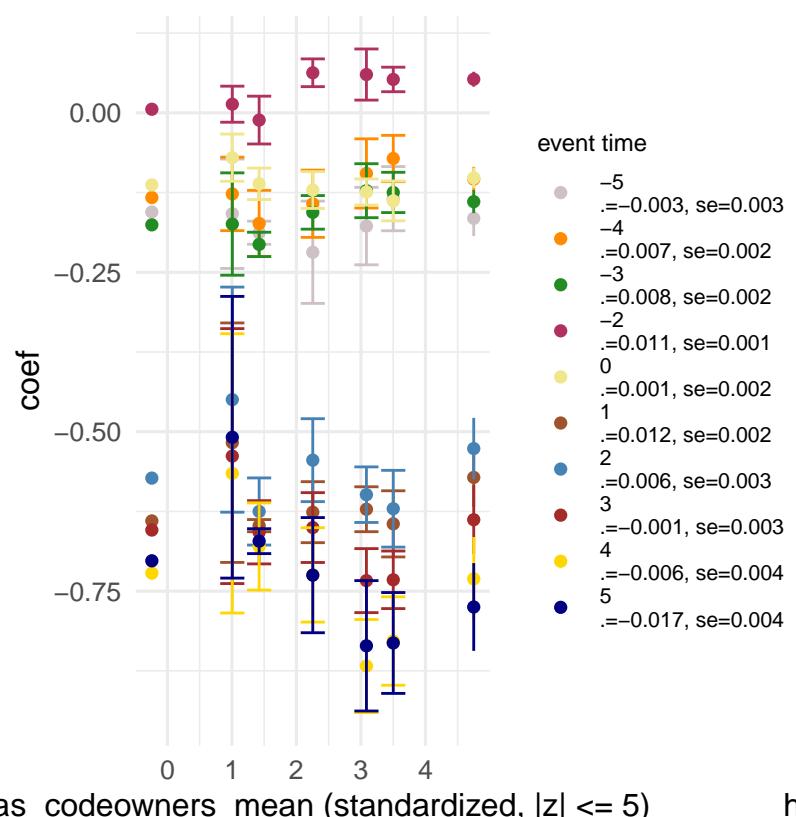
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 18, Importance: 0.019



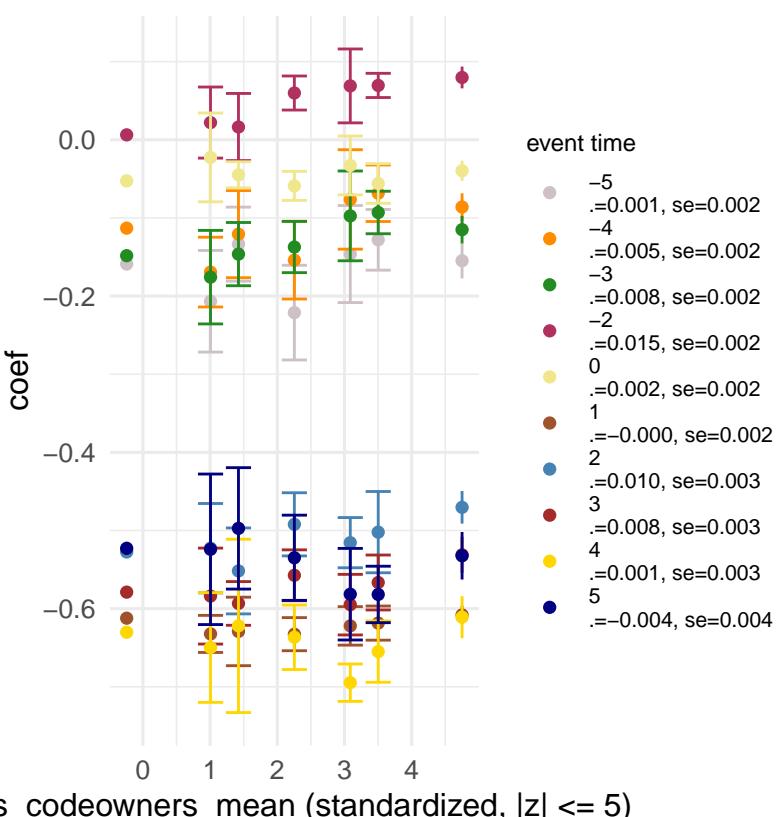
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 30, Importance: 0.00406



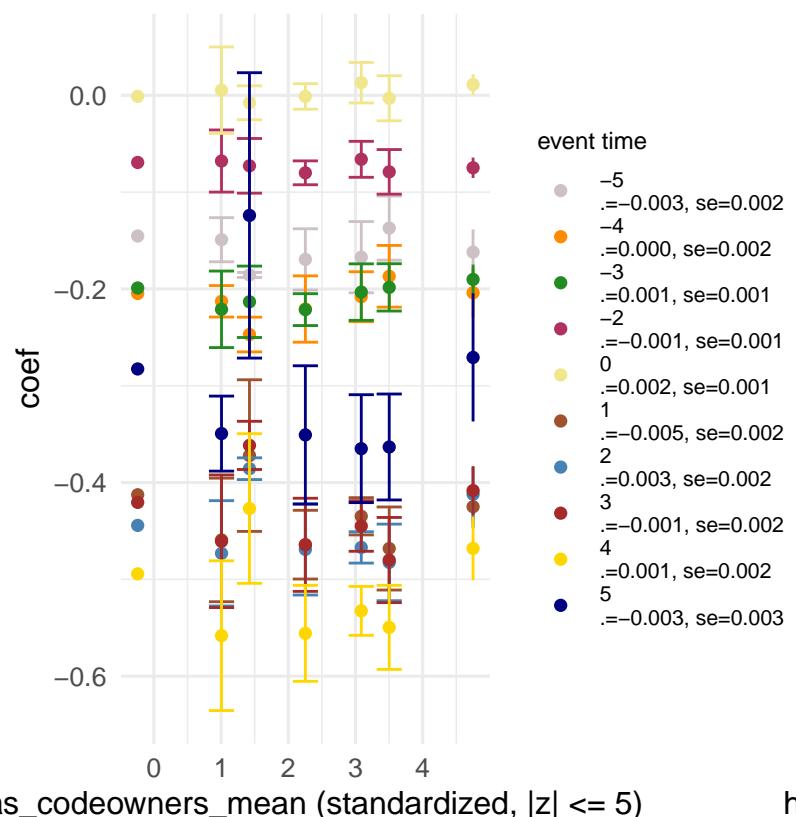
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 25, Importance: 0.00871



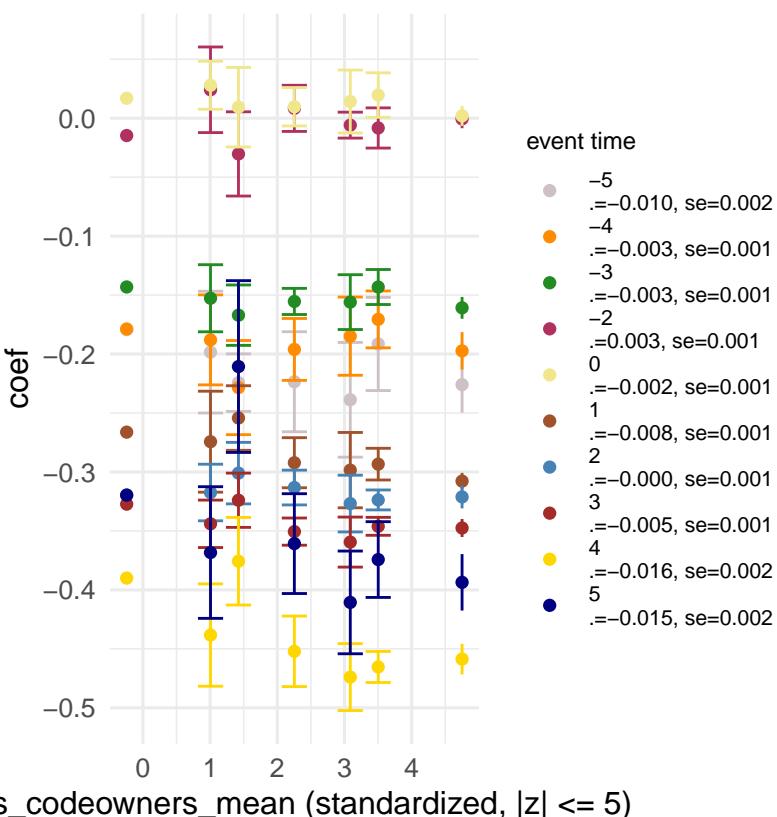
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 21, Importance: 0.0127



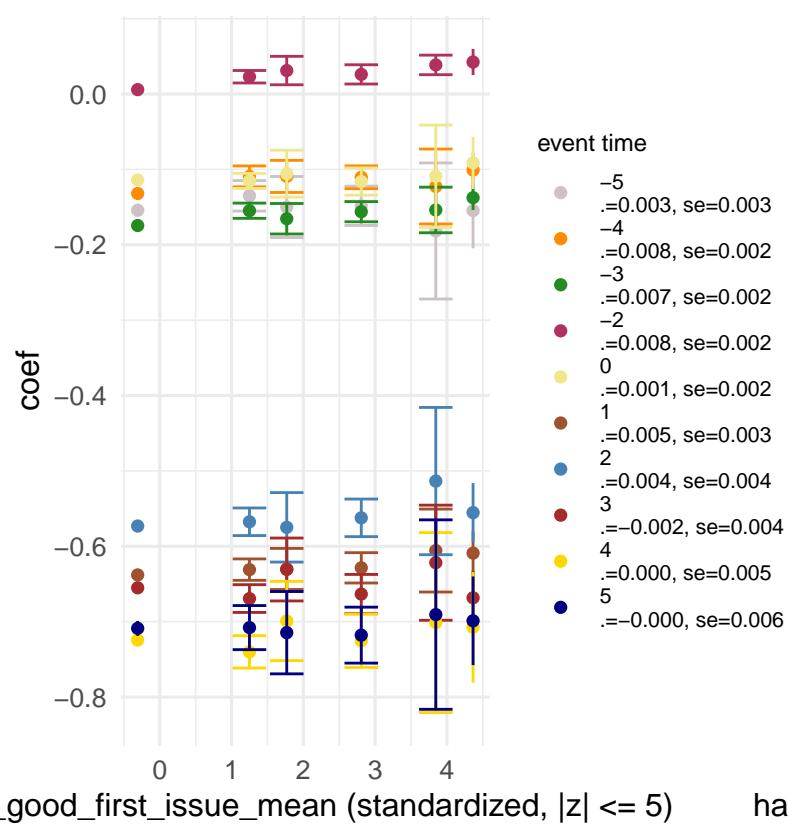
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

organizational\_routines → newcomer\_guidelines

good\_first\_issue → has\_good\_first\_issue

Rank: 28, Importance: 0.0053



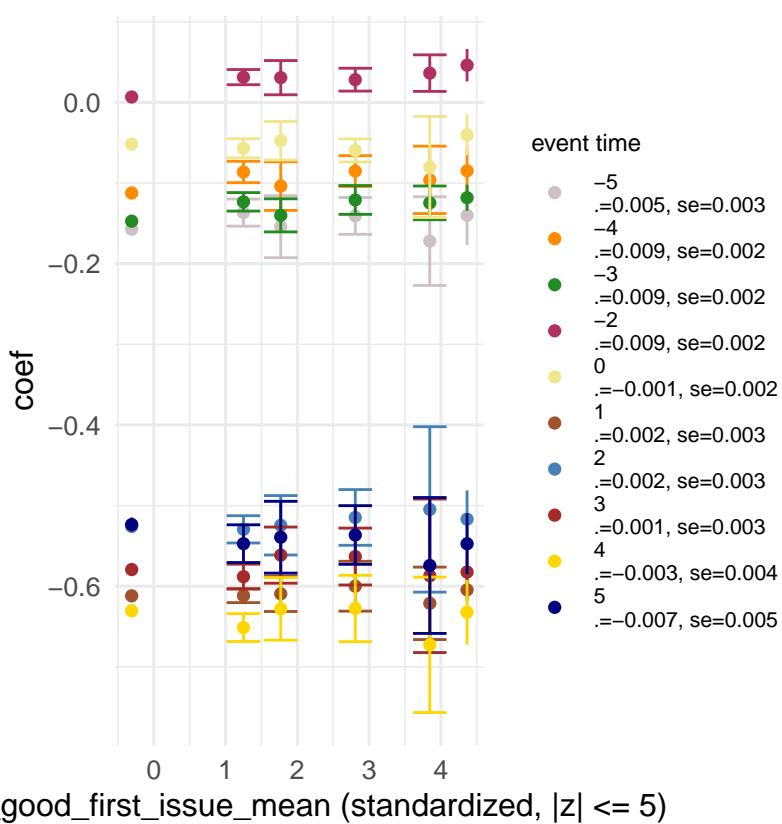
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a

organizational\_routines → newcomer\_guid

good\_first\_issue → has\_good\_first\_issue

Rank: 27, Importance: 0.00683



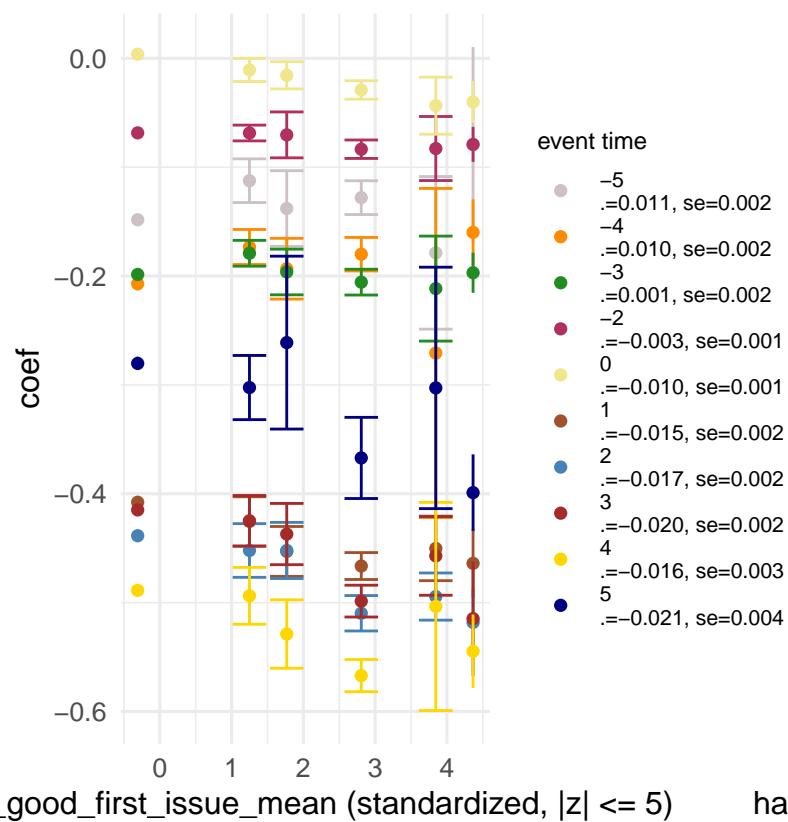
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, al

organizational\_routines → newcomer\_guidelines

good\_first\_issue → has\_good\_first\_issue

Rank: 9, Importance: 0.032



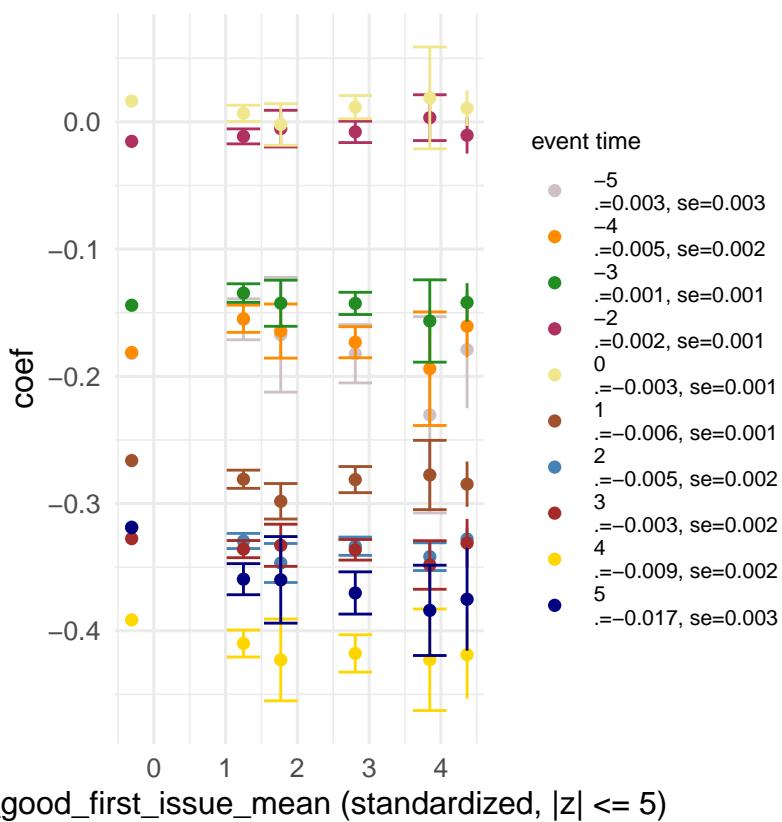
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro

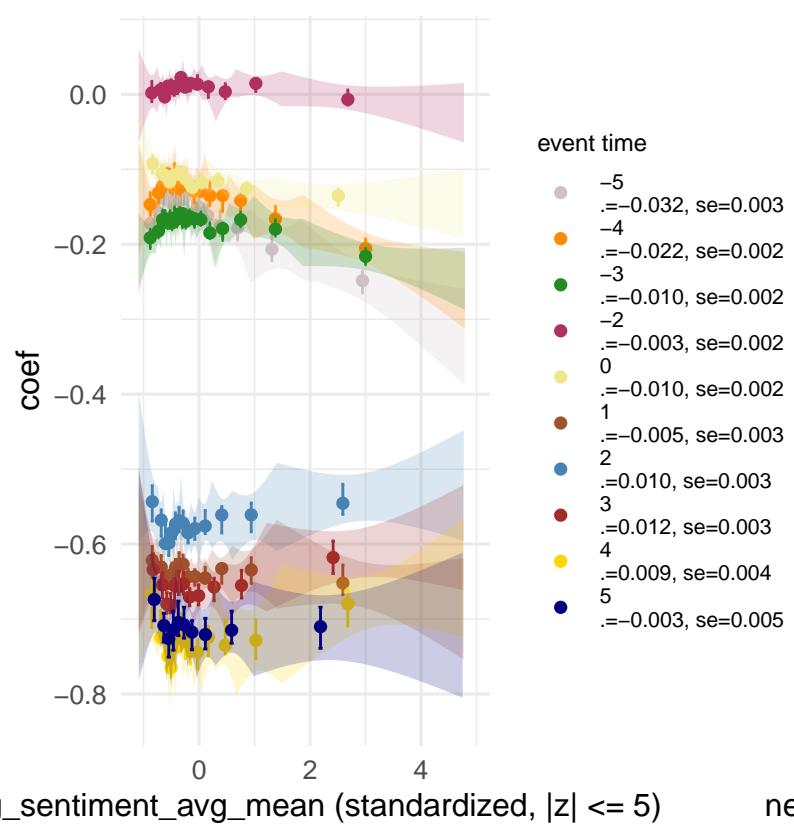
organizational\_routines → newcomer\_guid

good\_first\_issue → has\_good\_first\_issue

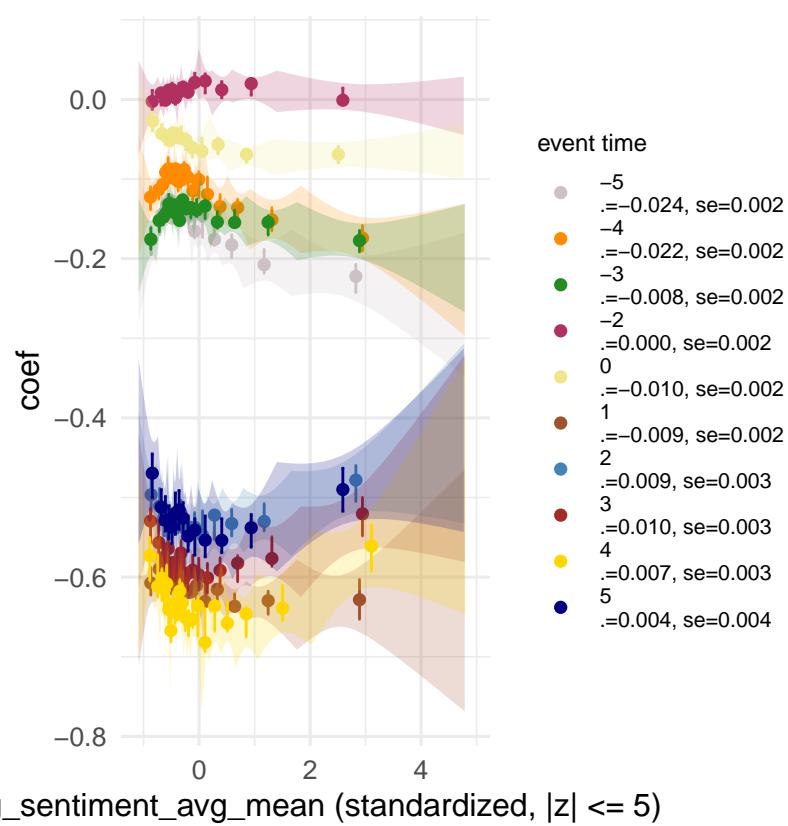
Rank: 34, Importance: 0.00204



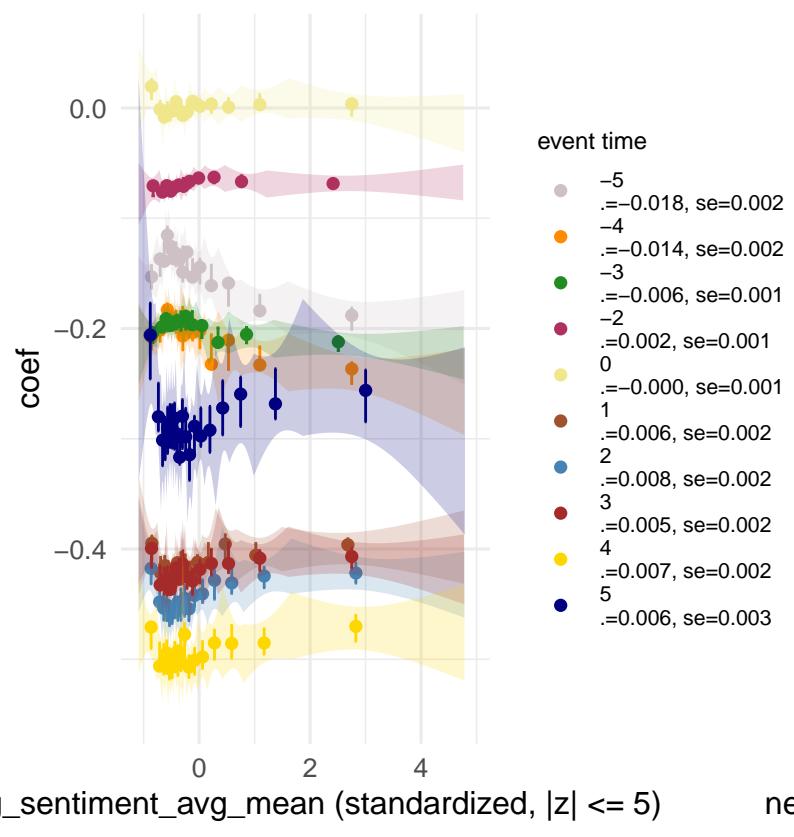
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 19, Importance: 0.0189



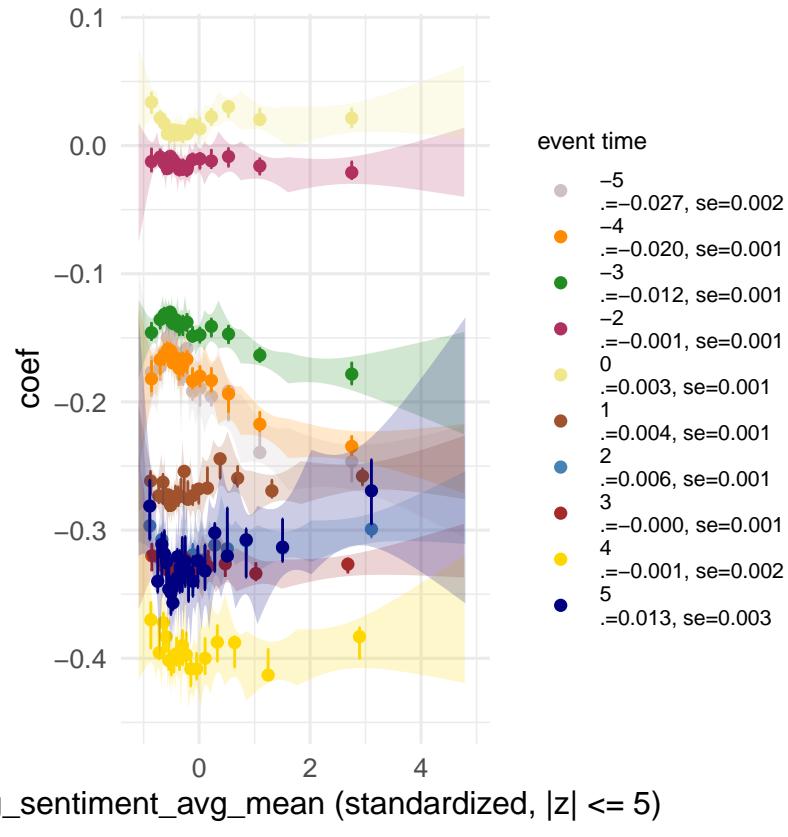
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 23, Importance: 0.00946



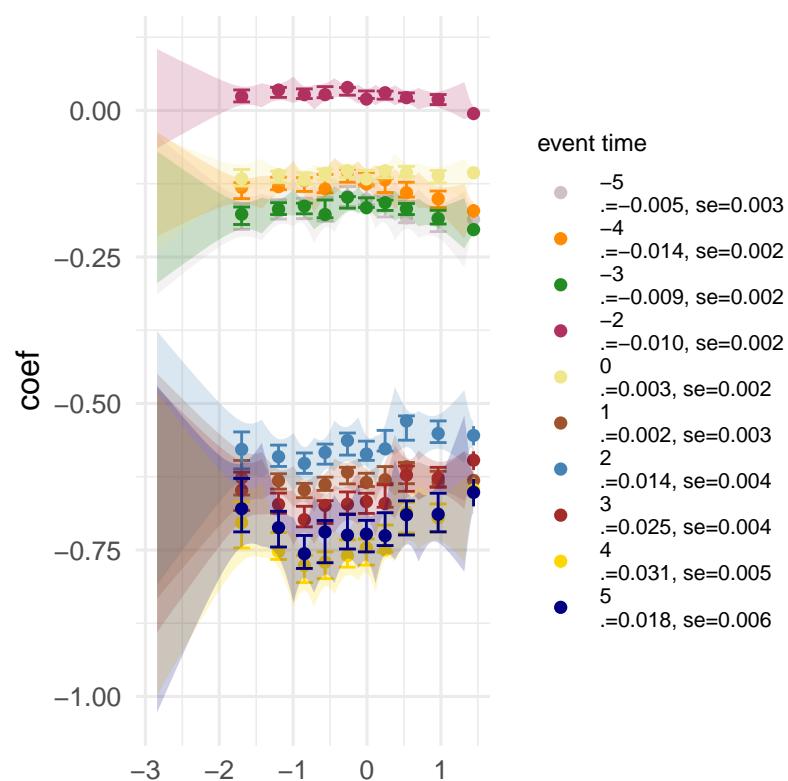
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 30, Importance: 0.00497



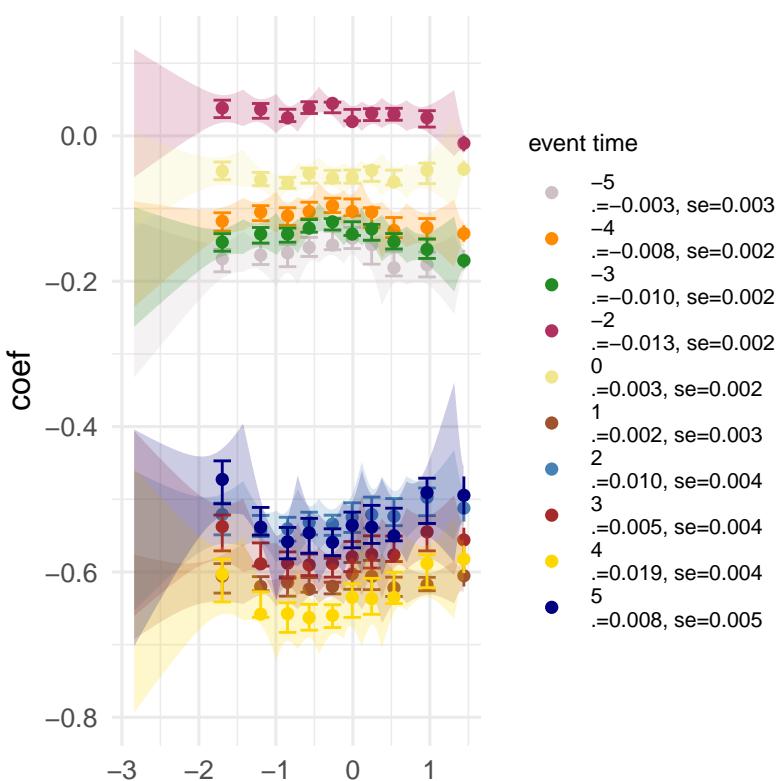
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 30, Importance: 0.00568



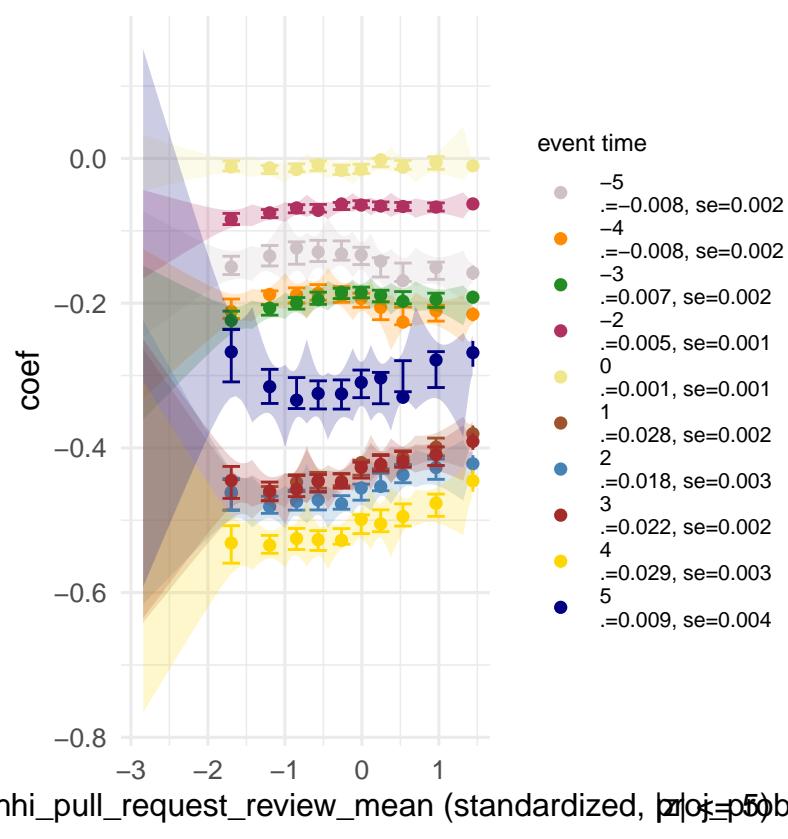
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review\_mean  
 Rank: 30, Importance: 0.0035



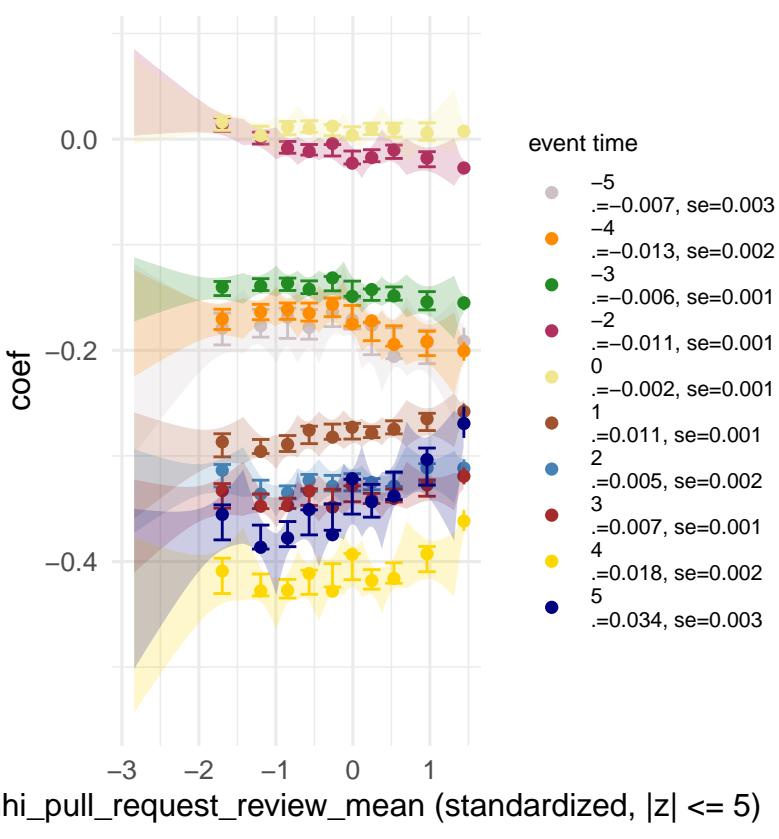
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review\_mean  
 Rank: 26, Importance: 0.00857



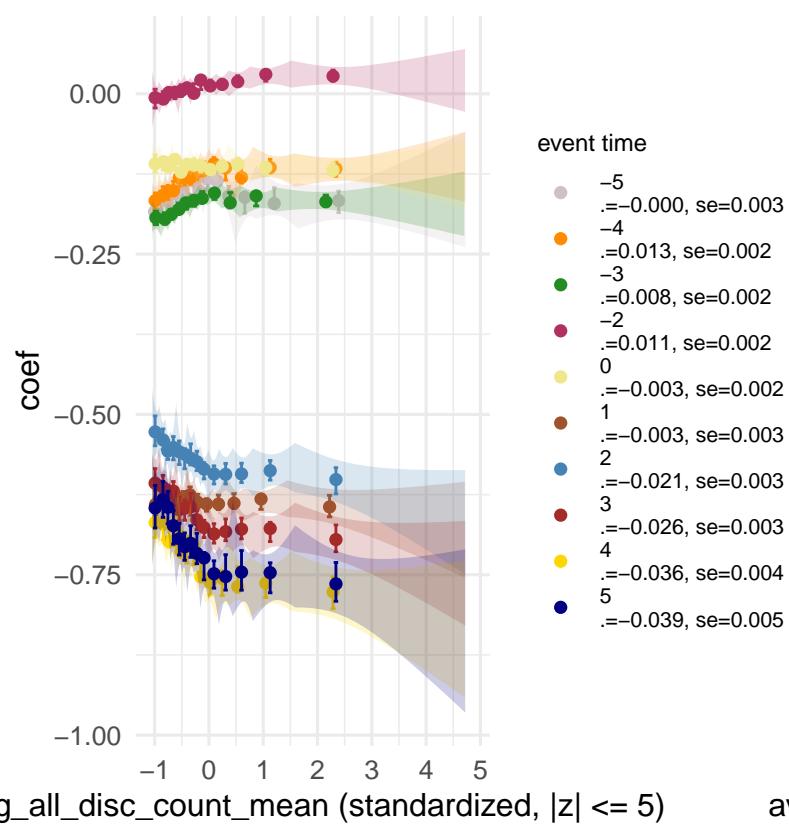
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review\_mean  
 Rank: 24, Importance: 0.00969



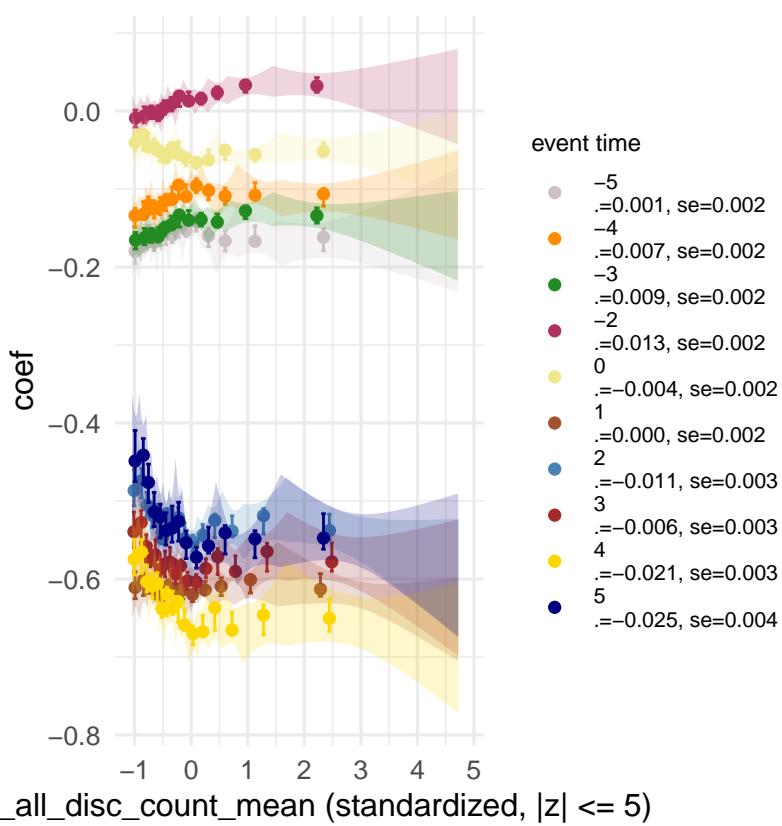
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review\_mean  
 Rank: 24, Importance: 0.00865



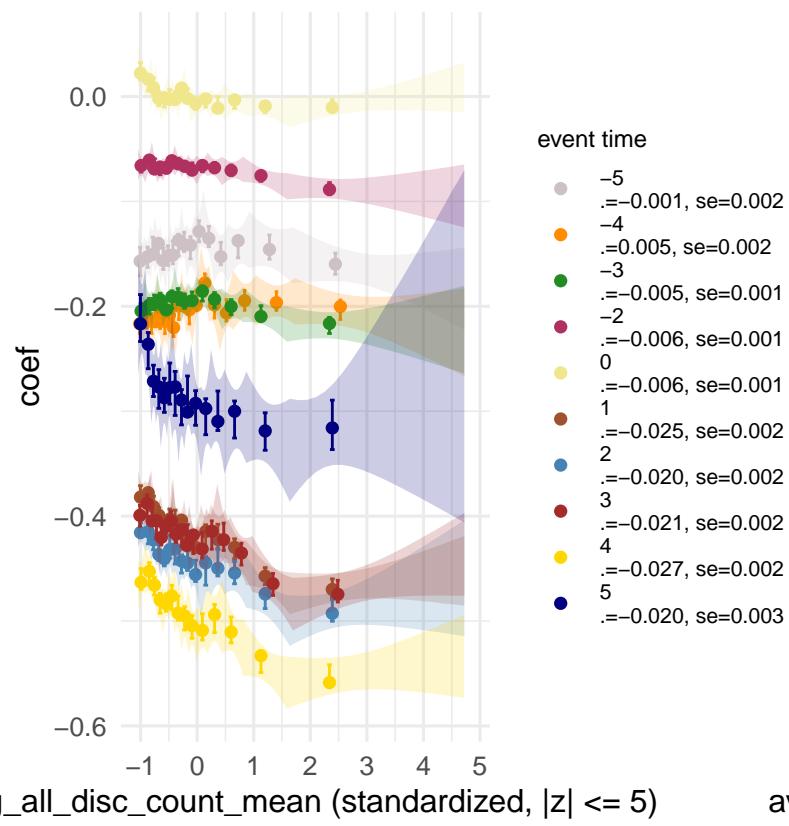
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 29, Importance: 0.00482



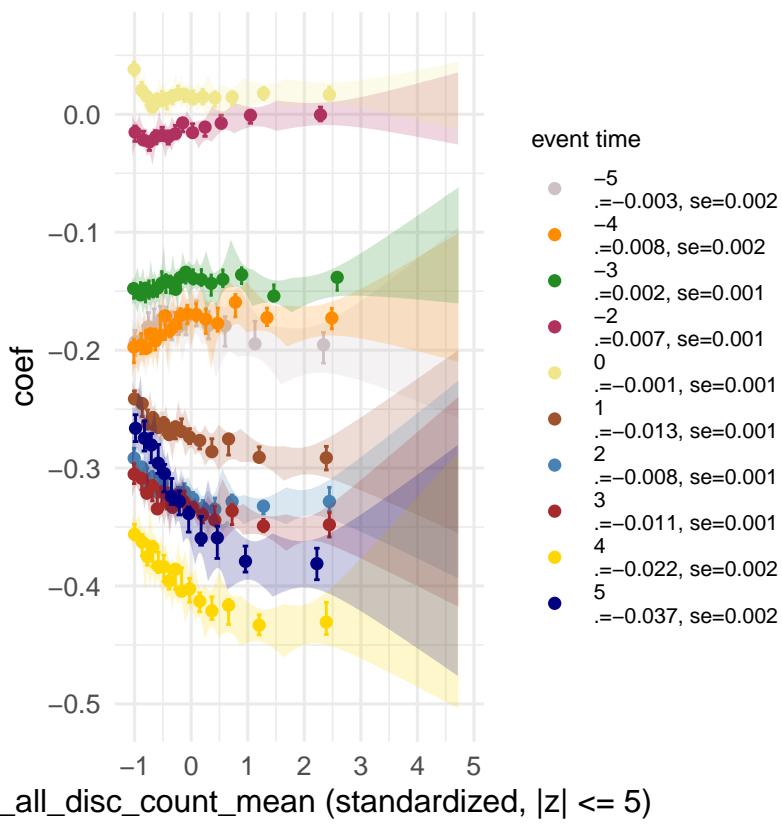
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 28, Importance: 0.00615



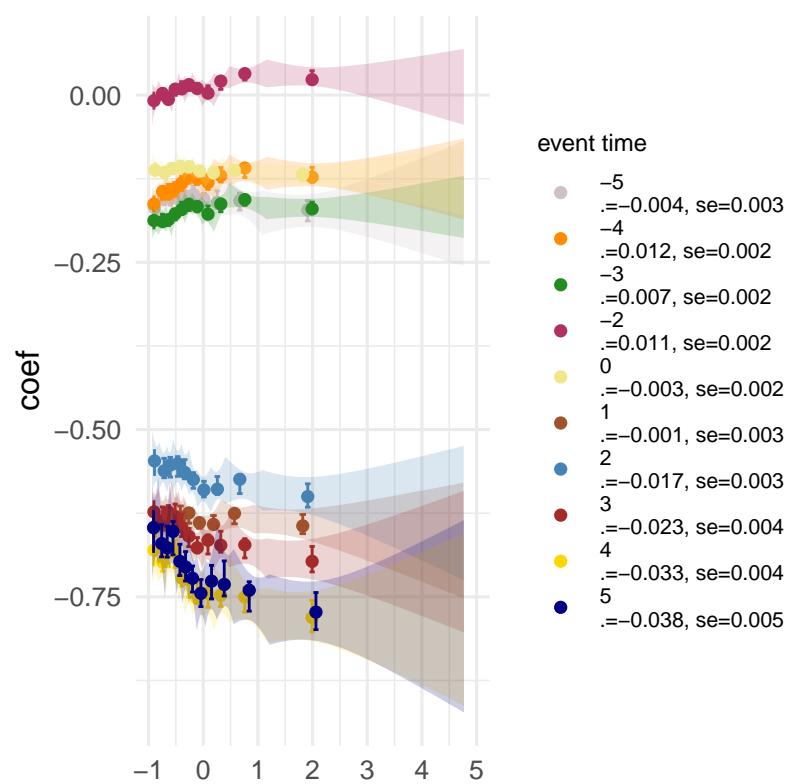
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 21, Importance: 0.013



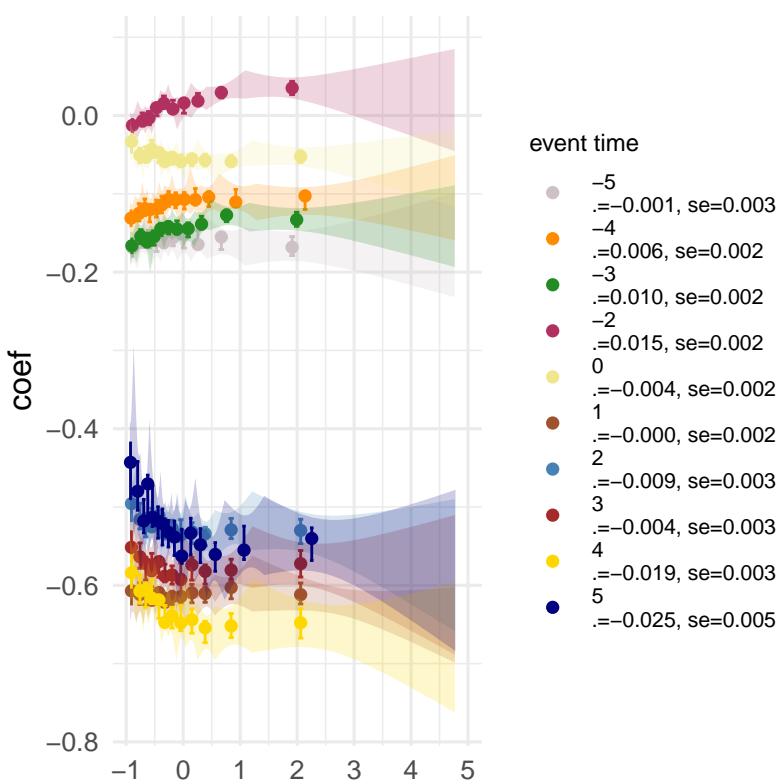
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 27, Importance: 0.00733



Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean  
 Rank: 33, Importance: 0.00108

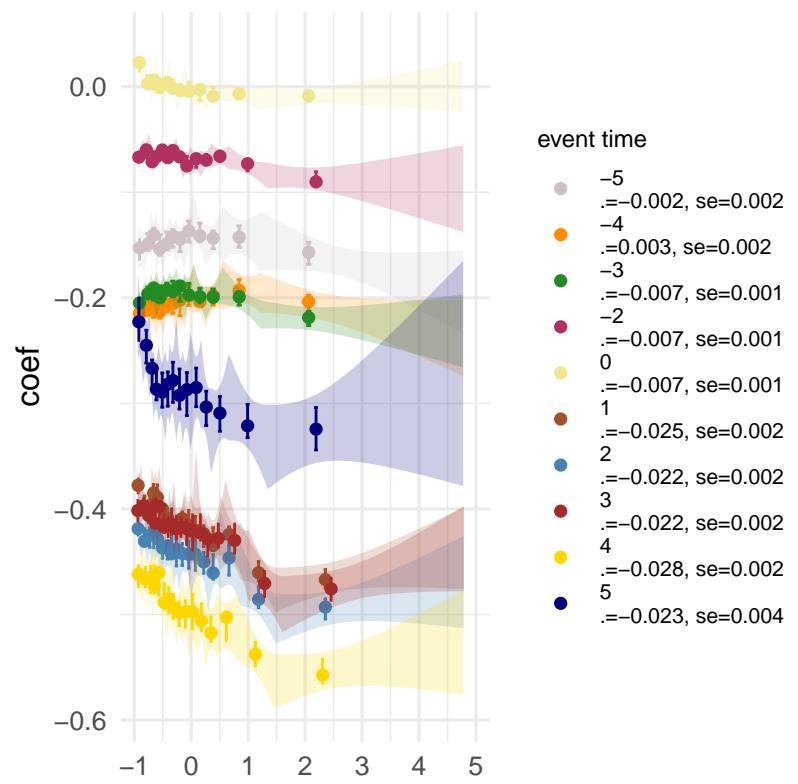


Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean  
 Rank: 34, Importance: 0.00125

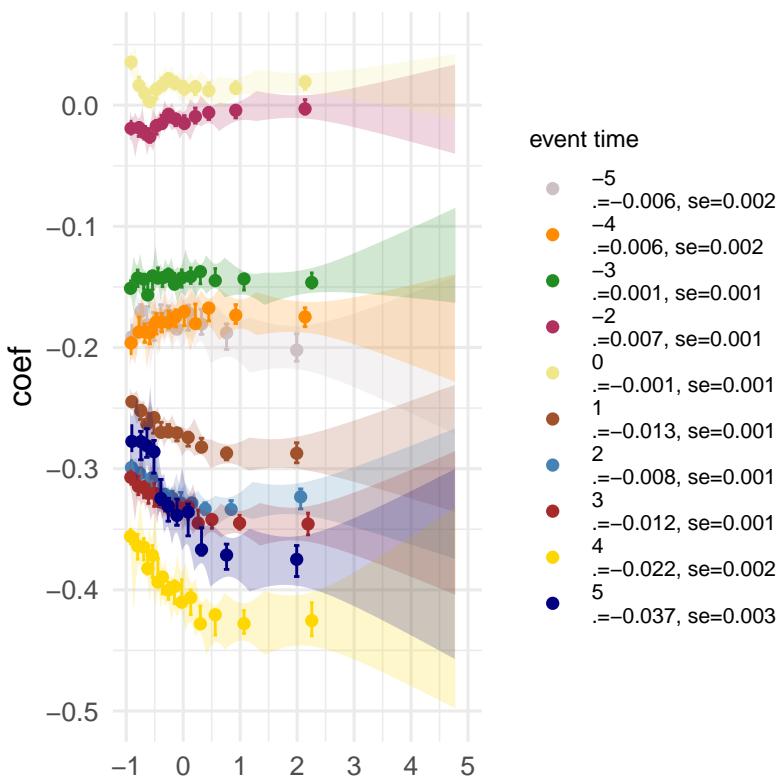


c\_exclude\_opener\_count\_mean (standardized, |z| <= 5) disc\_exclude\_opener\_count\_mean (standardized, |z| <= 5)

Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean  
 Rank: 13, Importance: 0.0238

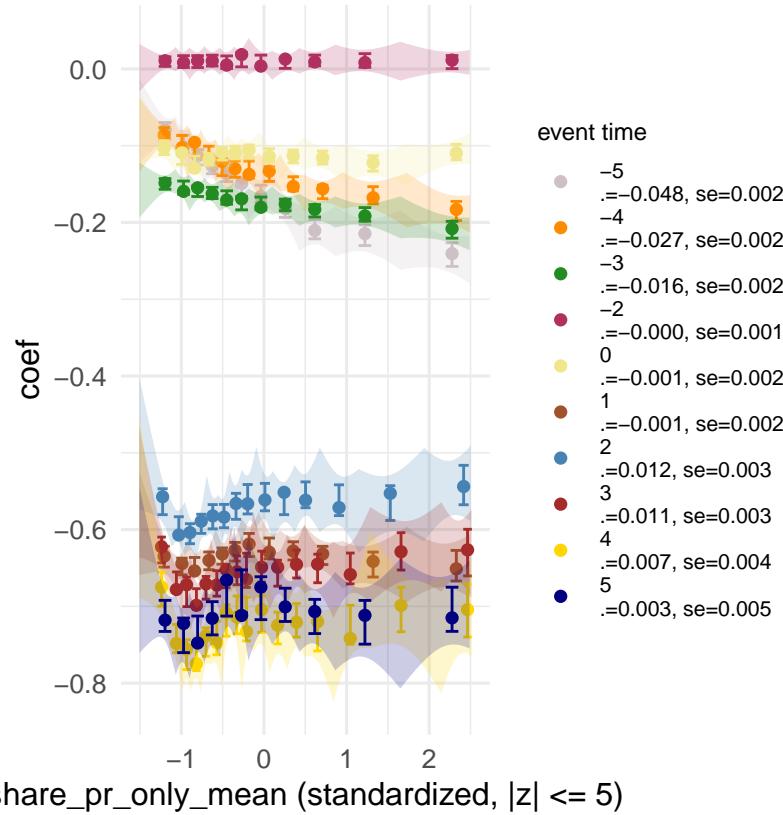


Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean  
 Rank: 26, Importance: 0.00758

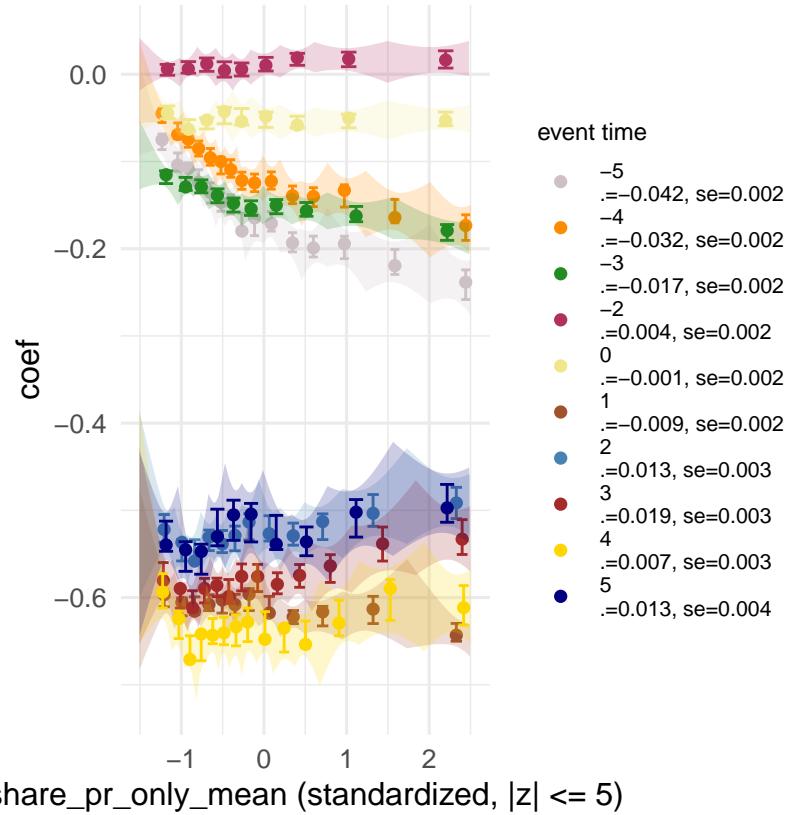


c\_exclude\_opener\_count\_mean (standardized, |z| <= 5) disc\_exclude\_opener\_count\_mean (standardized, |z| <= 5)

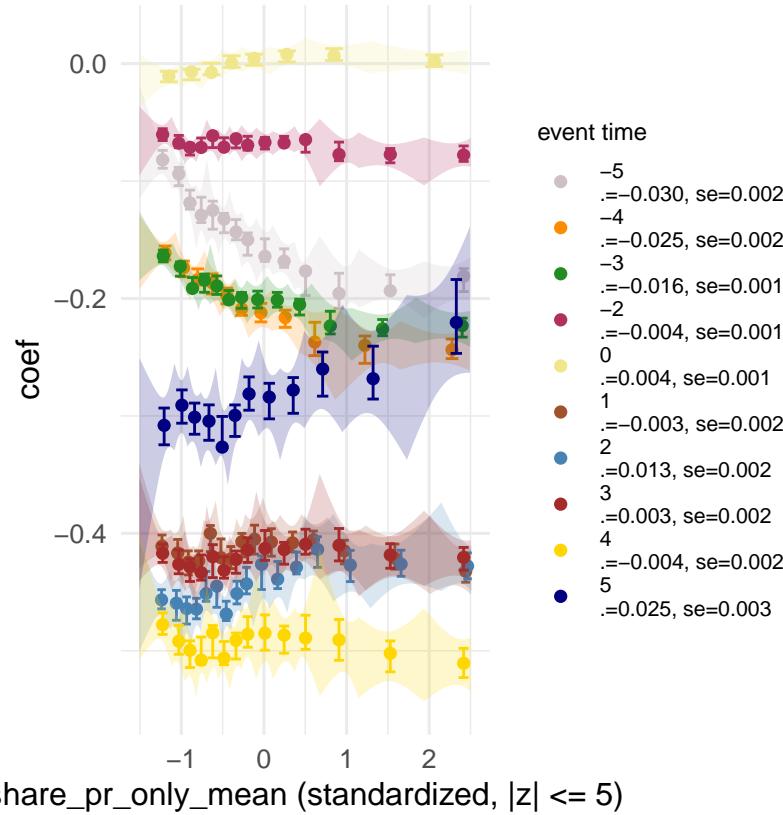
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 31, Importance: 0.00317



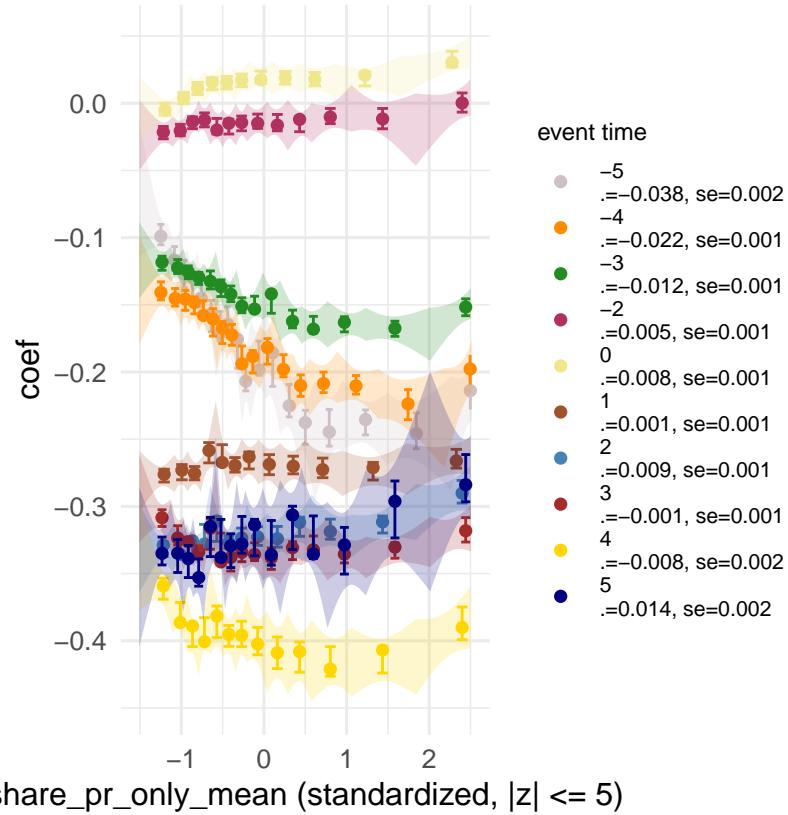
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 31, Importance: 0.00402



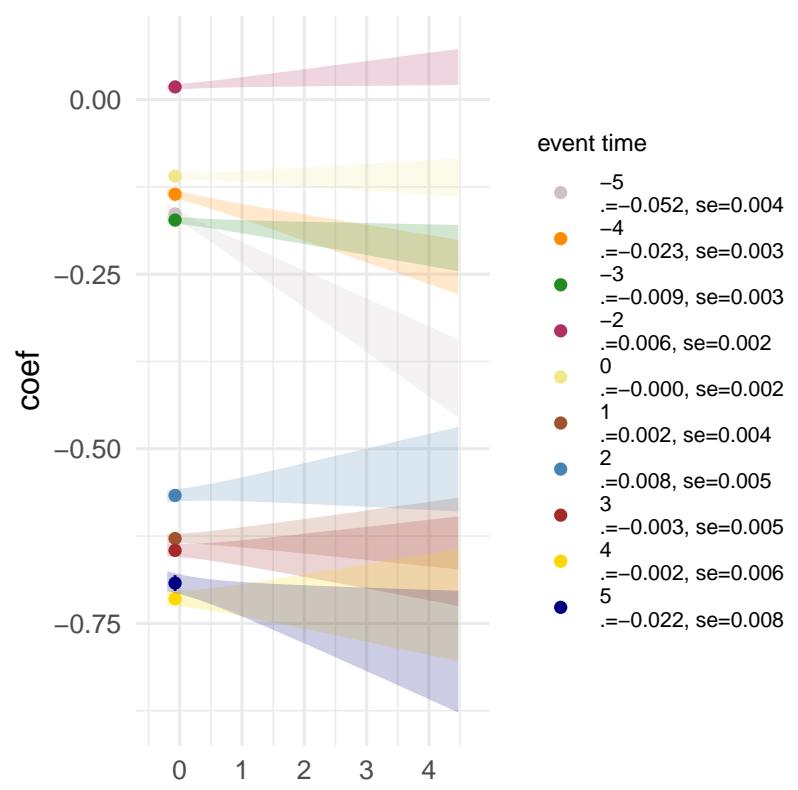
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 22, Importance: 0.0123



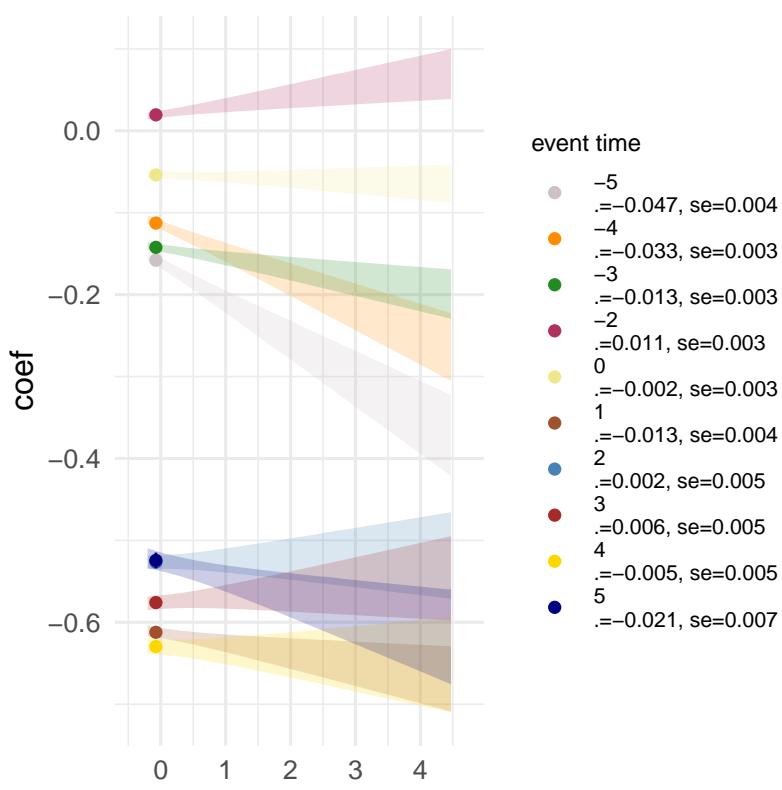
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 23, Importance: 0.0108



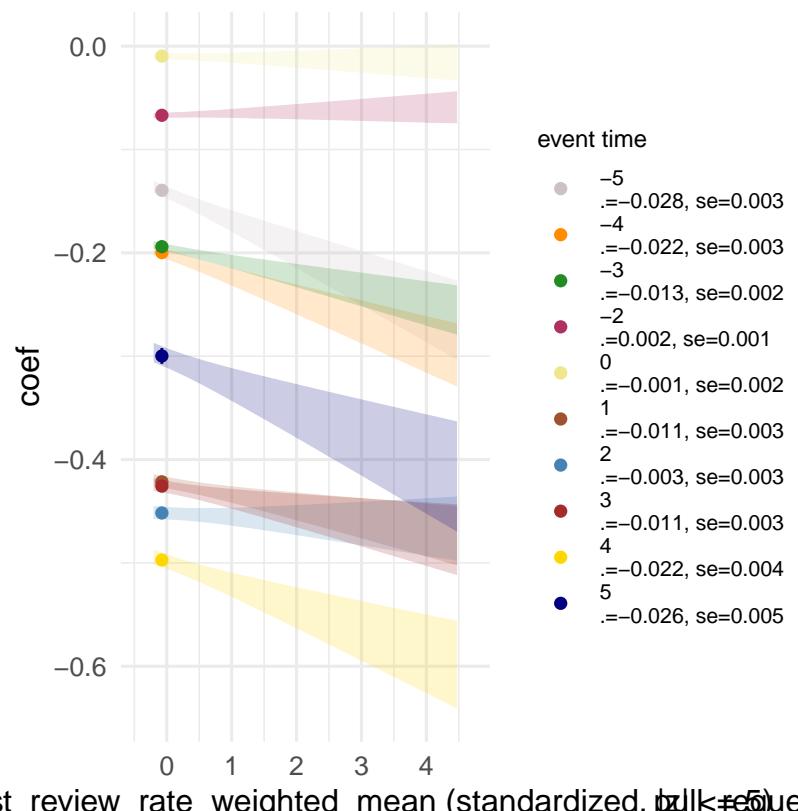
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted  
 Rank: 32, Importance: 0.00136



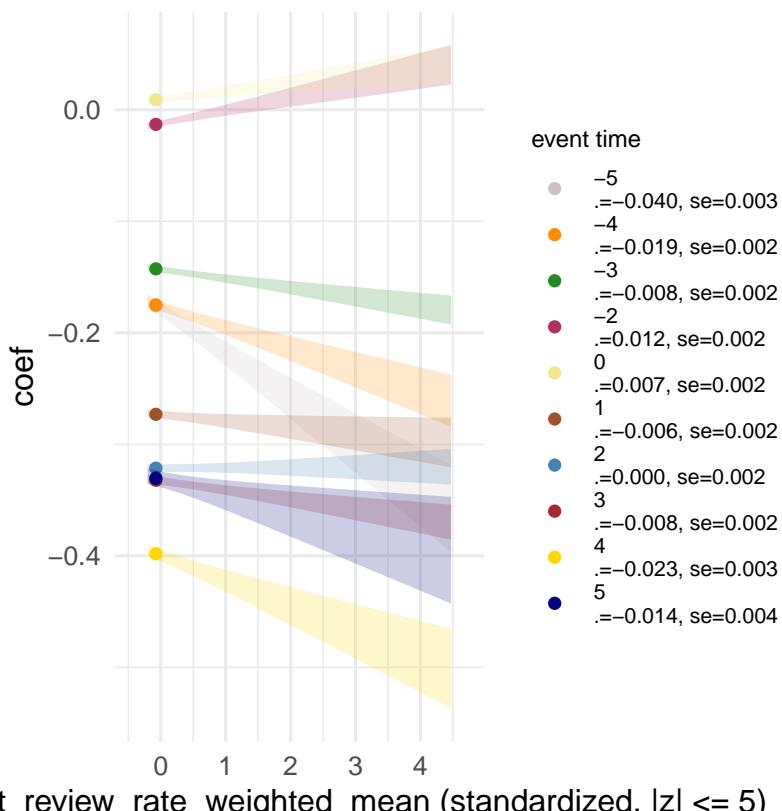
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted  
 Rank: 32, Importance: 0.002



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted  
 Rank: 33, Importance: 0.0027

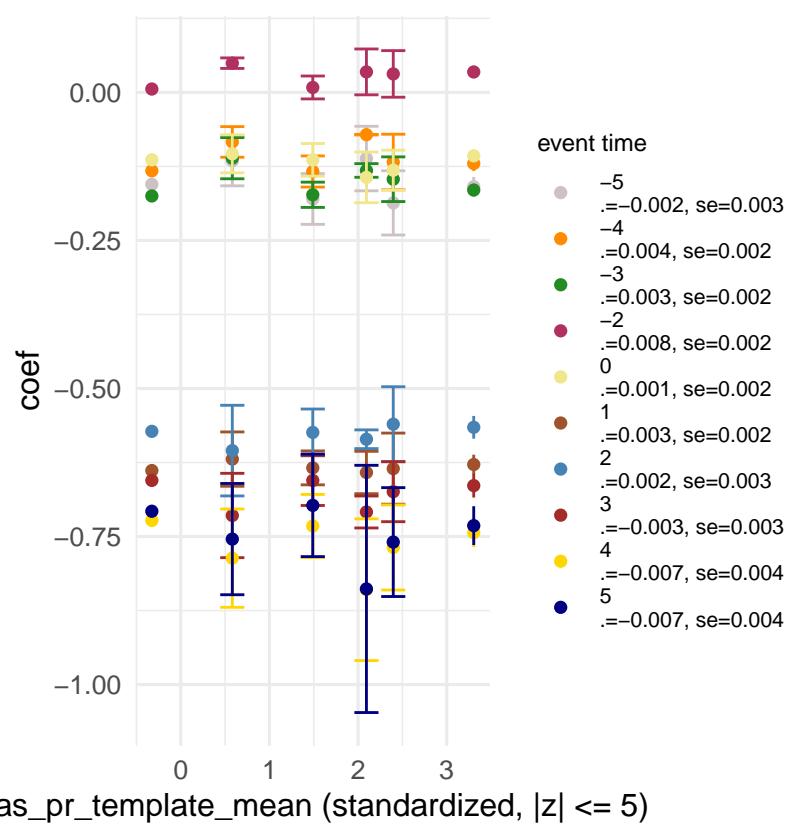


Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted  
 Rank: 33, Importance: 0.00377



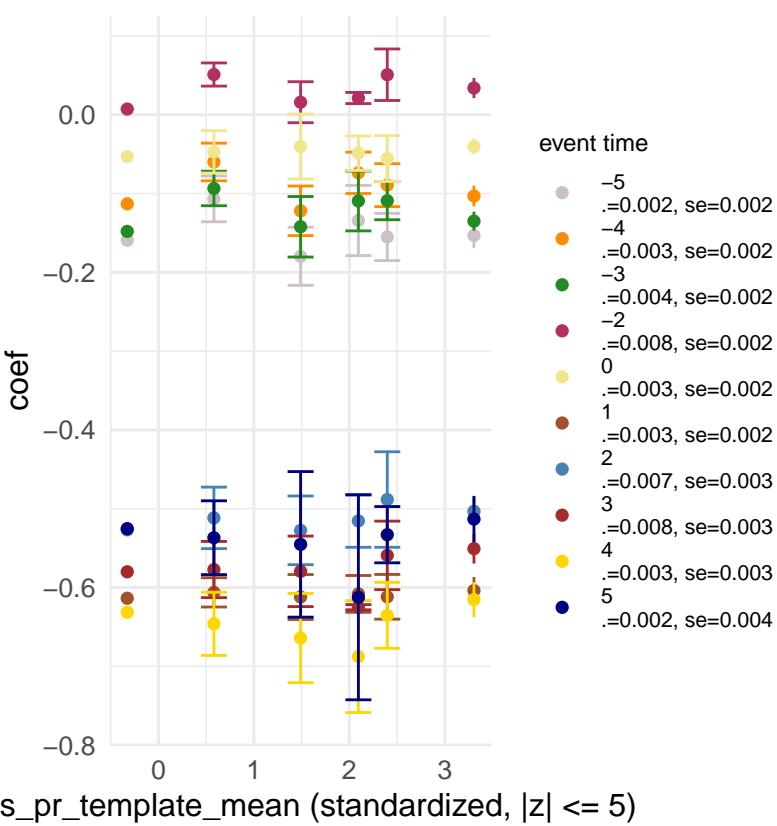
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 34, Importance: 0.000608



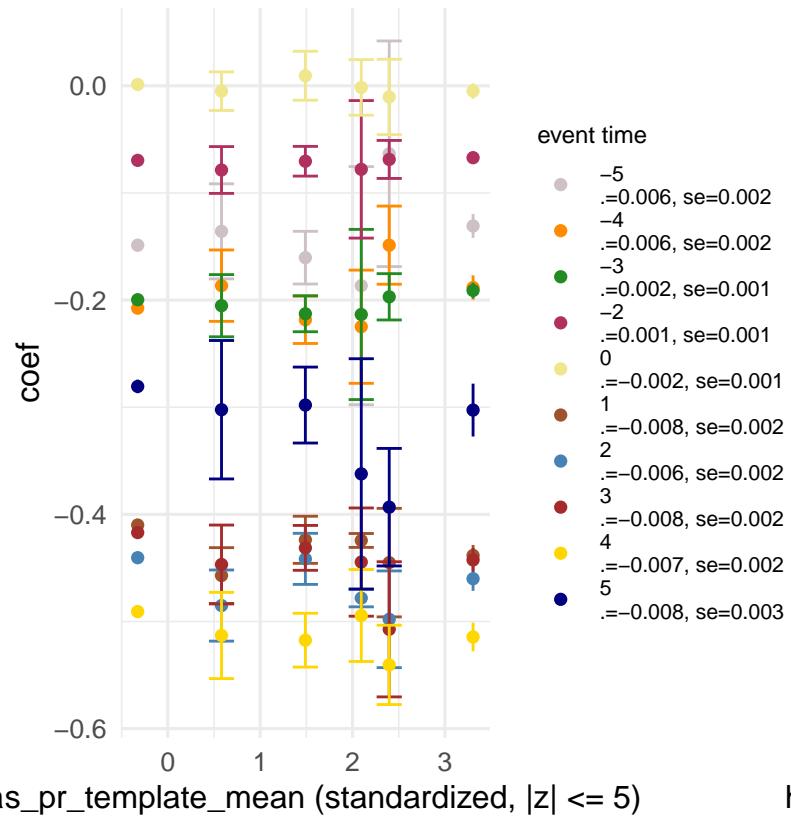
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 33, Importance: 0.00125



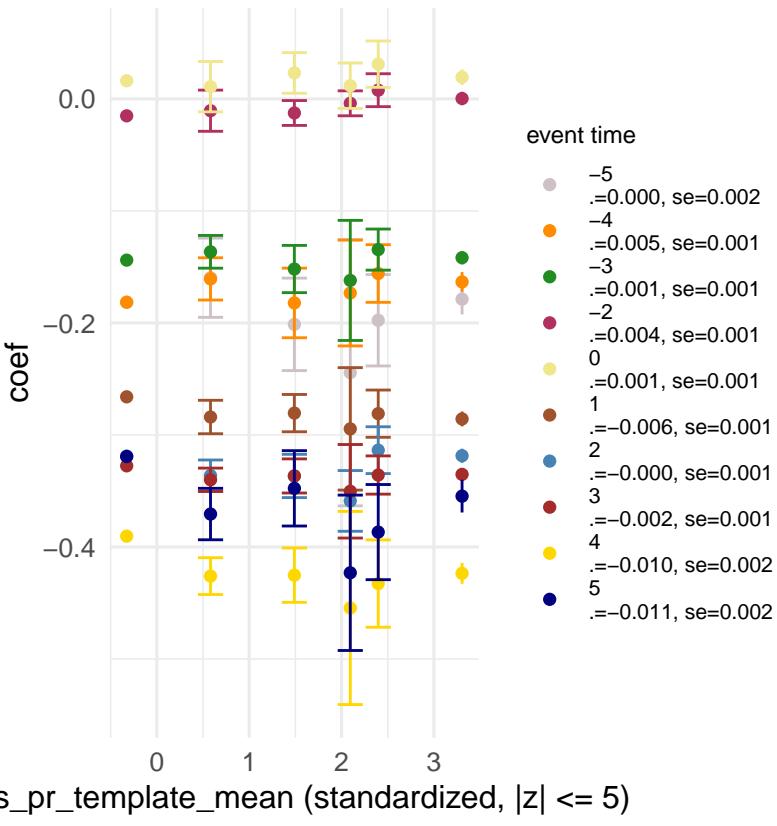
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, al)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 34, Importance: 0.00186



### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 32, Importance: 0.00402



### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

organizational\_routines → newcomer\_guidelines

contributing\_guide → has\_contributing\_guide

Rank: 36, Importance: 3.84e-05

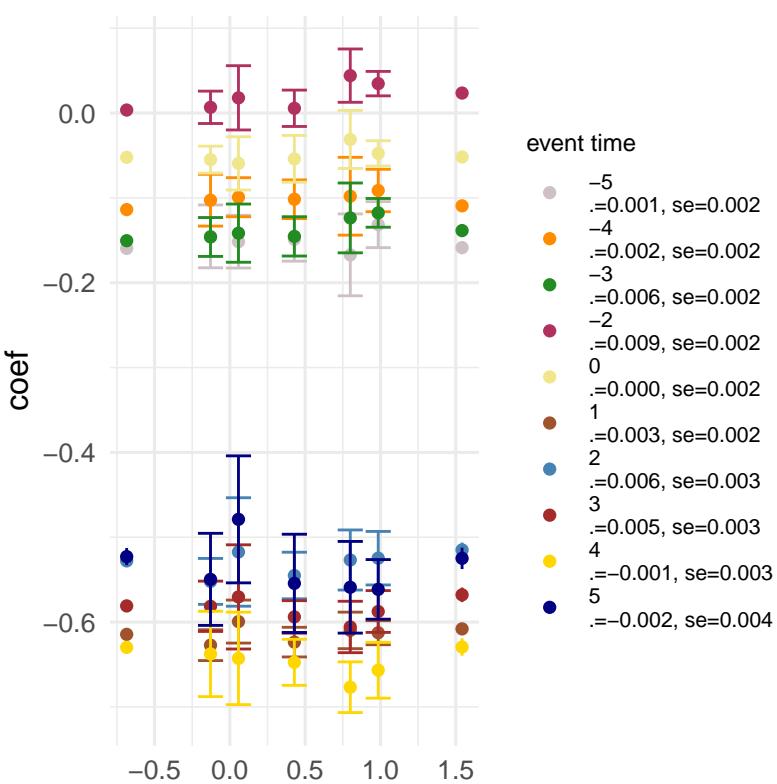
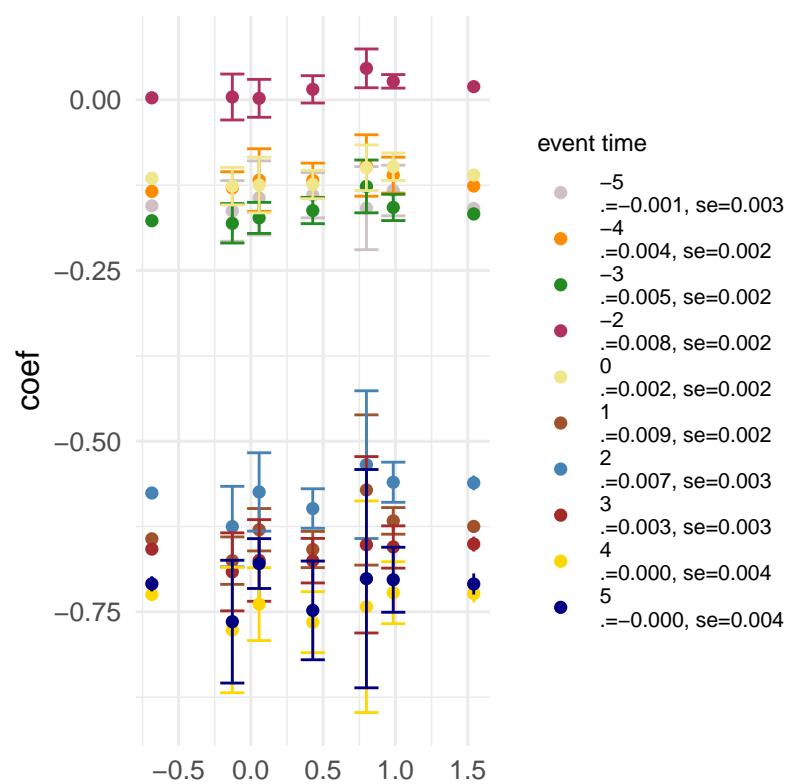
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a

organizational\_routines → newcomer\_guid

contributing\_guide → has\_contributing\_gu

Rank: 35, Importance: 0.000205



### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)

organizational\_routines → newcomer\_guidelines

contributing\_guide → has\_contributing\_guide

Rank: 36, Importance: 0.00012

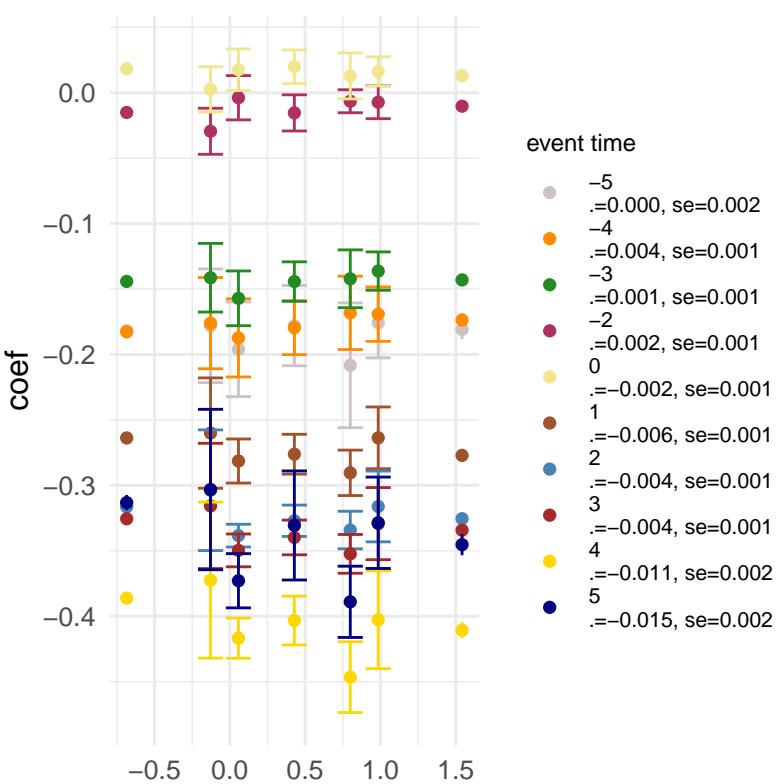
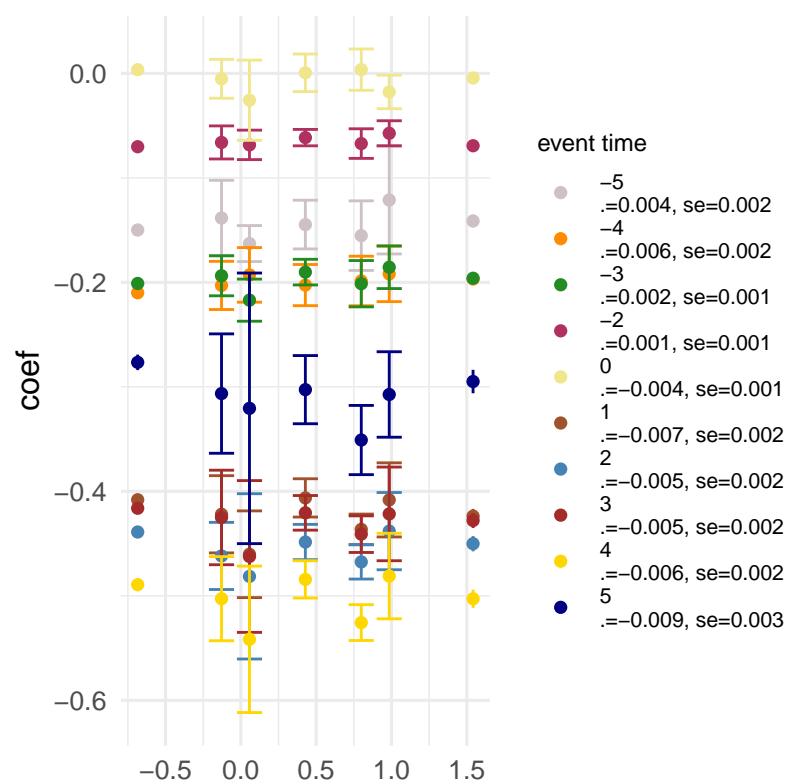
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro

organizational\_routines → newcomer\_guid

contributing\_guide → has\_contributing\_gu

Rank: 35, Importance: 0.00145

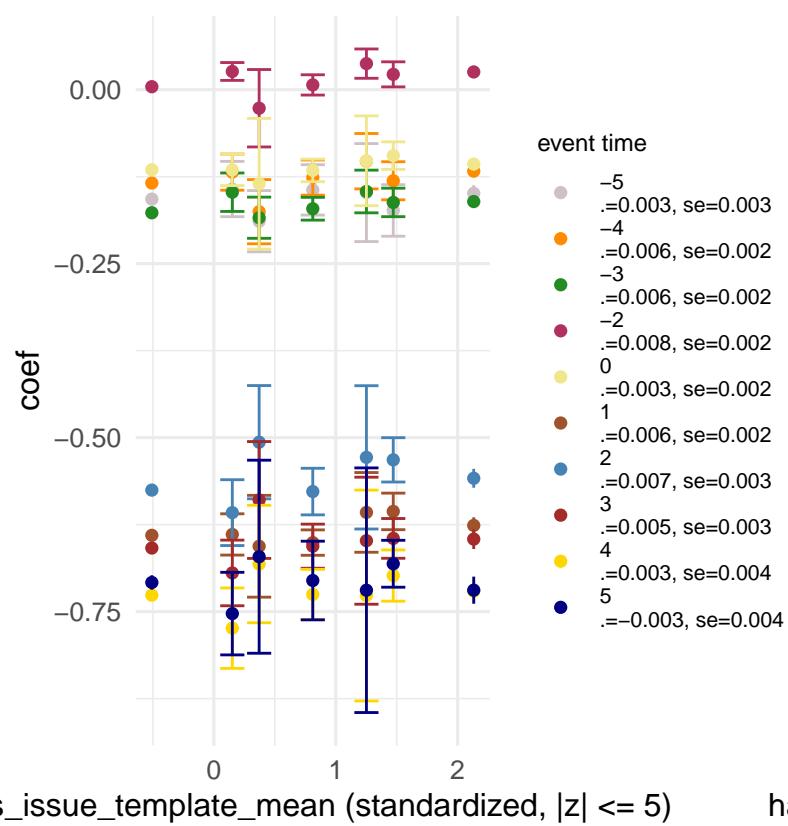


contributing\_guide\_mean (standardized, |z| <= 5)

has\_contributing\_guide\_mean (standardized, |z| <= 5)

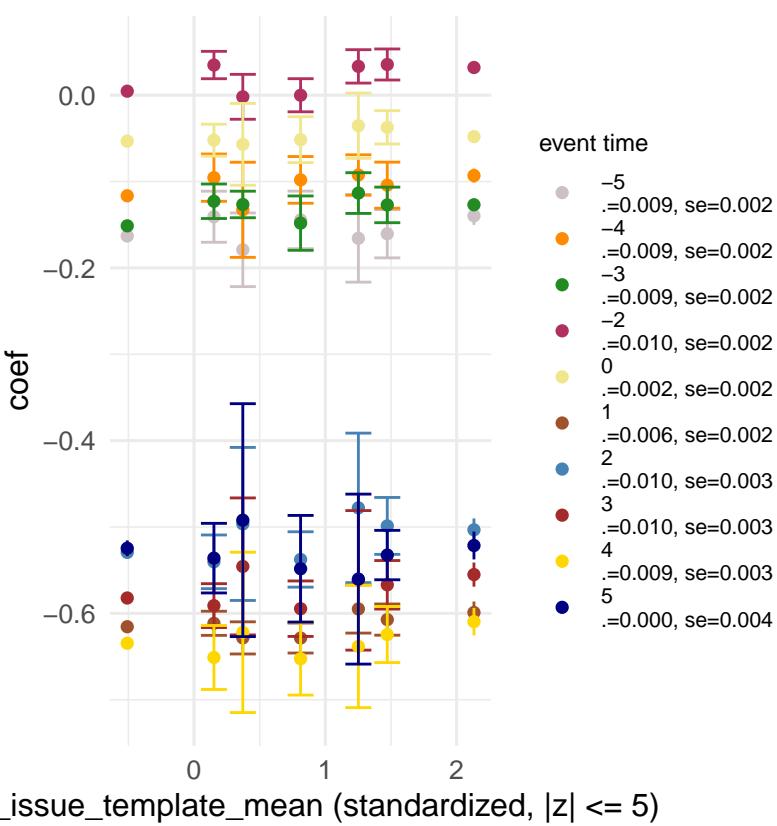
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 37, Importance: 0



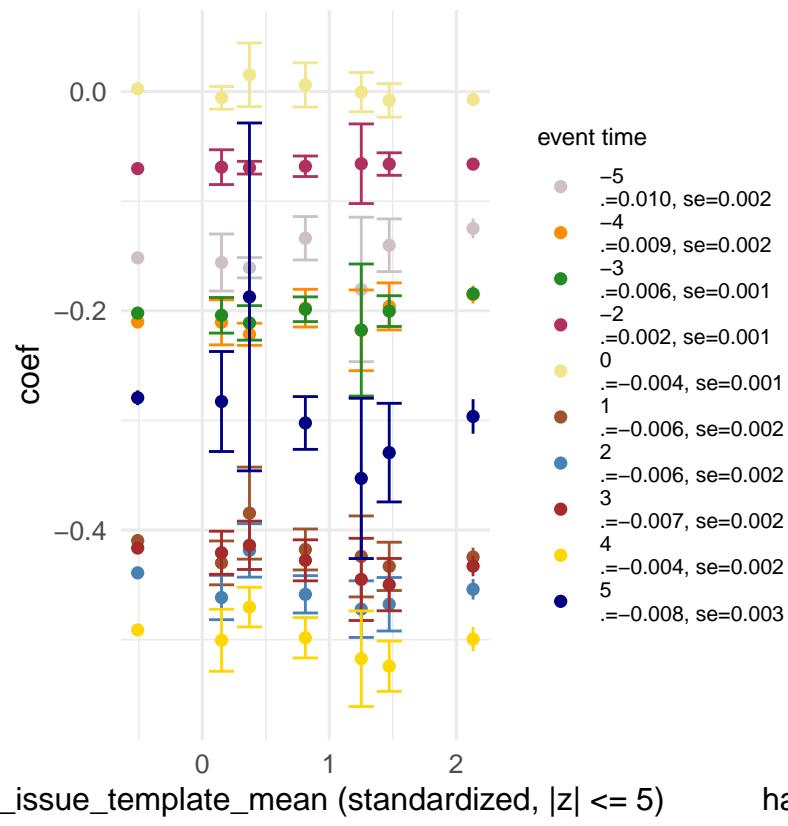
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 36, Importance: 1.98e-05



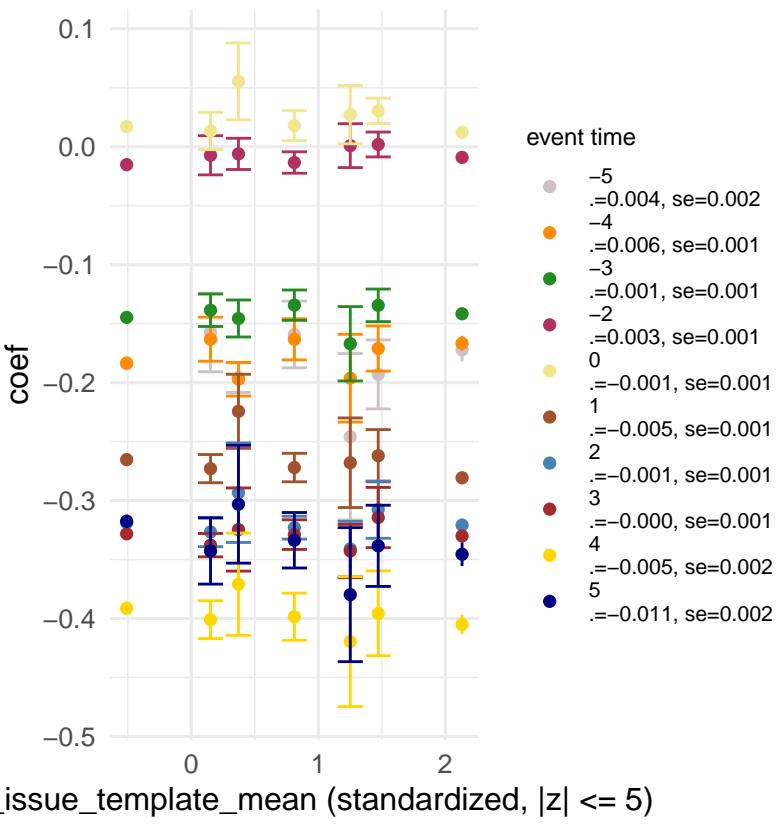
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, al)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 35, Importance: 0.000154



### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 36, Importance: 0.000557



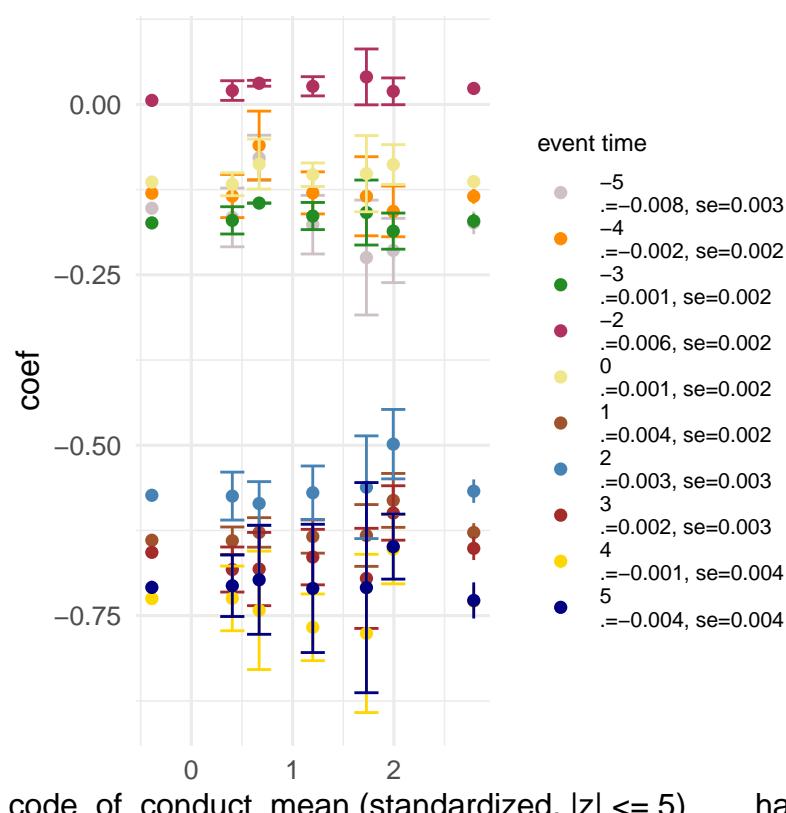
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)

organizational\_routines → newcomer\_guidelines

code\_of\_conduct → has\_code\_of\_conduct

Rank: 35, Importance: 0.000248



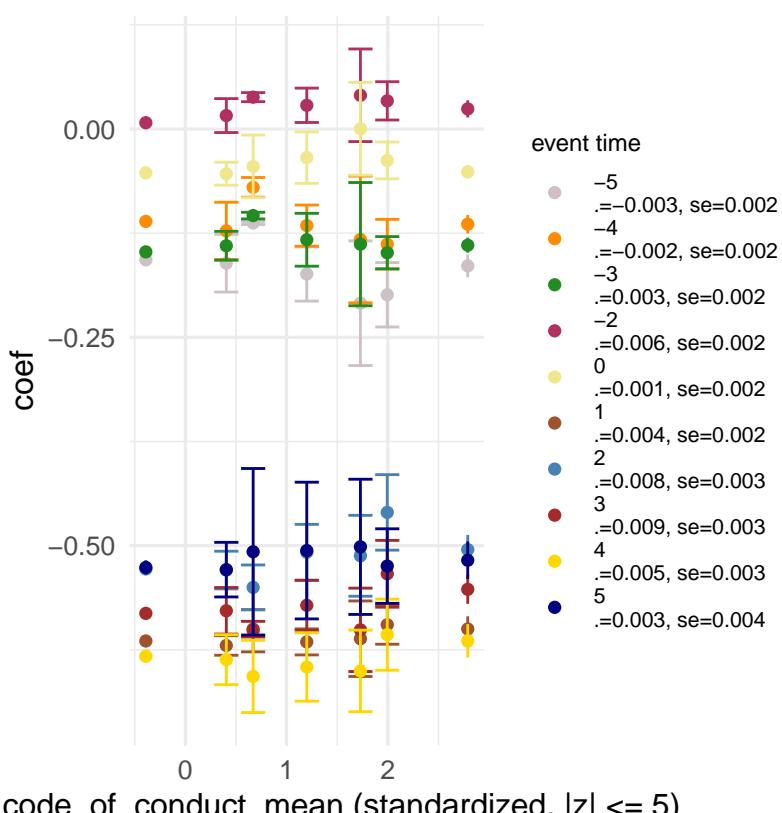
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, all)

organizational\_routines → newcomer\_guidelines

code\_of\_conduct → has\_code\_of\_conduct

Rank: 37, Importance: 1.98e-05



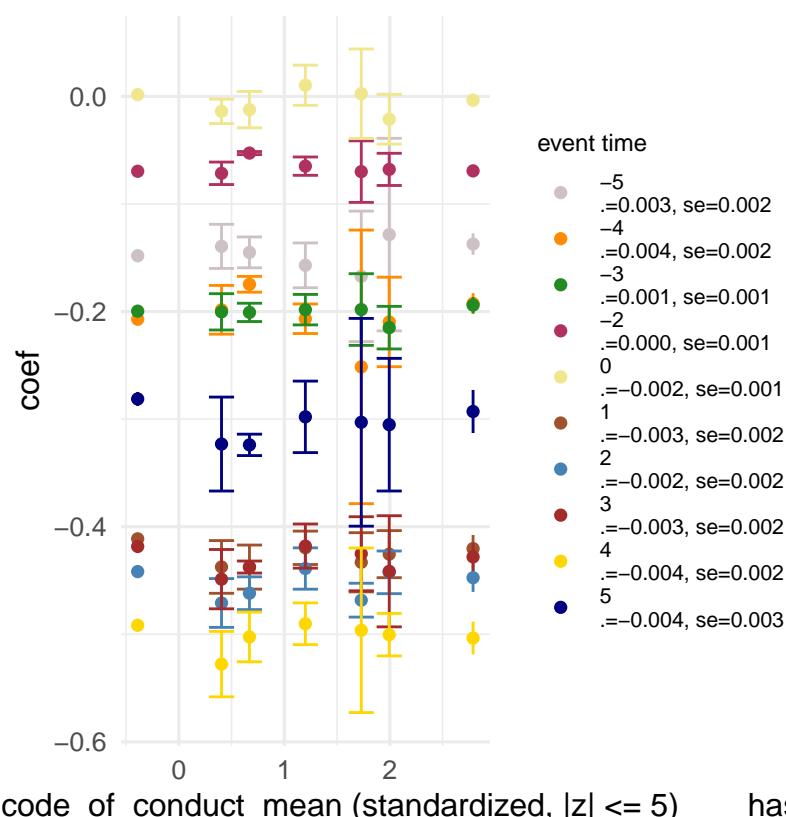
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)

organizational\_routines → newcomer\_guidelines

code\_of\_conduct → has\_code\_of\_conduct

Rank: 37, Importance: 0.000105



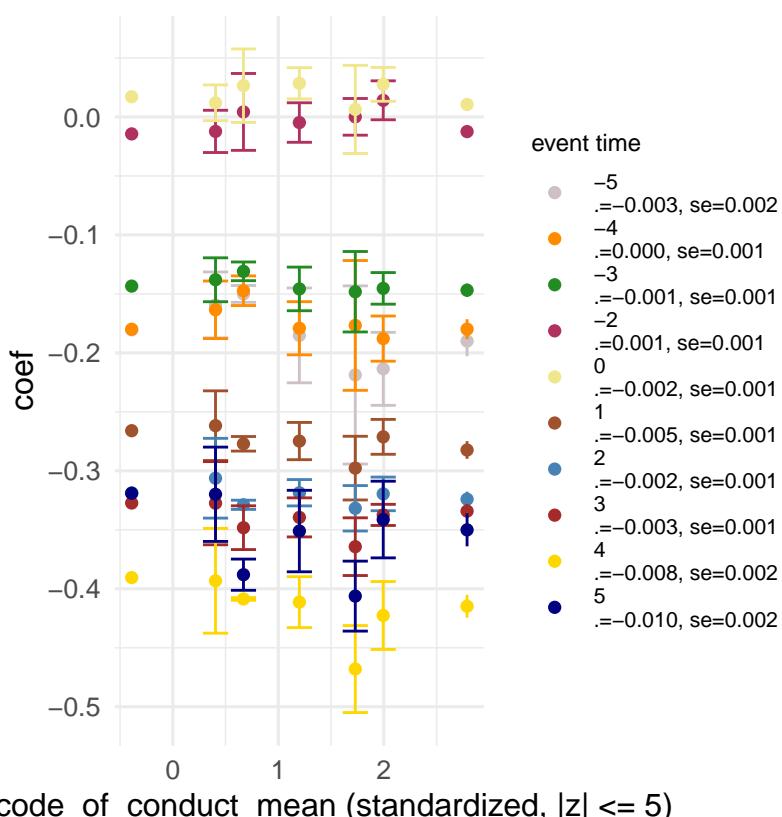
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (rolling1, all)

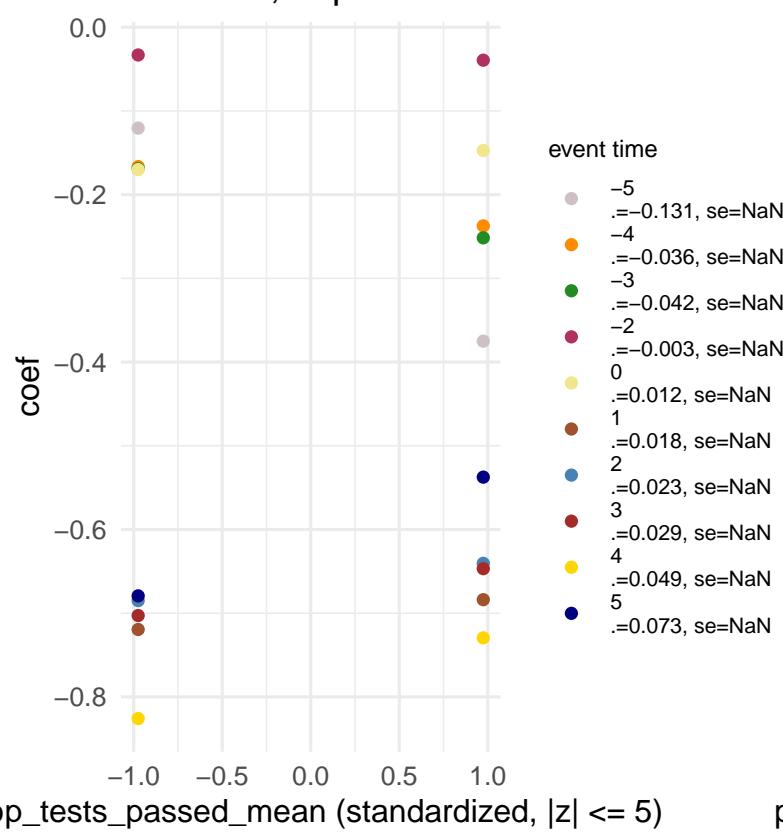
organizational\_routines → newcomer\_guidelines

code\_of\_conduct → has\_code\_of\_conduct

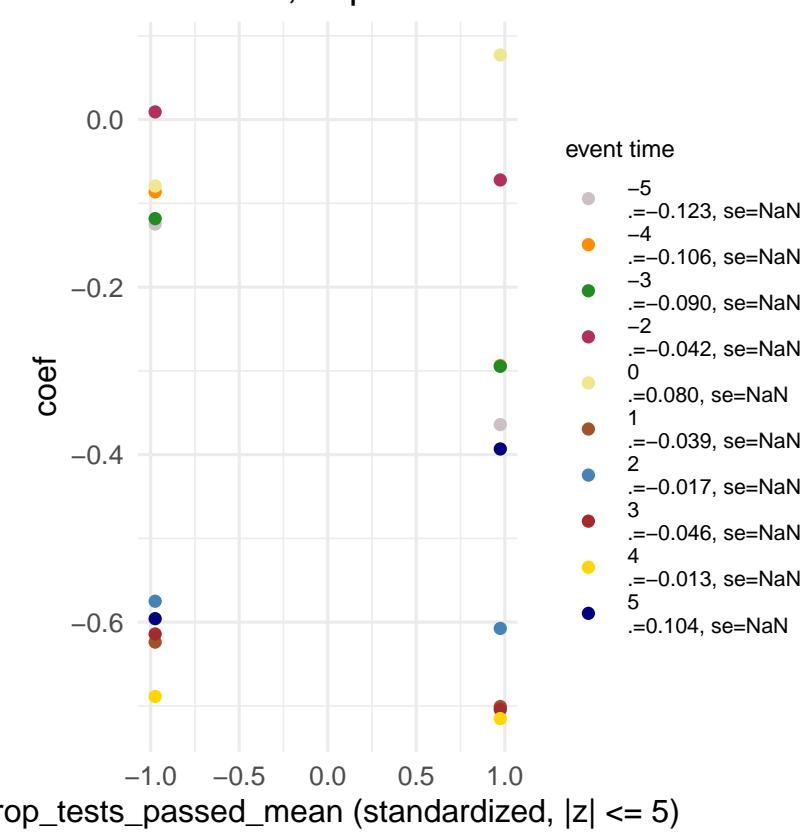
Rank: 37, Importance: 0.000304



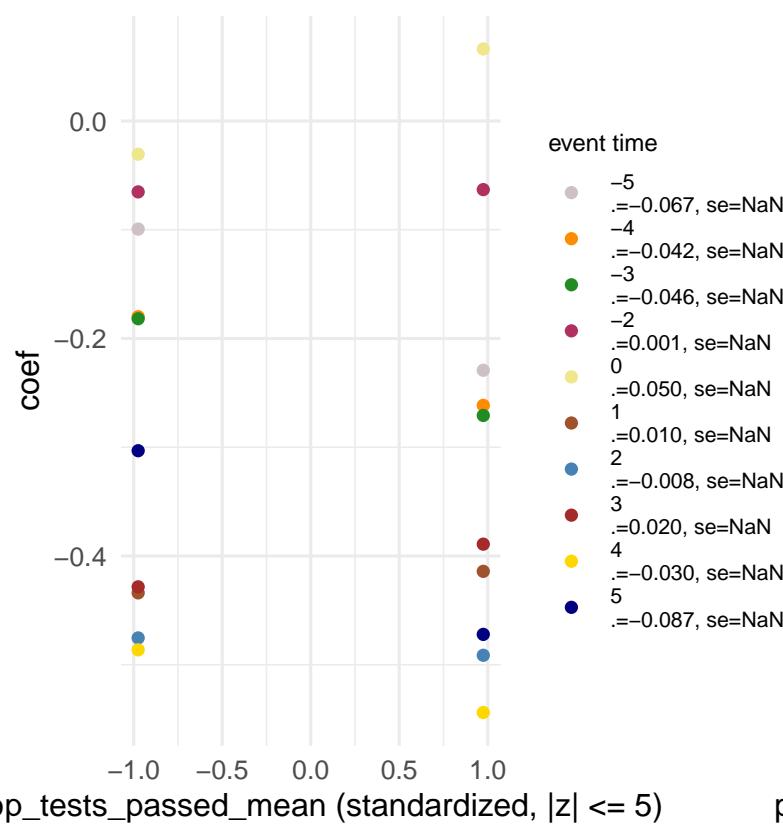
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → pull\_standards  
 merge\_commit\_tests → prop\_tests\_passed  
 Rank: 38, Importance: 0



Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 organizational\_routines → pull\_standards  
 merge\_commit\_tests → prop\_tests\_passed  
 Rank: 38, Importance: 0



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 organizational\_routines → pull\_standards  
 merge\_commit\_tests → prop\_tests\_passed  
 Rank: 38, Importance: 0



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 organizational\_routines → pull\_standards  
 merge\_commit\_tests → prop\_tests\_passed  
 Rank: 38, Importance: 0

