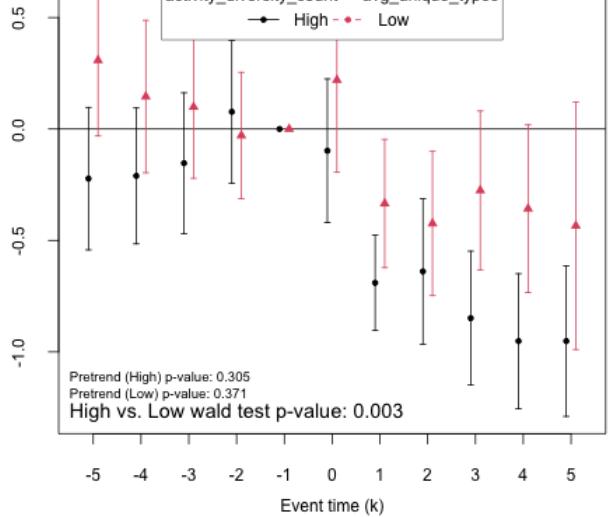


**major\_minor\_release\_count rolling5****Sample: all obs**

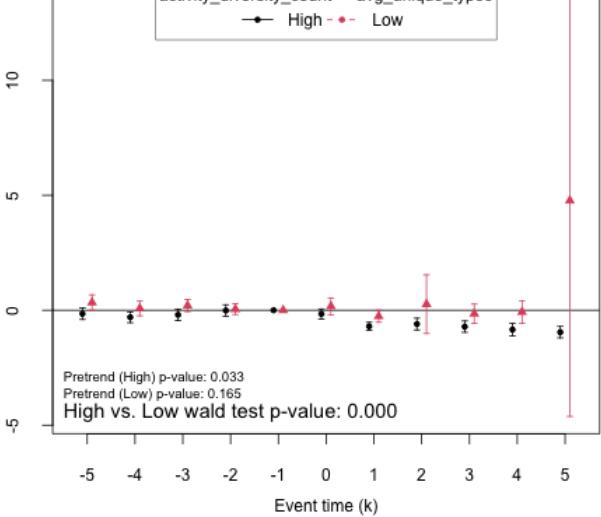
knowledge\_redundancy -> broad\_expertise  
 activity\_diversity\_count -> avg\_unique\_types

- High
- Low

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

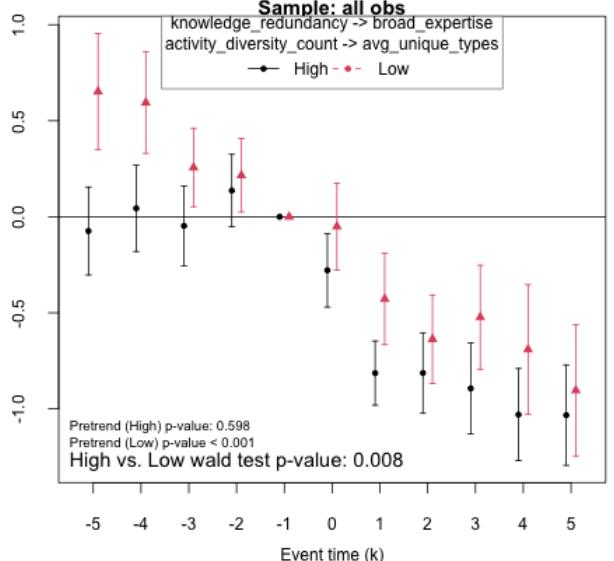
knowledge\_redundancy -> broad\_expertise  
 activity\_diversity\_count -> avg\_unique\_types

- High
- Low

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

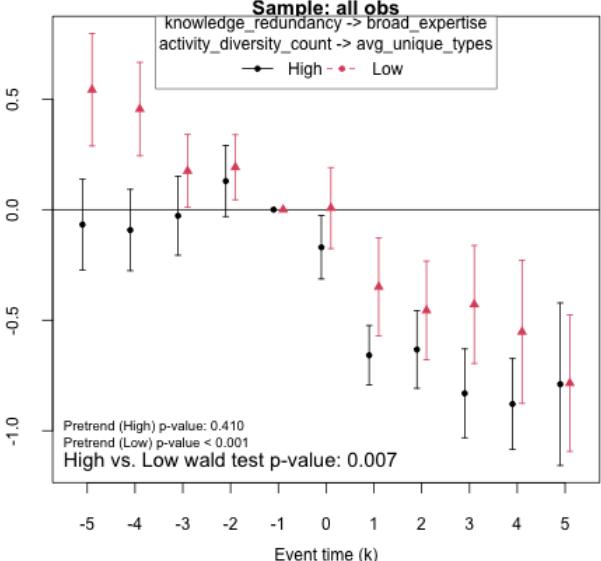
knowledge\_redundancy -> broad\_expertise  
 activity\_diversity\_count -> avg\_unique\_types

- High
- Low

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

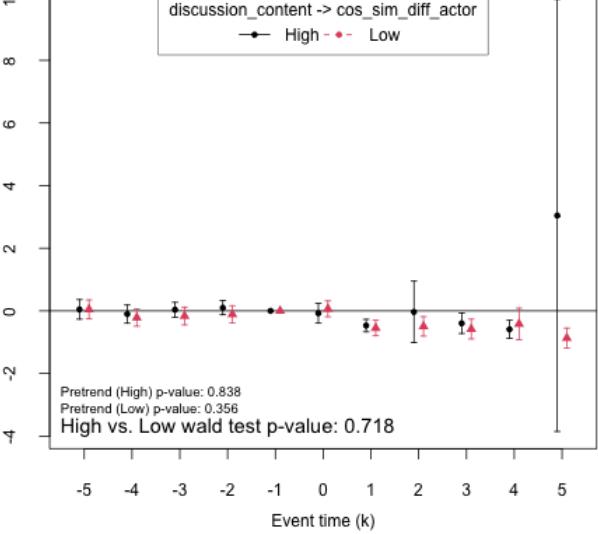
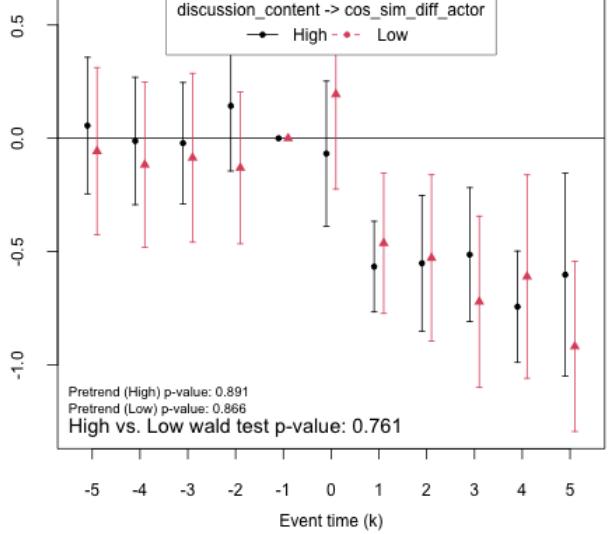
knowledge\_redundancy -> broad\_expertise  
 activity\_diversity\_count -> avg\_unique\_types

- High
- Low

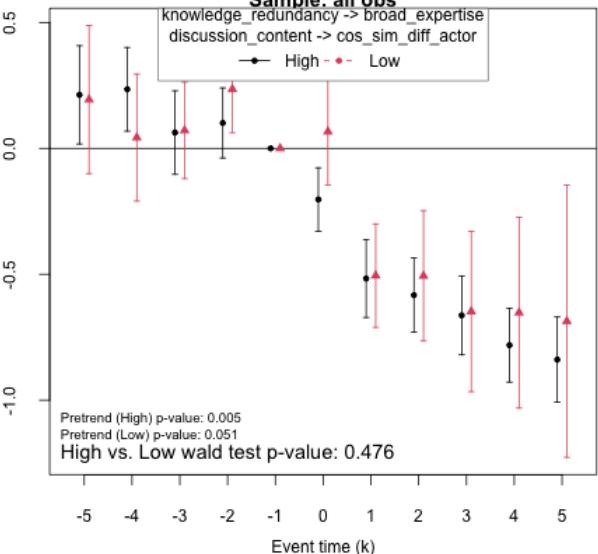
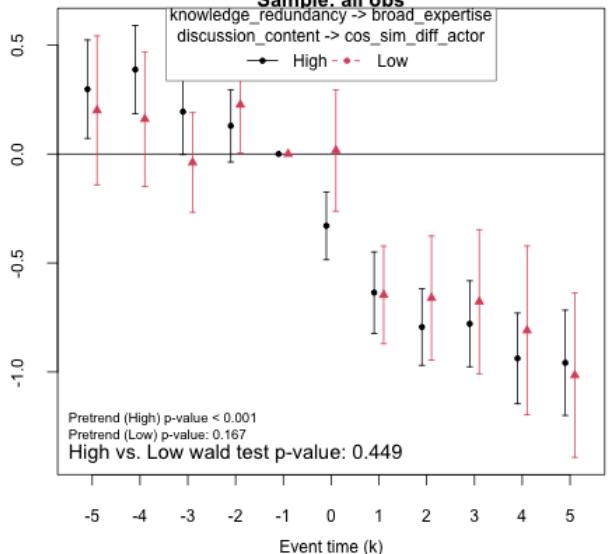


**major\_minor\_release\_count rolling5****overall\_new\_release\_count rolling5****Sample: all obs**knowledge\_redundancy -> broad\_expertise  
discussion\_content -> cos\_sim\_diff\_actor

● High ▲ Low

**pull\_request\_merged rolling5****pull\_request\_opened rolling5****Sample: all obs**knowledge\_redundancy -> broad\_expertise  
discussion\_content -> cos\_sim\_diff\_actor

● High ▲ Low

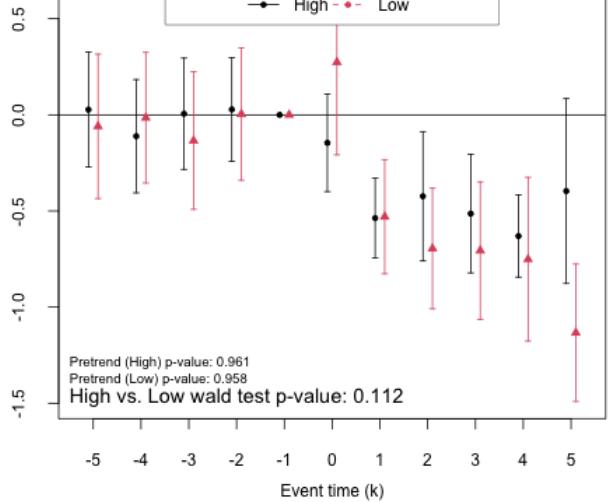


### major\_minor\_release\_count rolling5

**Sample: all obs**

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

● High ▲ Low

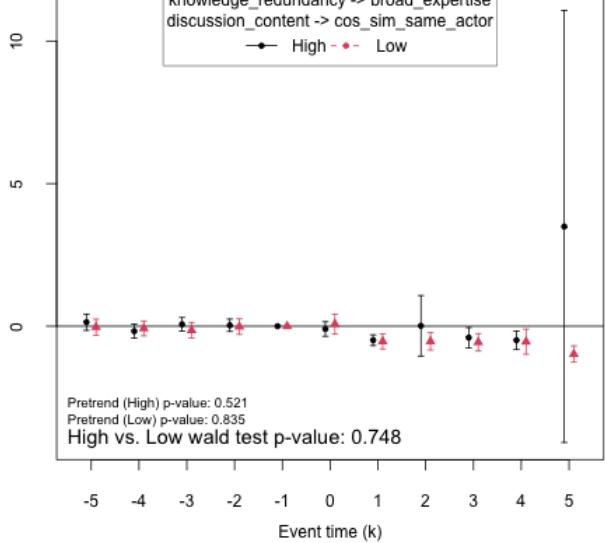


### overall\_new\_release\_count rolling5

**Sample: all obs**

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

● High ▲ Low

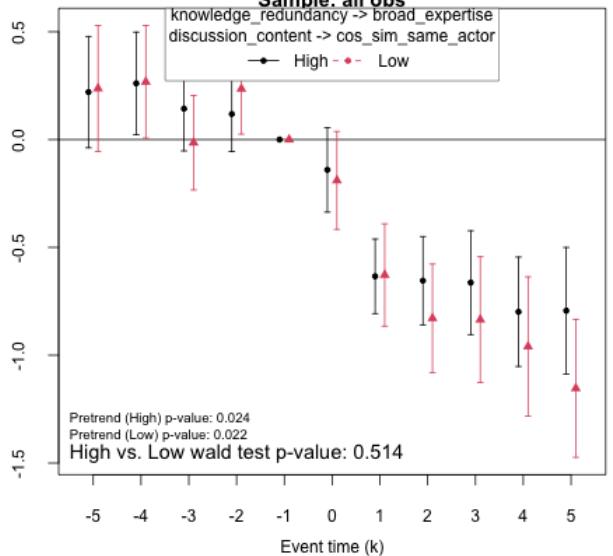


### pull\_request\_merged rolling5

**Sample: all obs**

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

● High ▲ Low

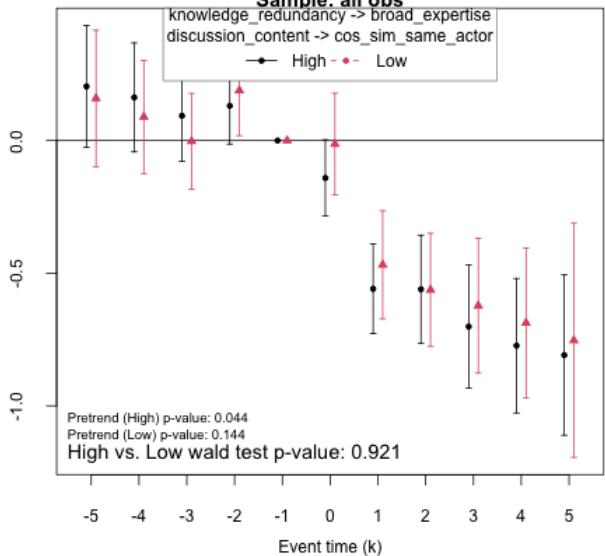


### pull\_request\_opened rolling5

**Sample: all obs**

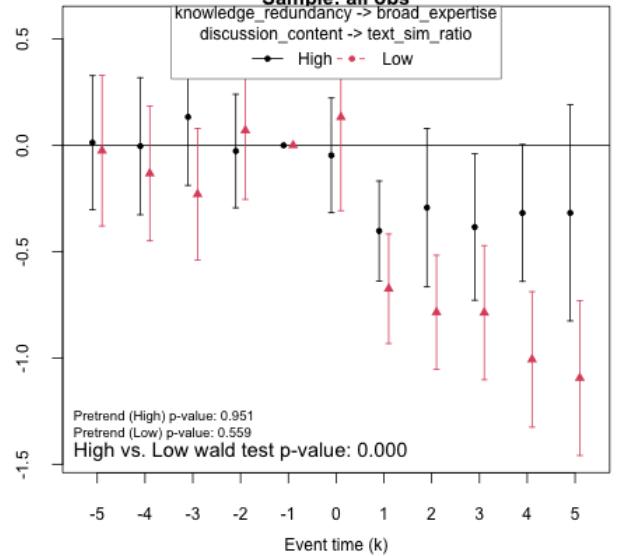
knowledge\_redundancy -> broad\_expertise  
 discussion\_content -> cos\_sim\_same\_actor

● High ▲ Low



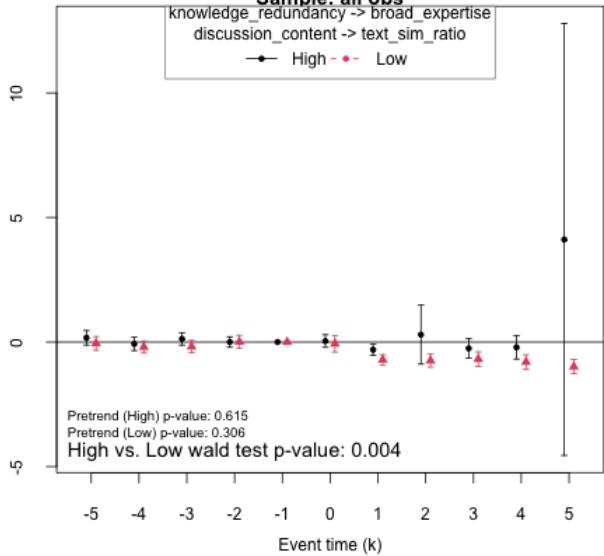
### major\_minor\_release\_count rolling5

**Sample: all obs**



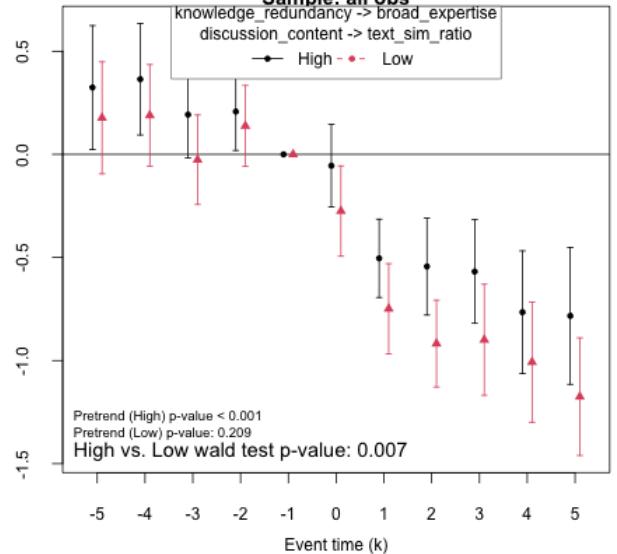
### overall\_new\_release\_count rolling5

**Sample: all obs**



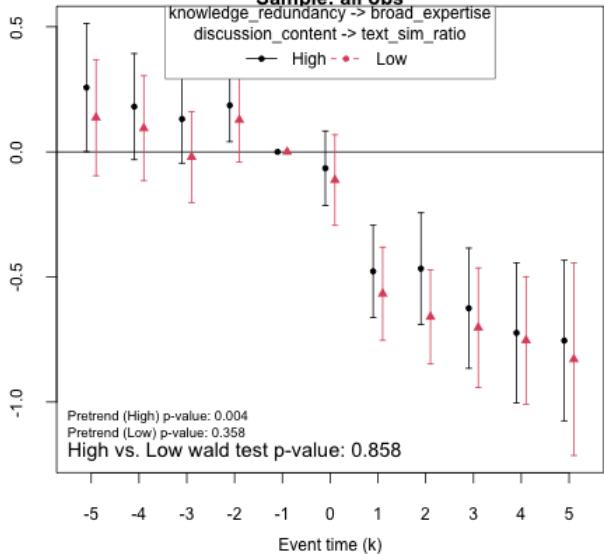
### pull\_request\_merged rolling5

**Sample: all obs**



### pull\_request\_opened rolling5

**Sample: all obs**

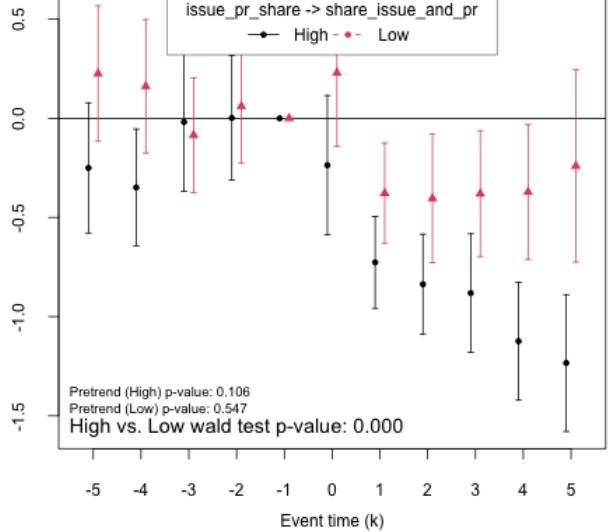


### major\_minor\_release\_count rolling5

Sample: all obs

knowledge\_redundancy -> broad\_expertise  
issue\_pr\_share -> share\_issue\_and\_pr

● High ▲ Low

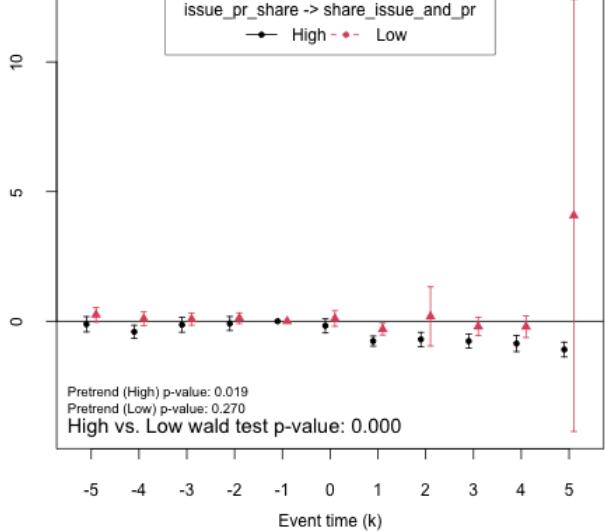


### overall\_new\_release\_count rolling5

Sample: all obs

knowledge\_redundancy -> broad\_expertise  
issue\_pr\_share -> share\_issue\_and\_pr

● High ▲ Low

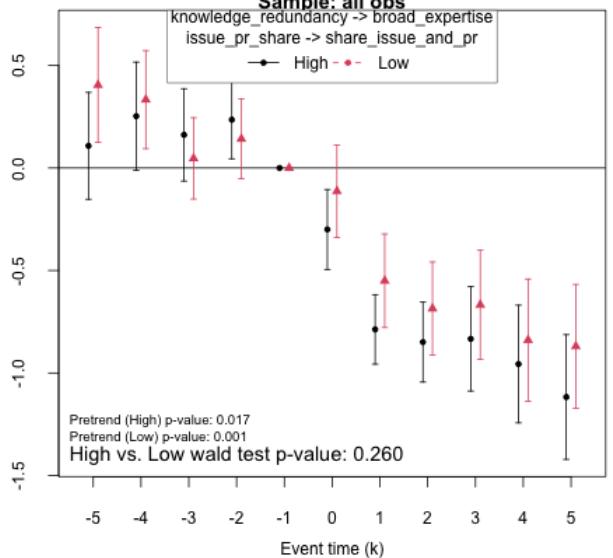


### pull\_request\_merged rolling5

Sample: all obs

knowledge\_redundancy -> broad\_expertise  
issue\_pr\_share -> share\_issue\_and\_pr

● High ▲ Low

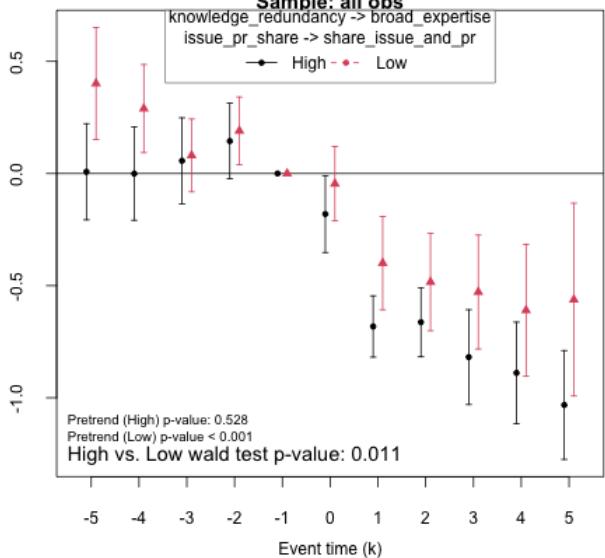


### pull\_request\_opened rolling5

Sample: all obs

knowledge\_redundancy -> broad\_expertise  
issue\_pr\_share -> share\_issue\_and\_pr

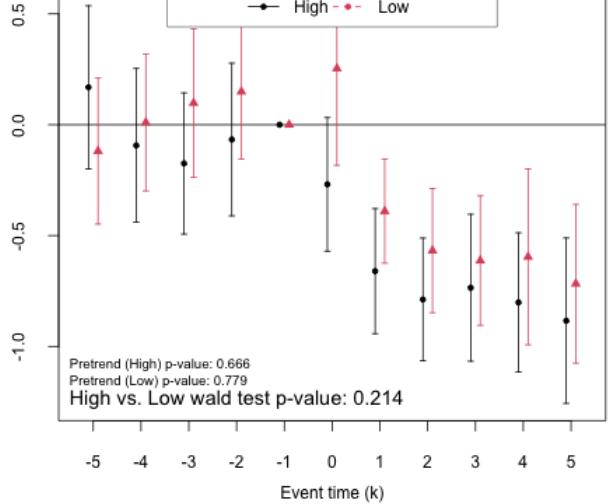
● High ▲ Low



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

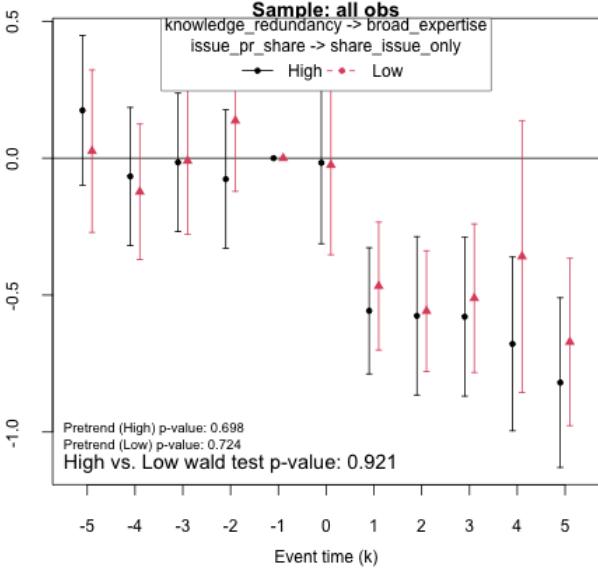
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_issue\_only

● High ▲ Low

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

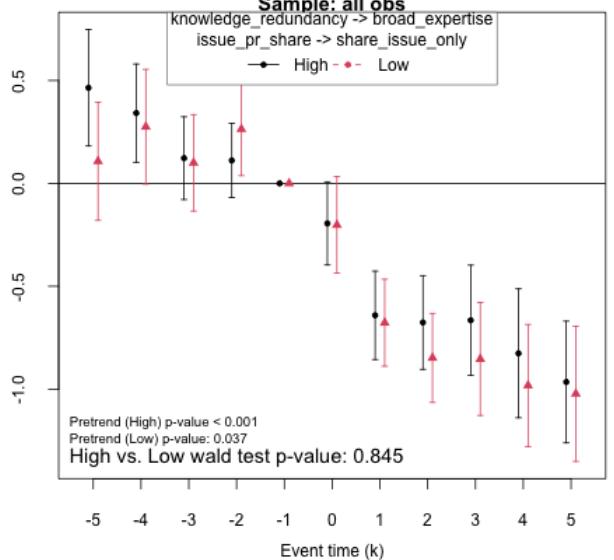
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_issue\_only

● High ▲ Low

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

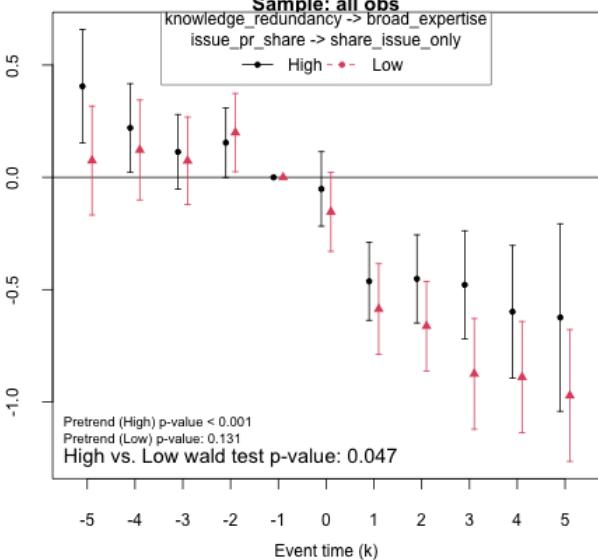
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_issue\_only

● High ▲ Low

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

knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_issue\_only

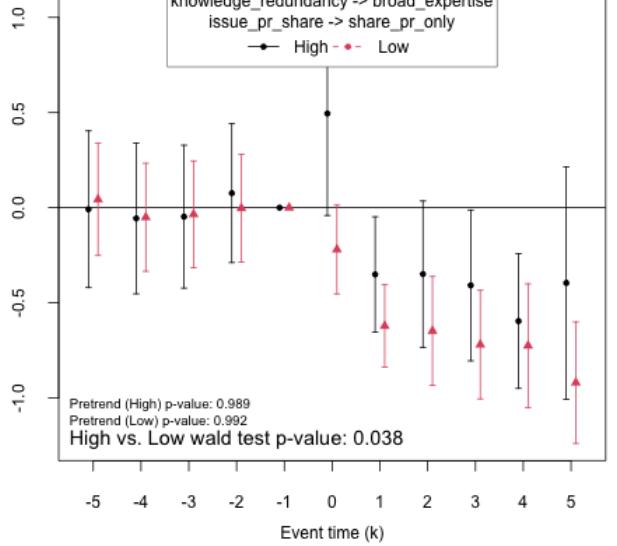
● High ▲ Low



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

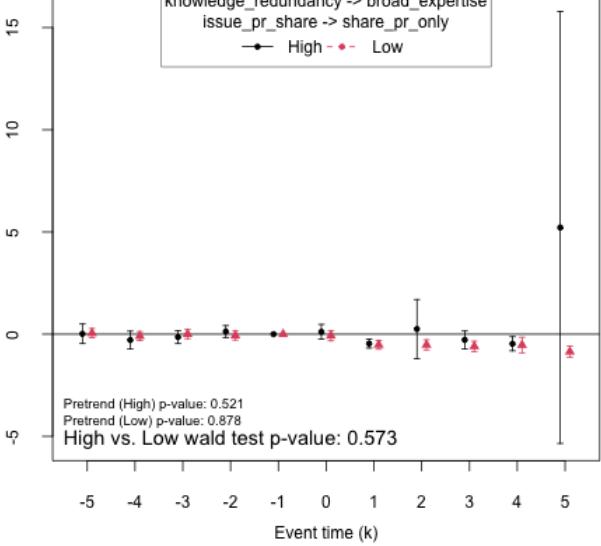
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_pr\_only

- High
- Low

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

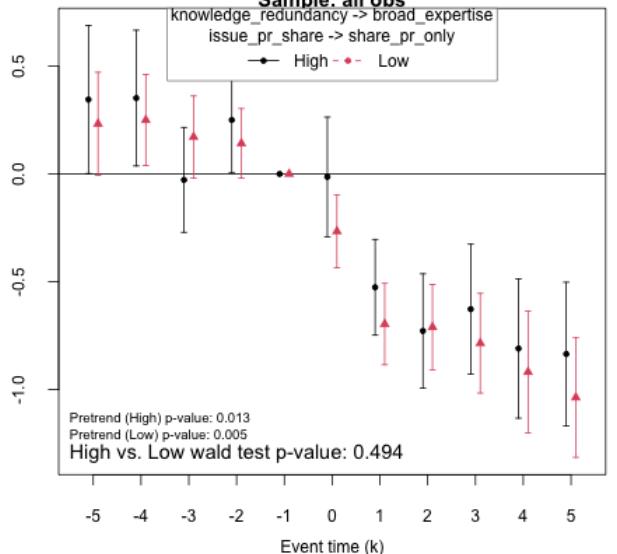
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_pr\_only

- High
- Low

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

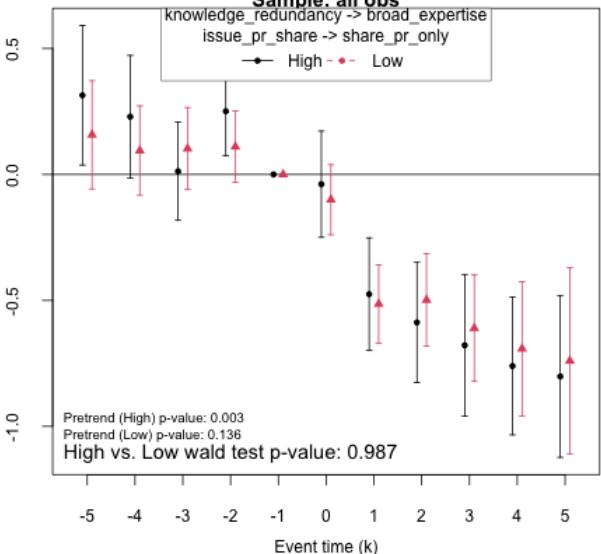
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_pr\_only

- High
- Low

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

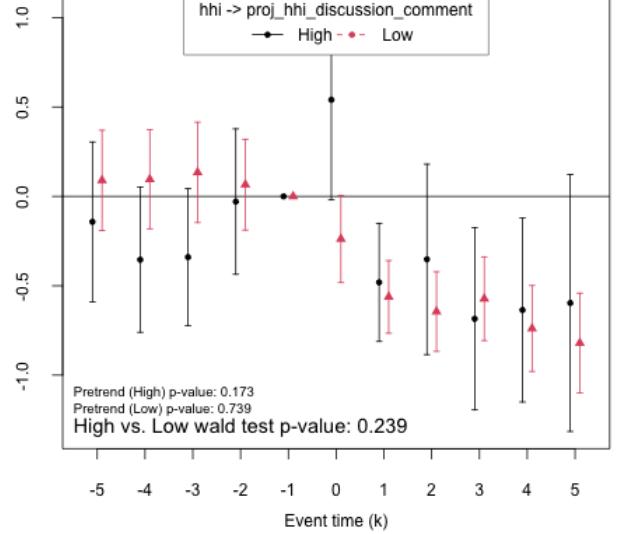
knowledge\_redundancy -> broad\_expertise  
 issue\_pr\_share -> share\_pr\_only

- High
- Low

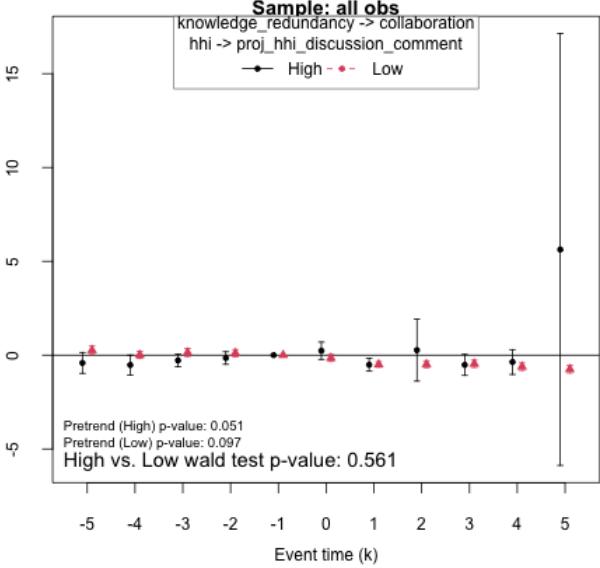


**major\_minor\_release\_count rolling5****Sample: all obs**knowledge\_redundancy  $\rightarrow$  collaborationhh<sub>i</sub>  $\rightarrow$  proj\_hh<sub>i</sub>\_discussion\_comment

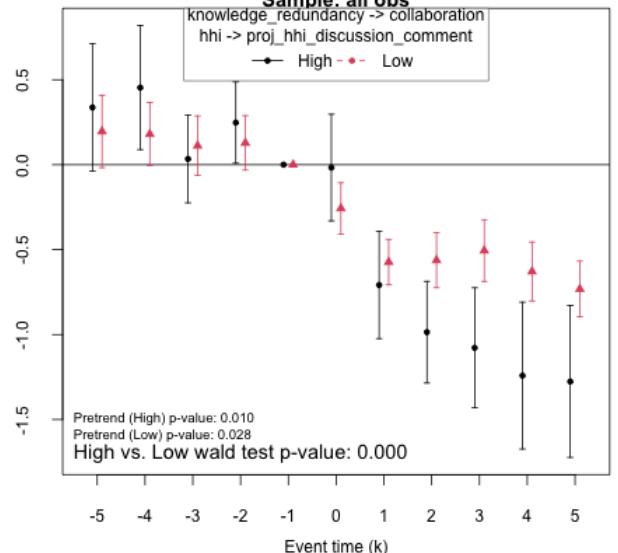
—●— High —●— Low

**overall\_new\_release\_count rolling5****Sample: all obs**knowledge\_redundancy  $\rightarrow$  collaborationhh<sub>i</sub>  $\rightarrow$  proj\_hh<sub>i</sub>\_discussion\_comment

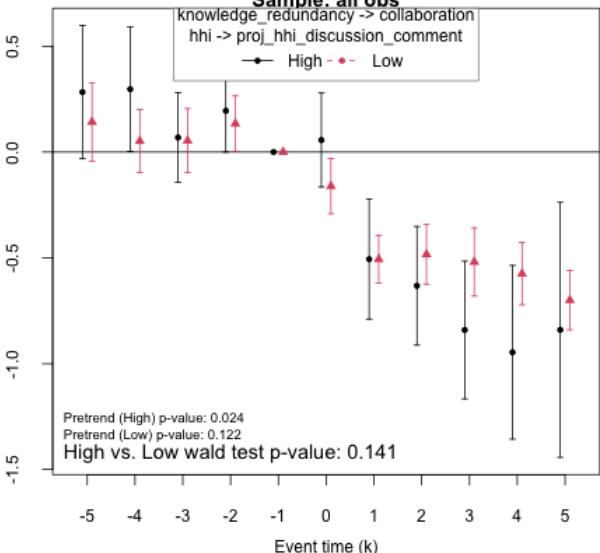
—●— High —●— Low

**pull\_request\_merged rolling5****Sample: all obs**knowledge\_redundancy  $\rightarrow$  collaborationhh<sub>i</sub>  $\rightarrow$  proj\_hh<sub>i</sub>\_discussion\_comment

—●— High —●— Low

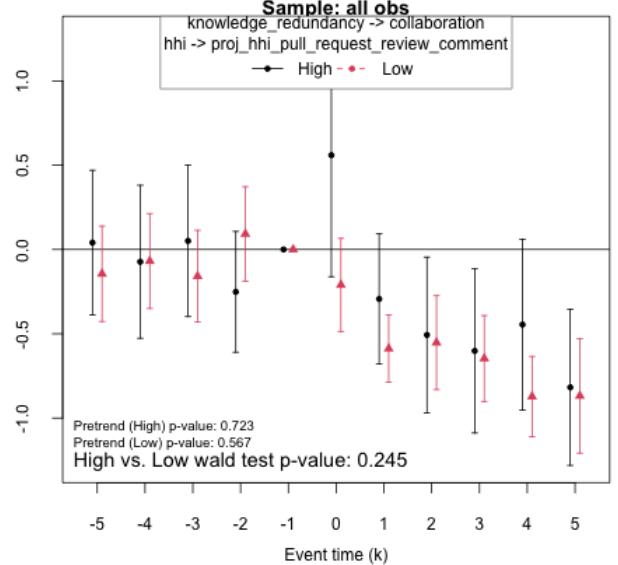
**pull\_request\_opened rolling5****Sample: all obs**knowledge\_redundancy  $\rightarrow$  collaborationhh<sub>i</sub>  $\rightarrow$  proj\_hh<sub>i</sub>\_discussion\_comment

—●— High —●— Low



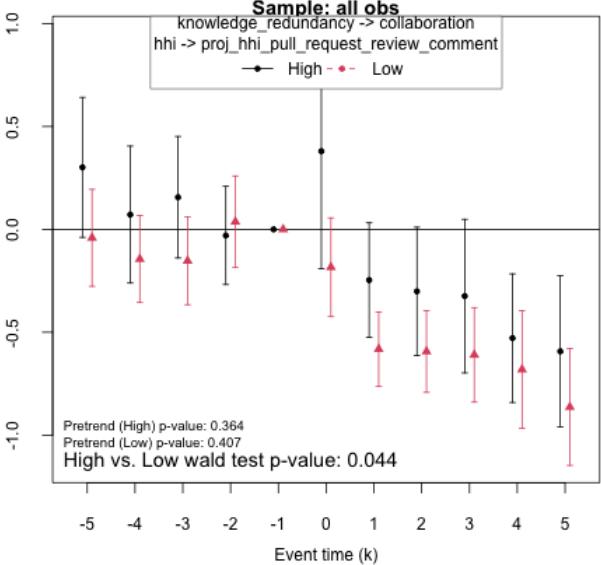
### major\_minor\_release\_count rolling5

Sample: all obs



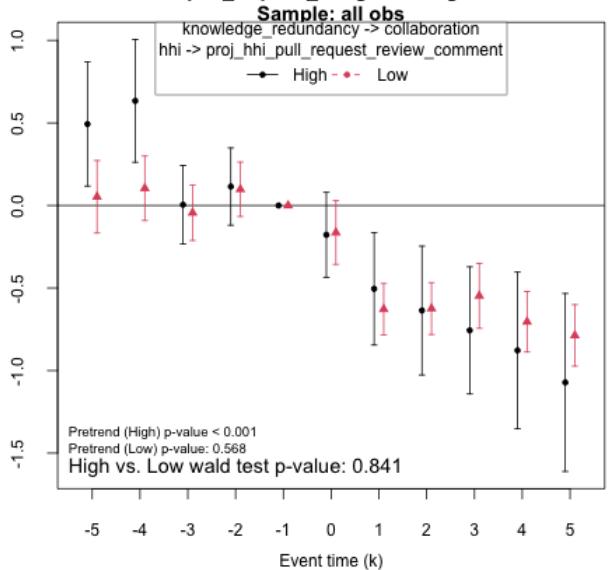
### overall\_new\_release\_count rolling5

Sample: all obs



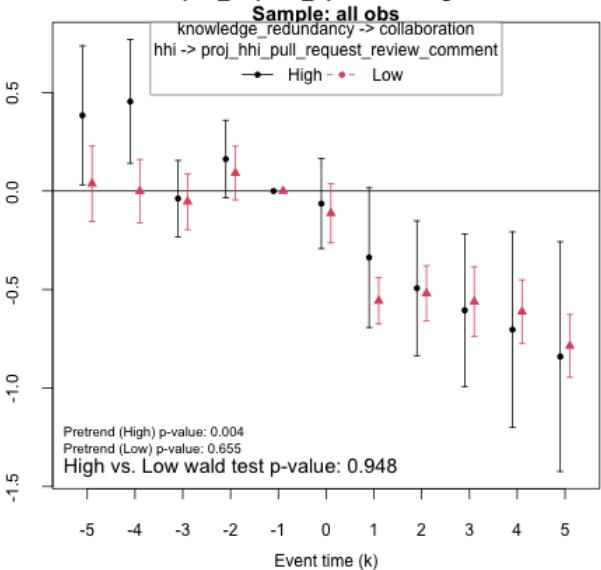
### pull\_request\_merged rolling5

Sample: all obs



### pull\_request\_opened rolling5

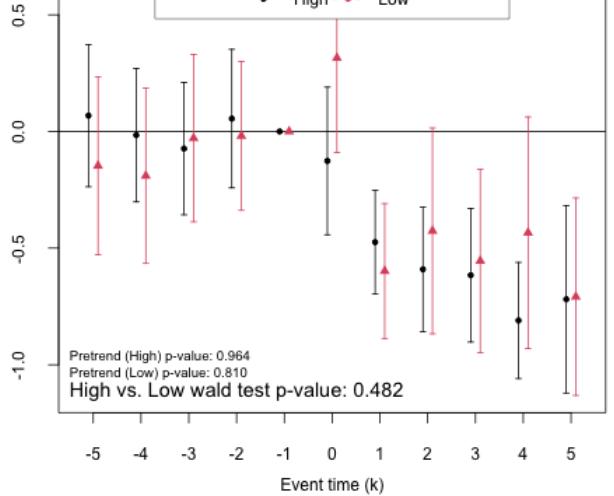
Sample: all obs



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

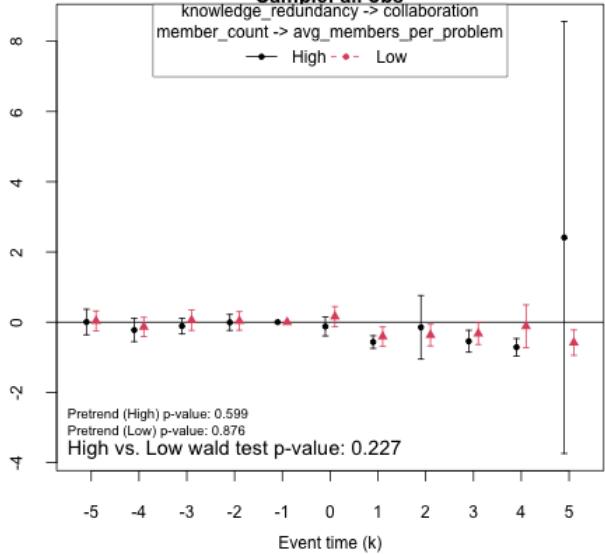
knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

- High
- Low

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

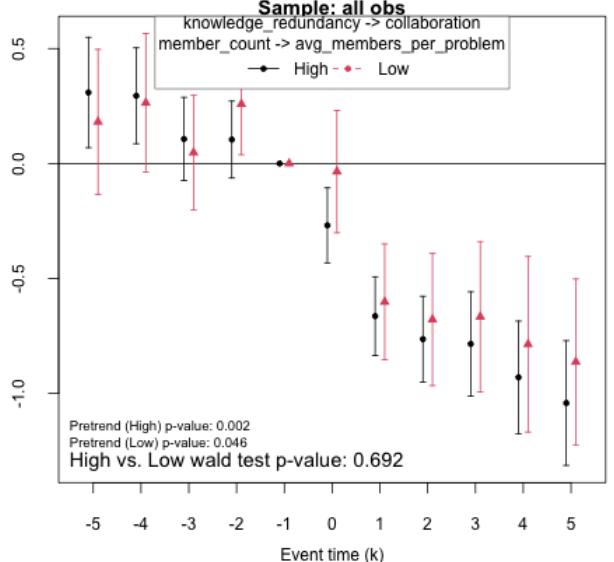
knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

- High
- Low

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

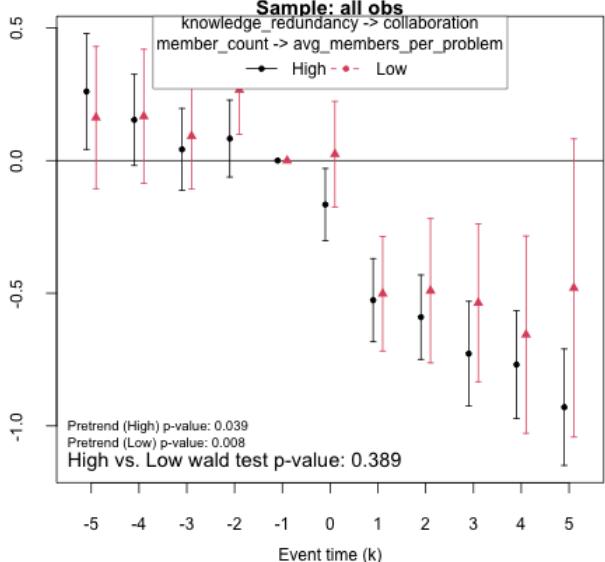
knowledge\_redundancy -> collaboration  
 member\_count -> avg\_members\_per\_problem

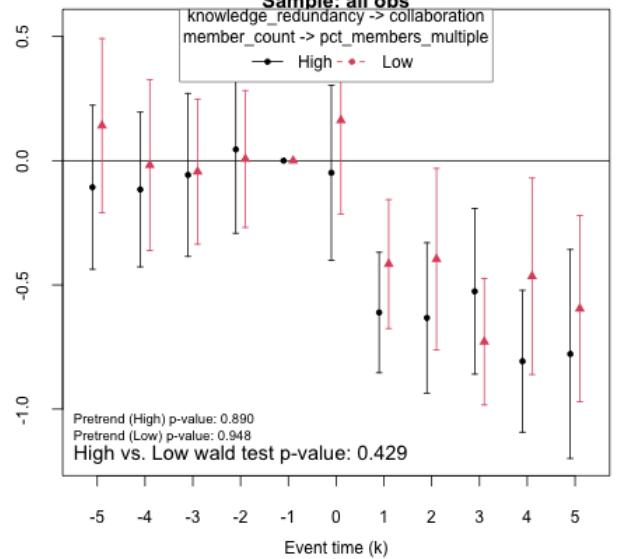
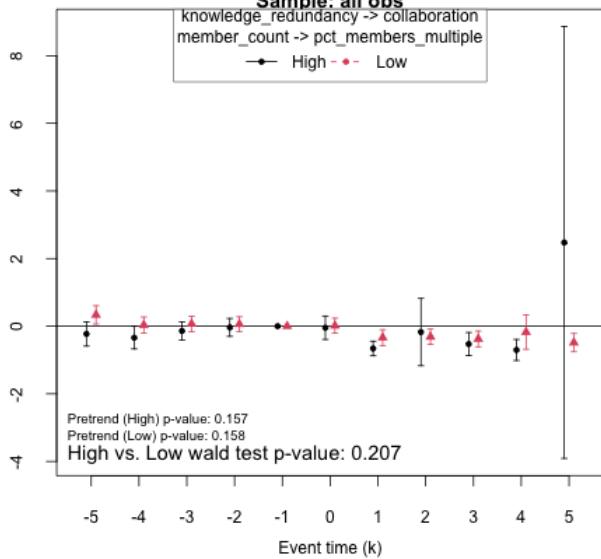
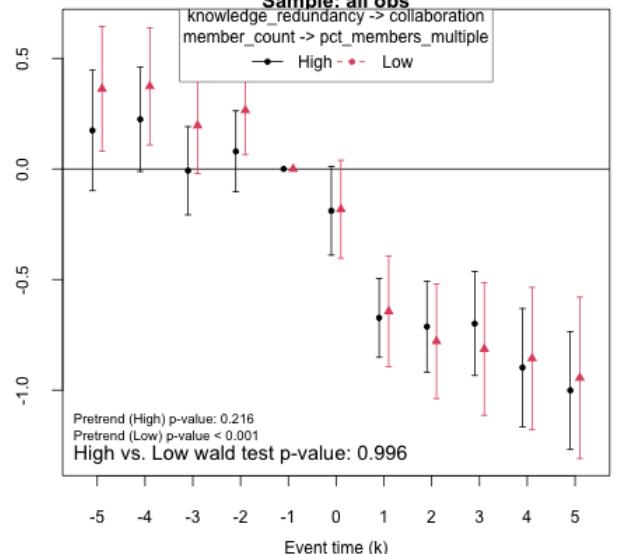
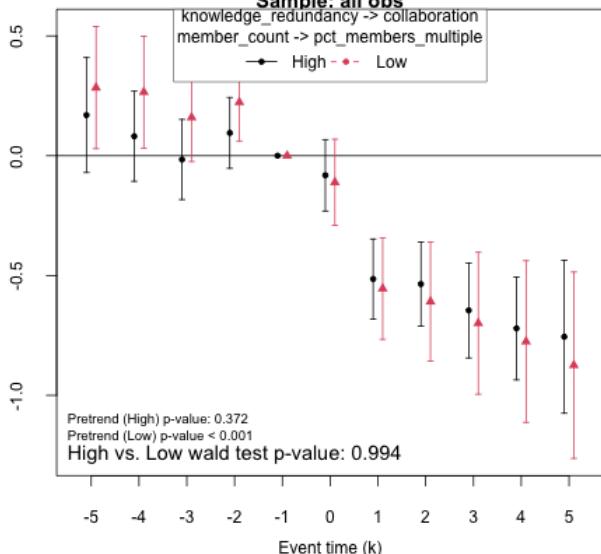
- High
- Low

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

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

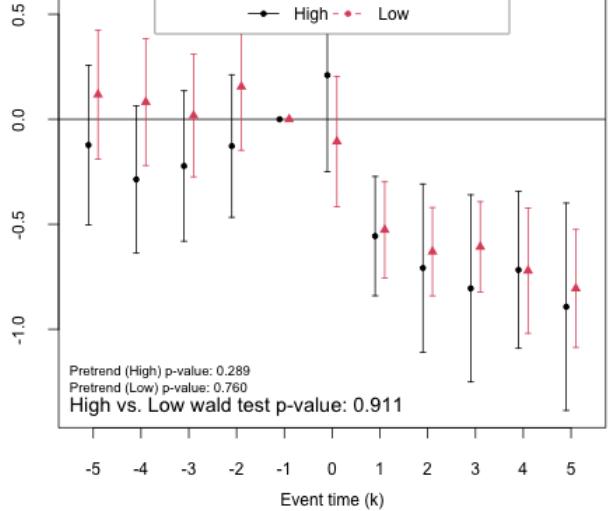
- High
- Low



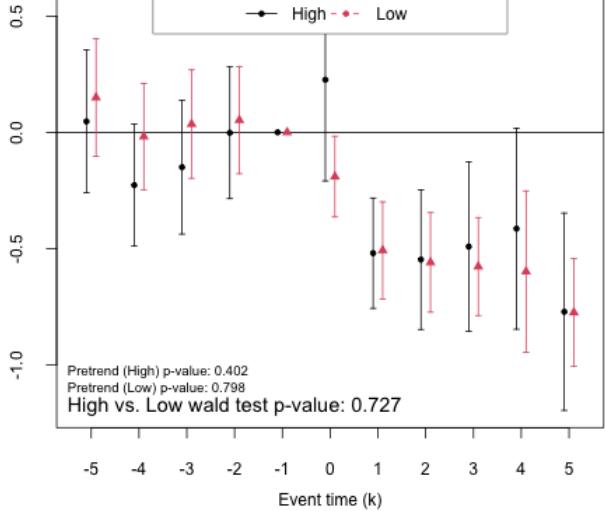
**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**major\_minor\_release\_count rolling5****Sample: all obs**knowledge\_redundancy -> collaboration  
problem\_hhi -> proj\_prob\_hhi\_issue\_comment

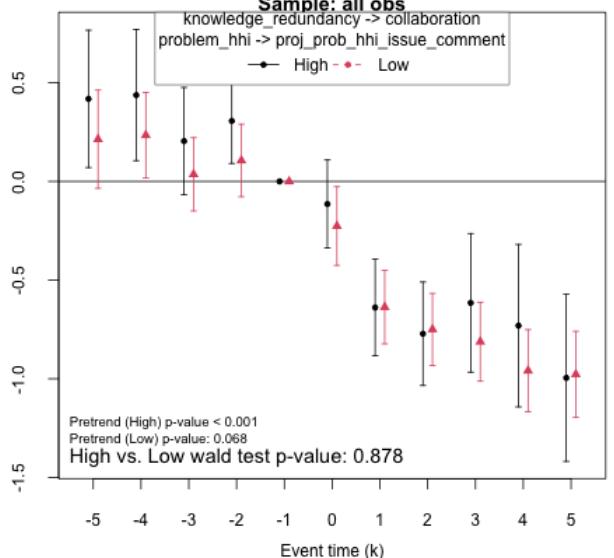
- High
- Low

**overall\_new\_release\_count rolling5****Sample: all obs**knowledge\_redundancy -> collaboration  
problem\_hhi -> proj\_prob\_hhi\_issue\_comment

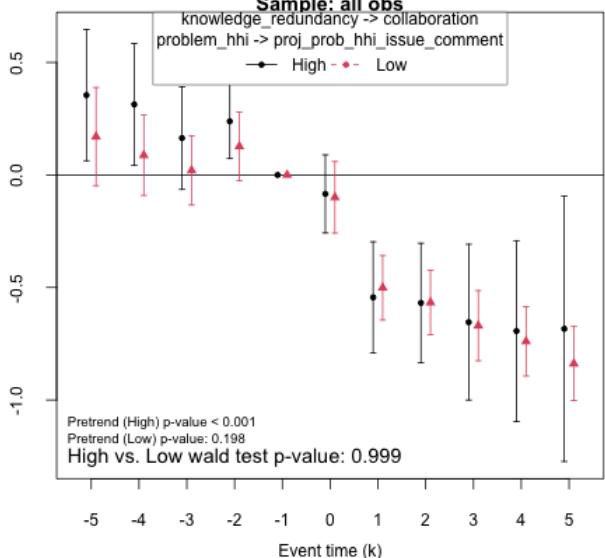
- High
- Low

**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

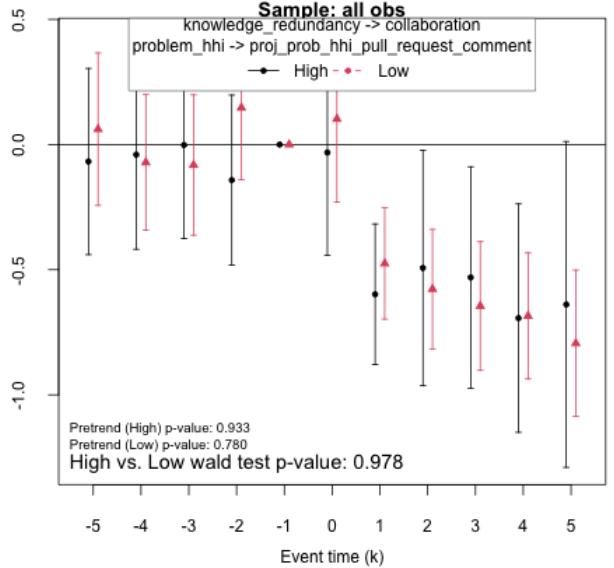


### major\_minor\_release\_count rolling5

Sample: all obs

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

● High ▲ Low

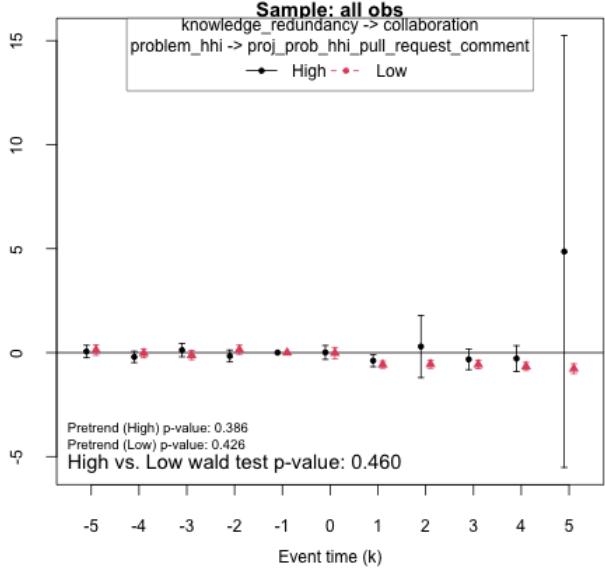


### overall\_new\_release\_count rolling5

Sample: all obs

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

● High ▲ Low

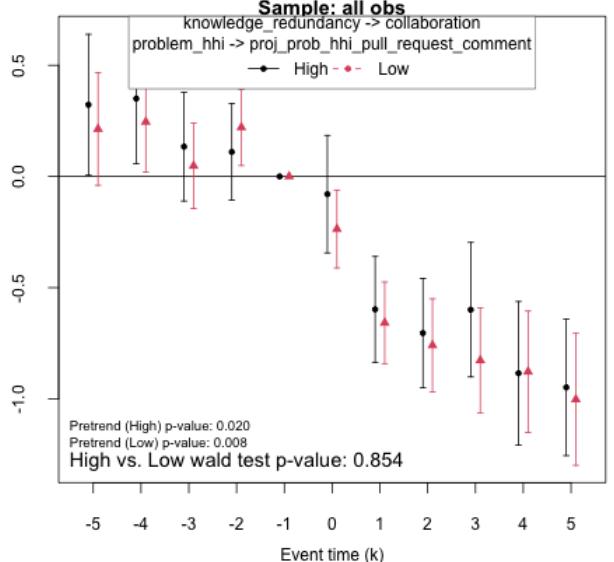


### pull\_request\_merged rolling5

Sample: all obs

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

● High ▲ Low

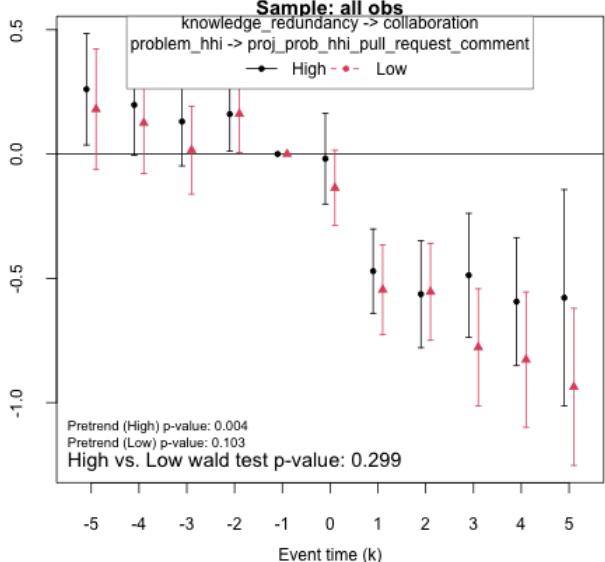


### pull\_request\_opened rolling5

Sample: all obs

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

● High ▲ Low

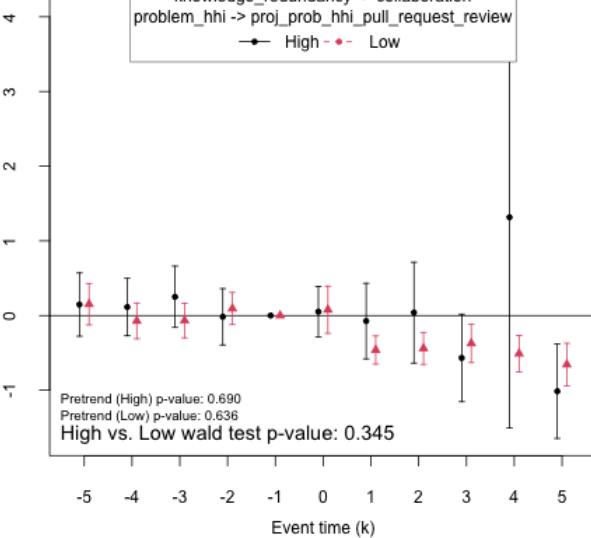
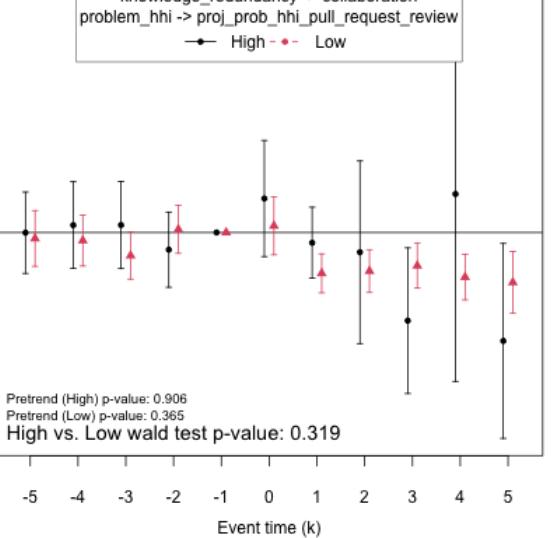


**major\_minor\_release\_count rolling5****Sample: all obs**knowledge\_redundancy->collaboration  
problem\_hhi->proj\_prob\_hhi\_pull\_request\_review

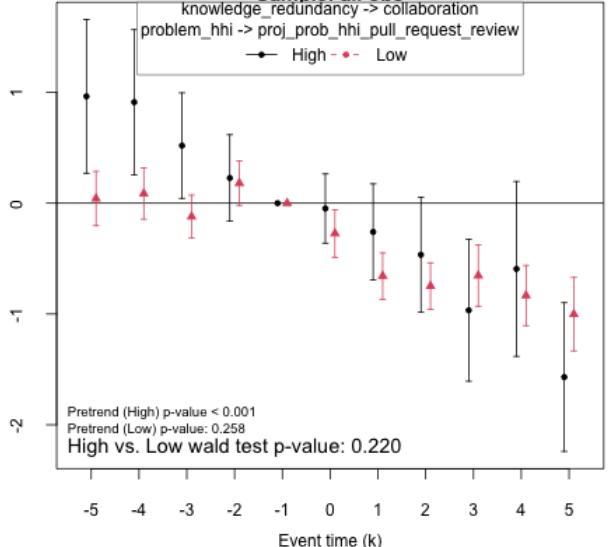
● High - ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**knowledge\_redundancy->collaboration  
problem\_hhi->proj\_prob\_hhi\_pull\_request\_review

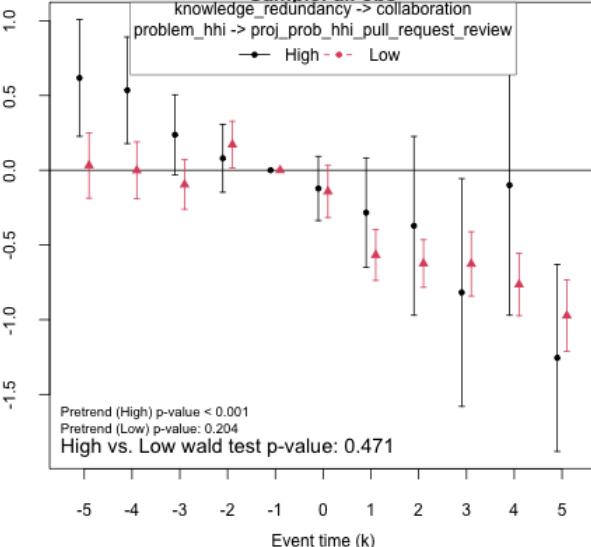
● High - ▲ Low

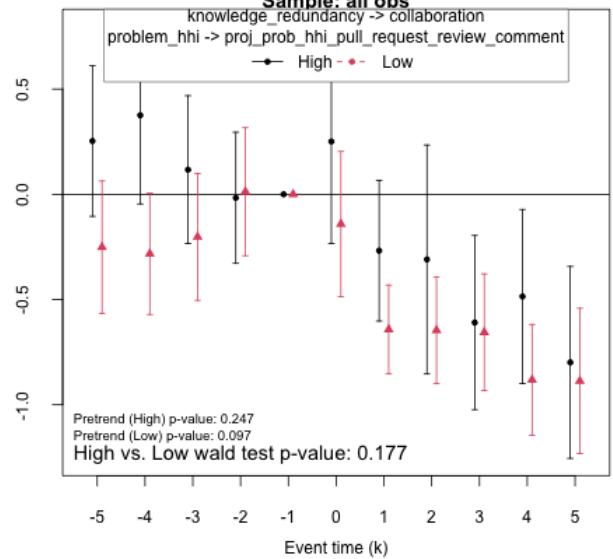
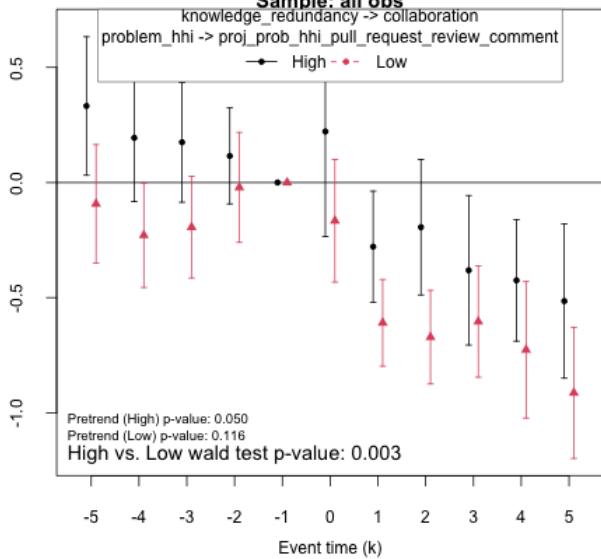
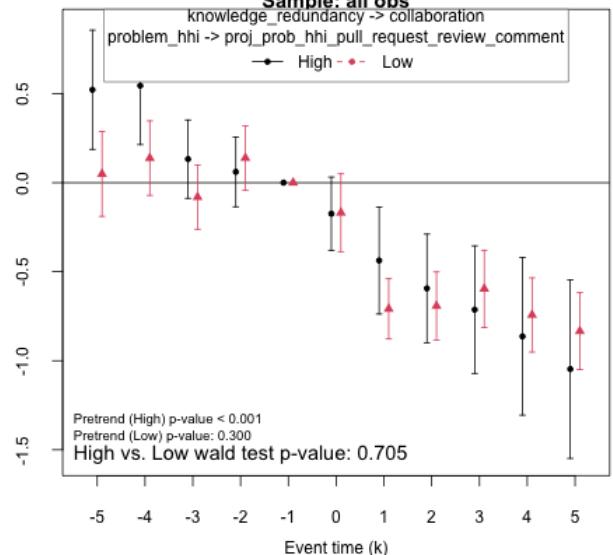
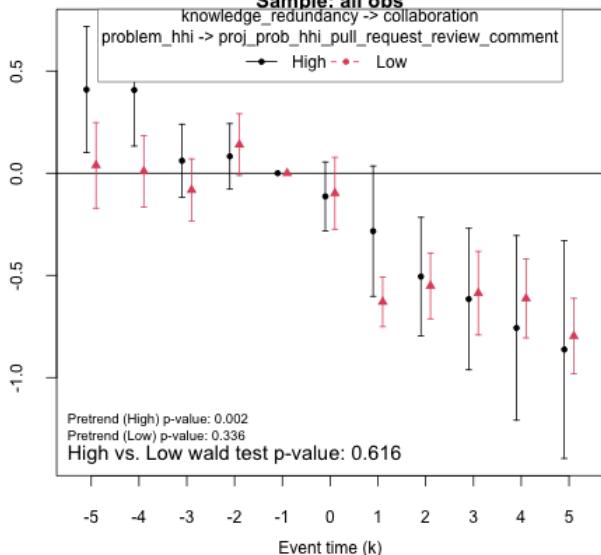
**pull\_request\_merged rolling5****Sample: all obs**knowledge\_redundancy->collaboration  
problem\_hhi->proj\_prob\_hhi\_pull\_request\_review

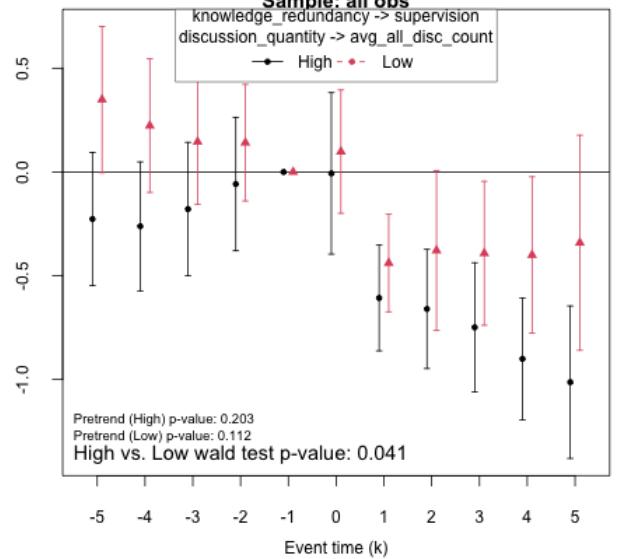
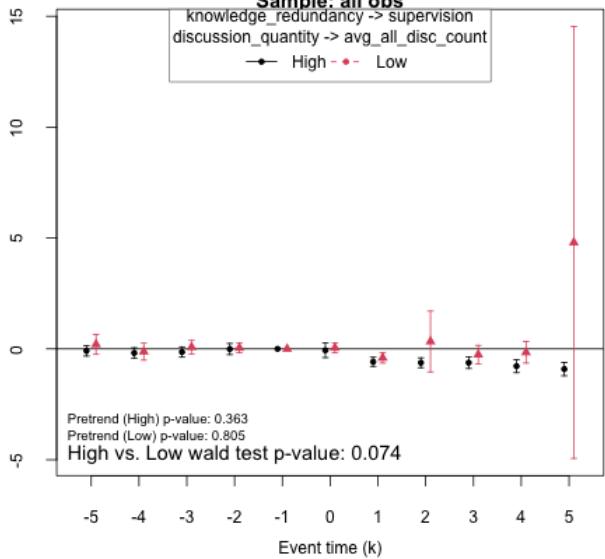
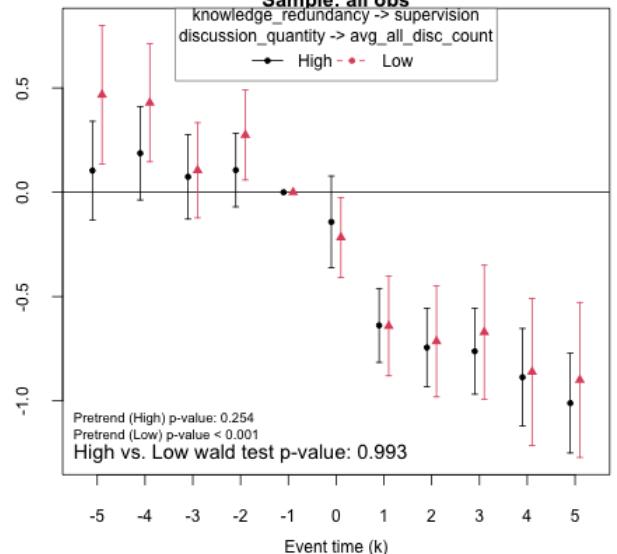
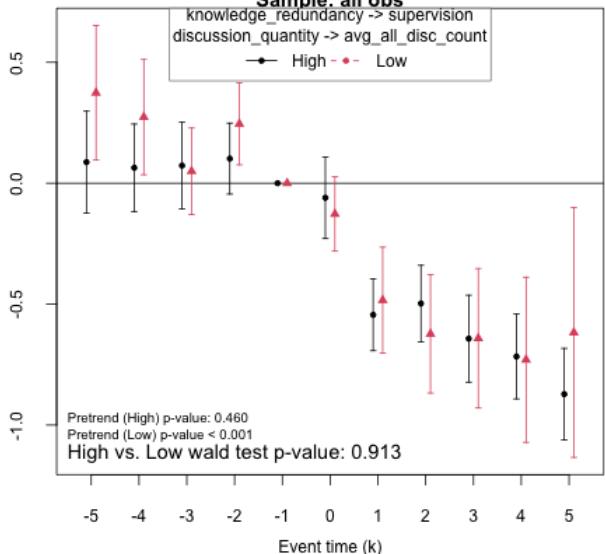
● High - ▲ Low

**pull\_request\_opened rolling5****Sample: all obs**knowledge\_redundancy->collaboration  
problem\_hhi->proj\_prob\_hhi\_pull\_request\_review

● High - ▲ Low

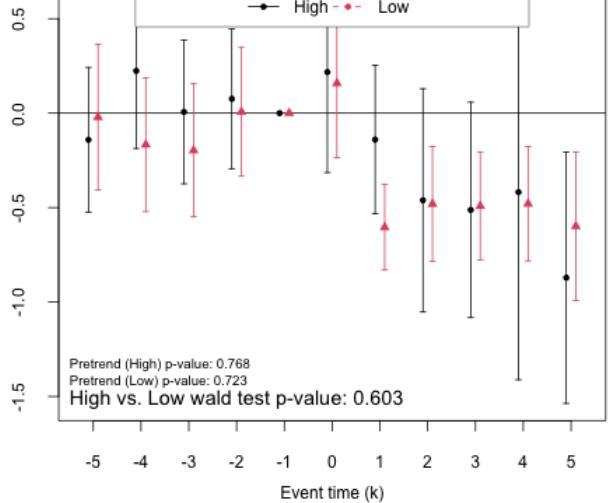


**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

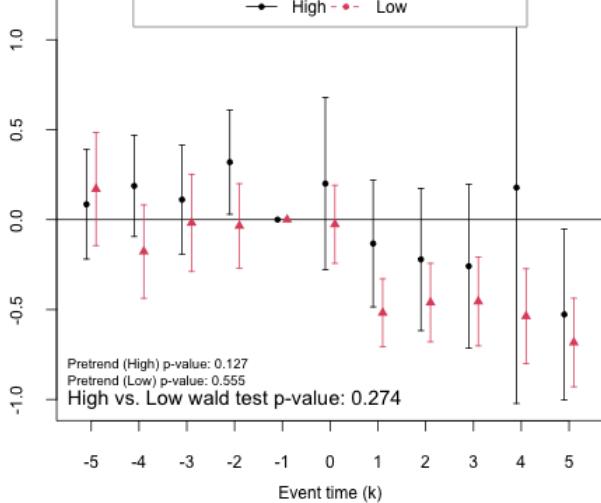
**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**major\_minor\_release\_count rolling5****Sample: all obs**knowledge\_redundancy->supervision  
merged\_with\_review->pct\_merged\_with\_approved

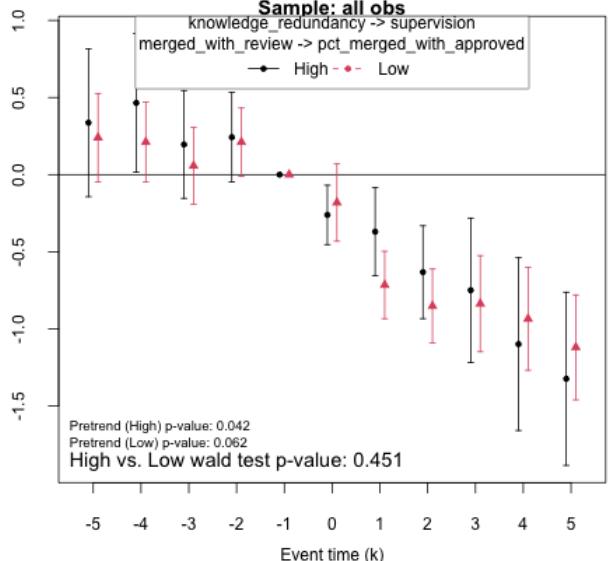
● High - ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**knowledge\_redundancy->supervision  
merged\_with\_review->pct\_merged\_with\_approved

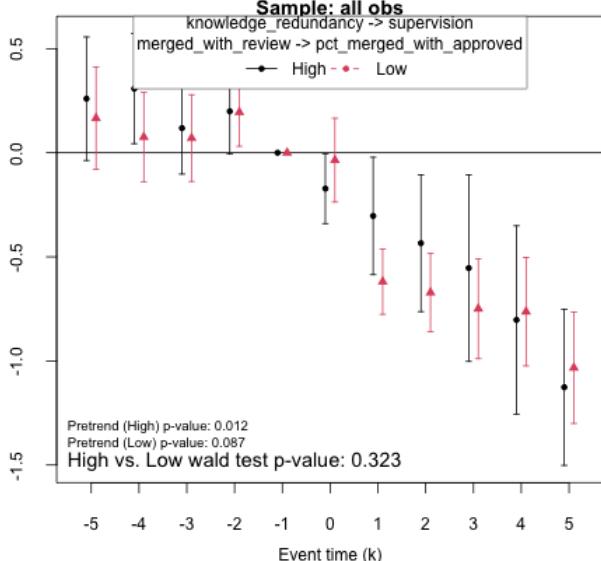
● High - ▲ Low

**pull\_request\_merged rolling5****Sample: all obs**knowledge\_redundancy->supervision  
merged\_with\_review->pct\_merged\_with\_approved

● High - ▲ Low

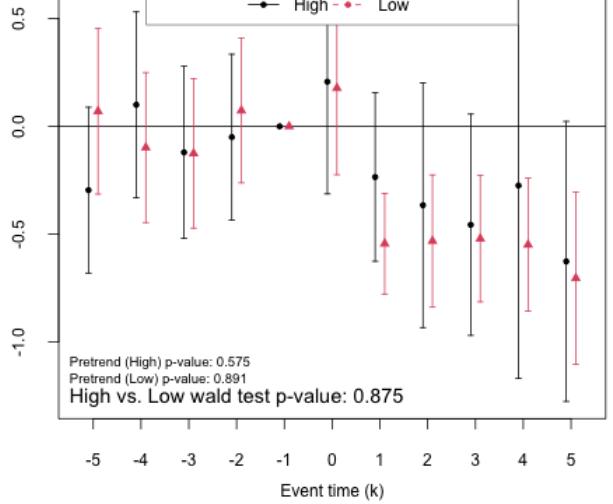
**pull\_request\_opened rolling5****Sample: all obs**knowledge\_redundancy->supervision  
merged\_with\_review->pct\_merged\_with\_approved

● High - ▲ Low

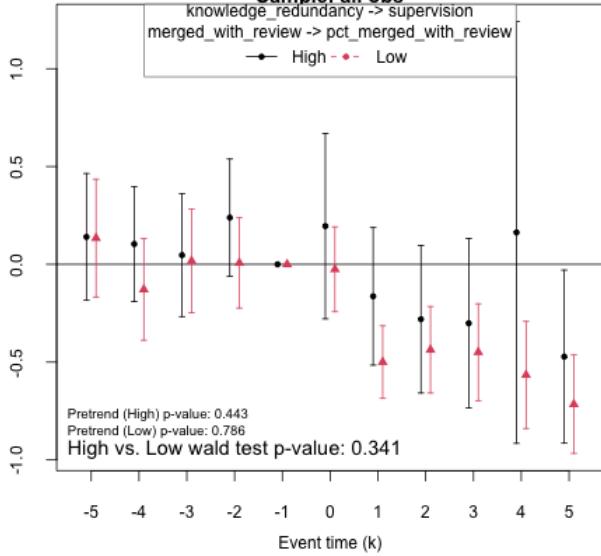


**major\_minor\_release\_count rolling5****Sample: all obs**knowledge\_redundancy->supervision  
merged\_with\_review -> pct\_merged\_with\_review

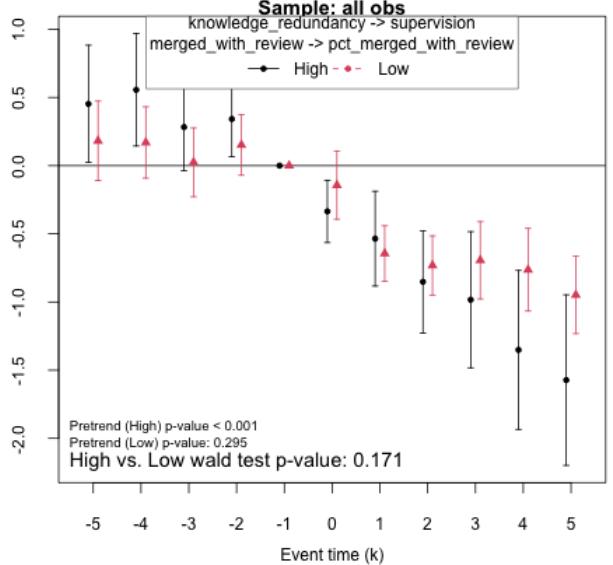
● High ▲ Low

**overall\_new\_release\_count rolling5****Sample: all obs**knowledge\_redundancy->supervision  
merged\_with\_review -> pct\_merged\_with\_review

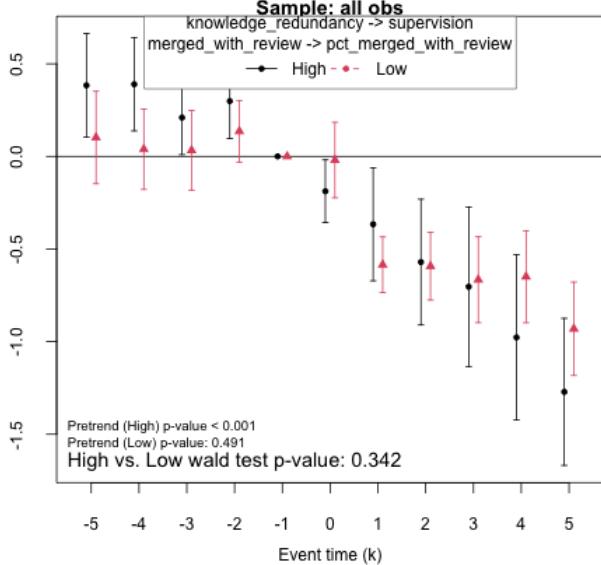
● High ▲ Low

**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

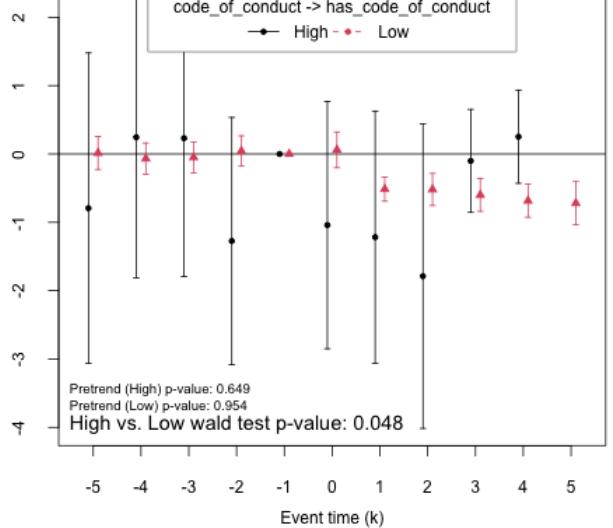


### major\_minor\_release\_count rolling5

**Sample: all obs**

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

● High - ● Low

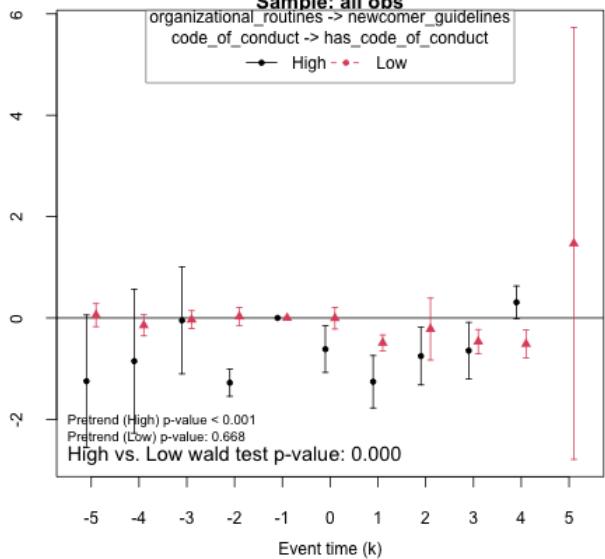


### overall\_new\_release\_count rolling5

**Sample: all obs**

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

● High - ● Low

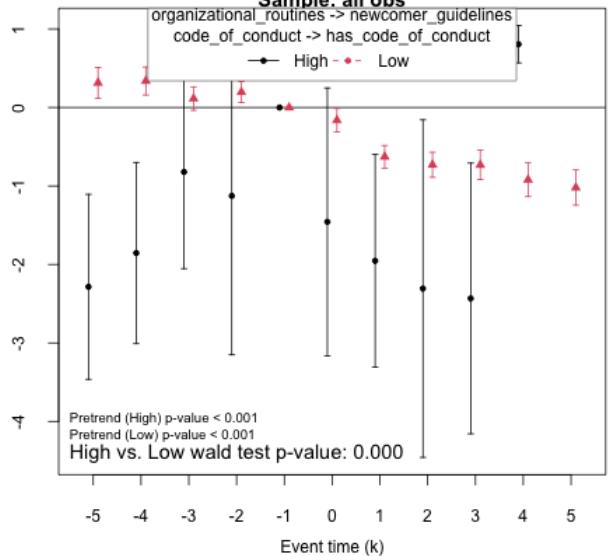


### pull\_request\_merged rolling5

**Sample: all obs**

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

● High - ● Low

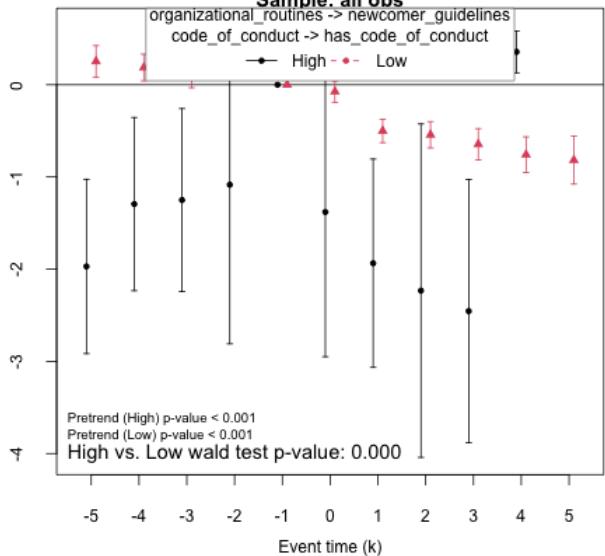


### pull\_request\_opened rolling5

**Sample: all obs**

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

● High - ● Low

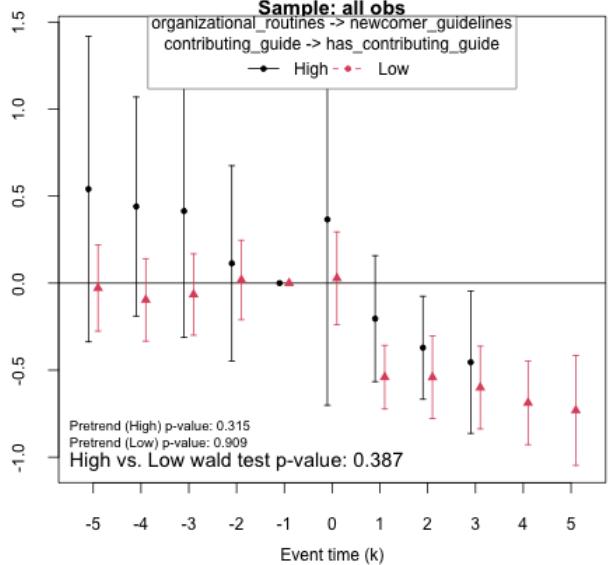


### major\_minor\_release\_count rolling5

Sample: all obs

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

● High - ▲ Low

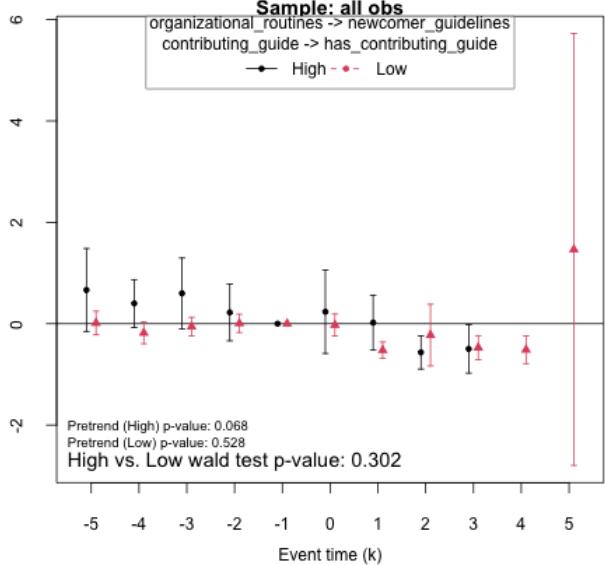


### overall\_new\_release\_count rolling5

Sample: all obs

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

● High - ▲ Low

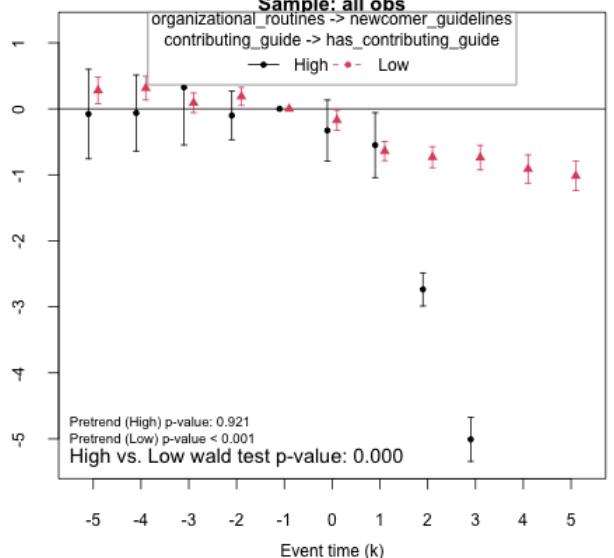


### pull\_request\_merged rolling5

Sample: all obs

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

● High - ▲ Low

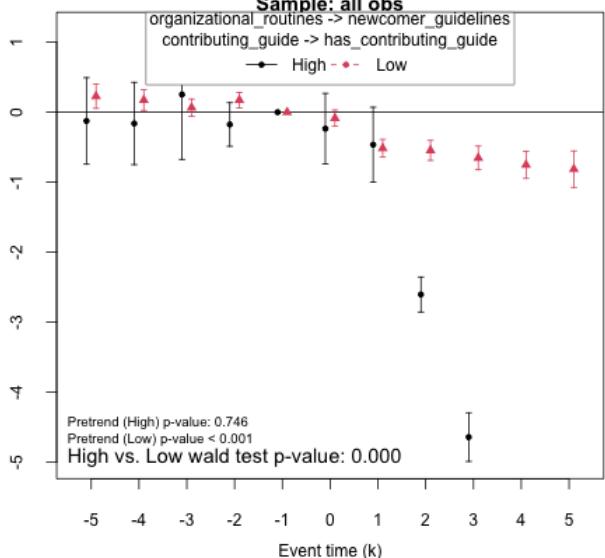


### pull\_request\_opened rolling5

Sample: all obs

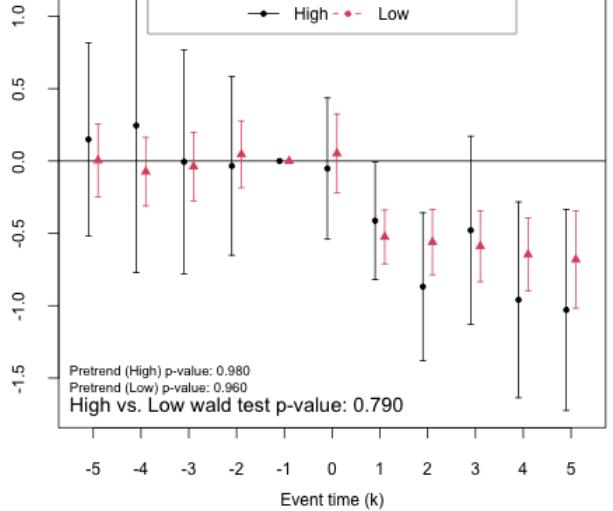
organizational\_routines -> newcomer\_guidelines  
contributing\_guide -> has\_contributing\_guide

● High - ▲ Low

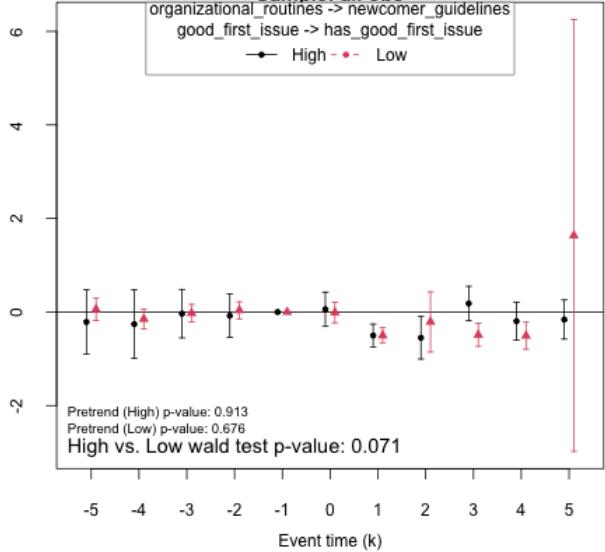


**major\_minor\_release\_count rolling5****Sample: all obs**organizational\_routines  $\rightarrow$  newcomer\_guidelines  
good\_first\_issue  $\rightarrow$  has\_good\_first\_issue

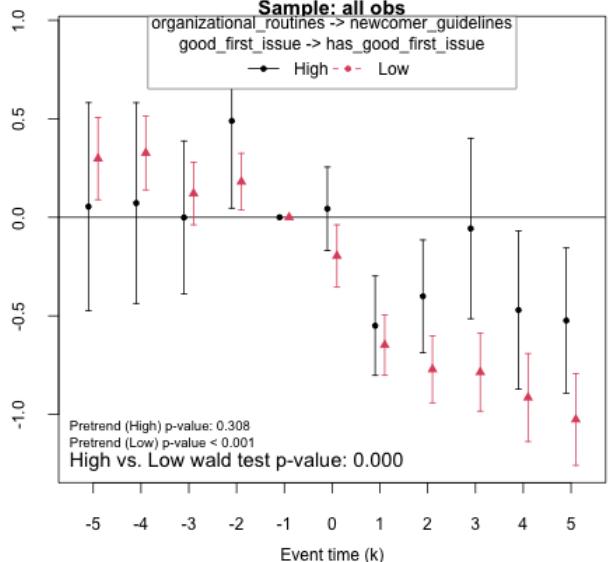
—●— High —●— Low

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

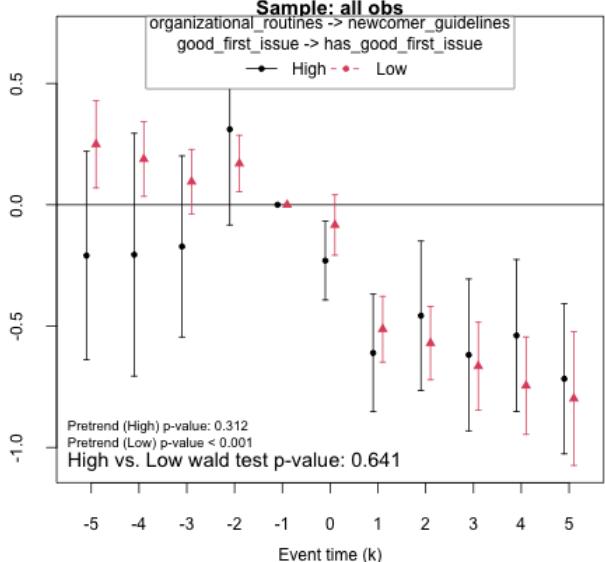
—●— High —●— Low

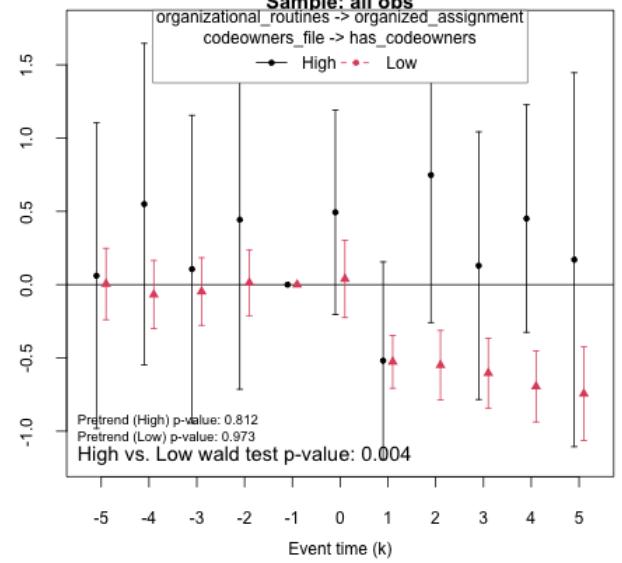
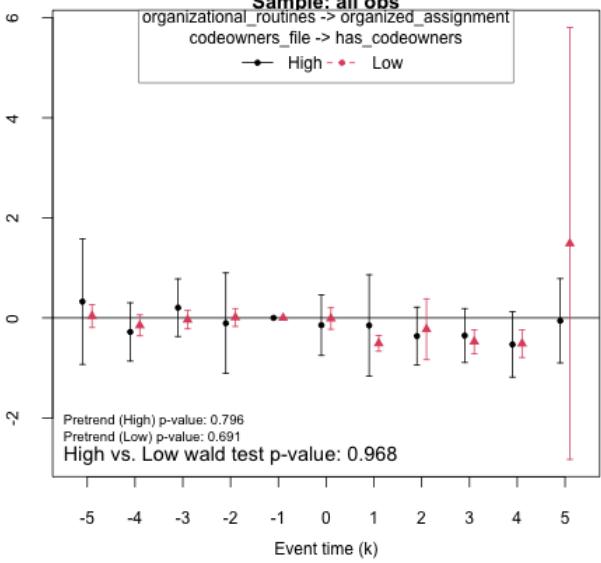
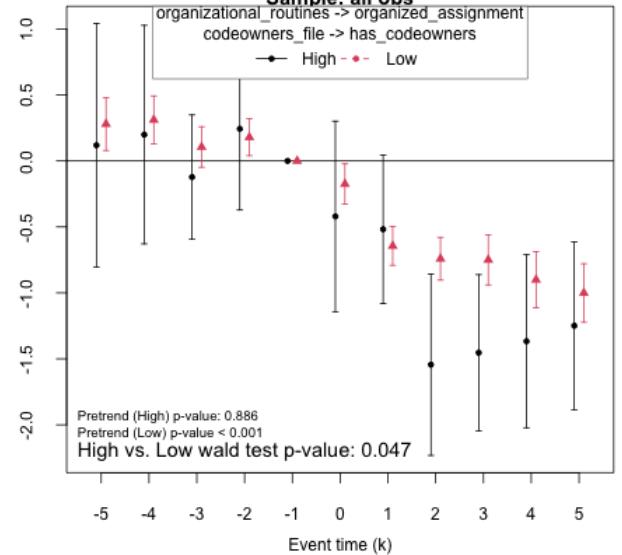
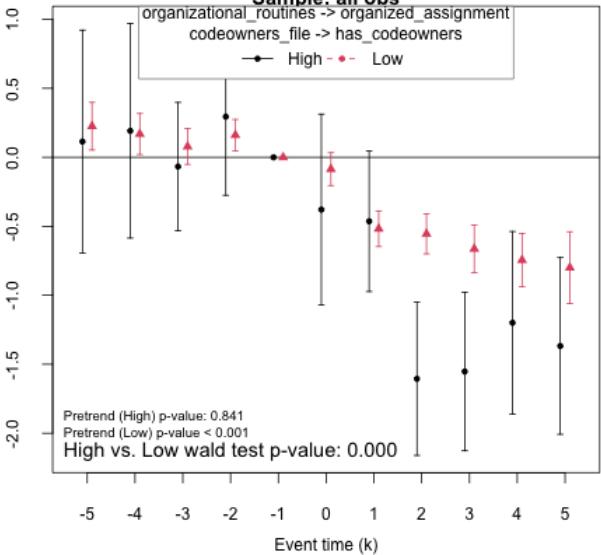
**pull\_request\_merged rolling5****Sample: all obs**organizational\_routines  $\rightarrow$  newcomer\_guidelines  
good\_first\_issue  $\rightarrow$  has\_good\_first\_issue

—●— High —●— Low

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

—●— High —●— Low



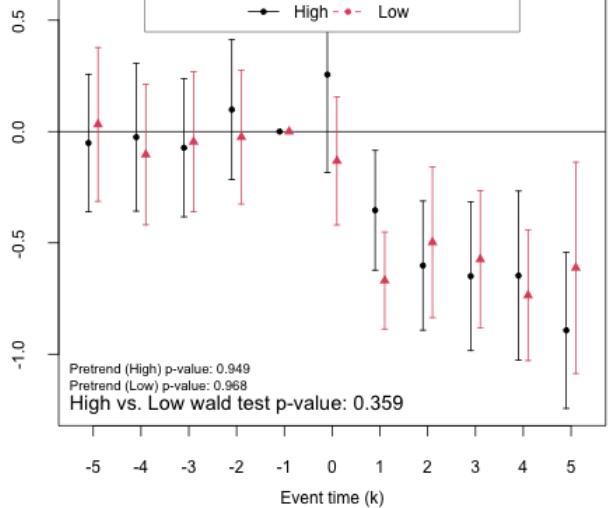
**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

### major\_minor\_release\_count rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_assignees -> mean\_has\_assignee

● High ▲ Low

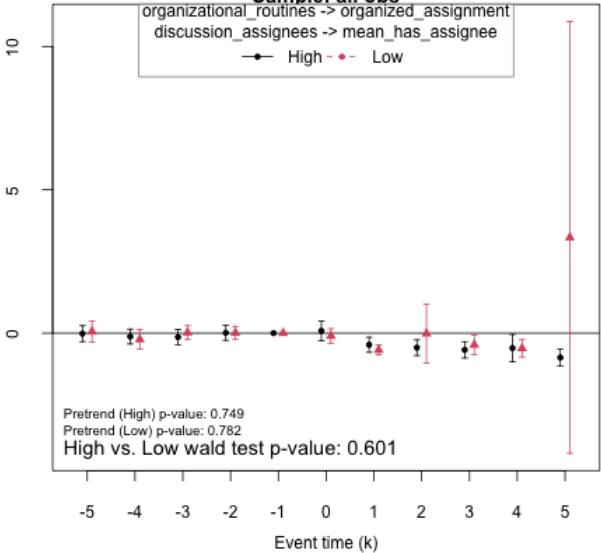


### overall\_new\_release\_count rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_assignees -> mean\_has\_assignee

● High ▲ Low

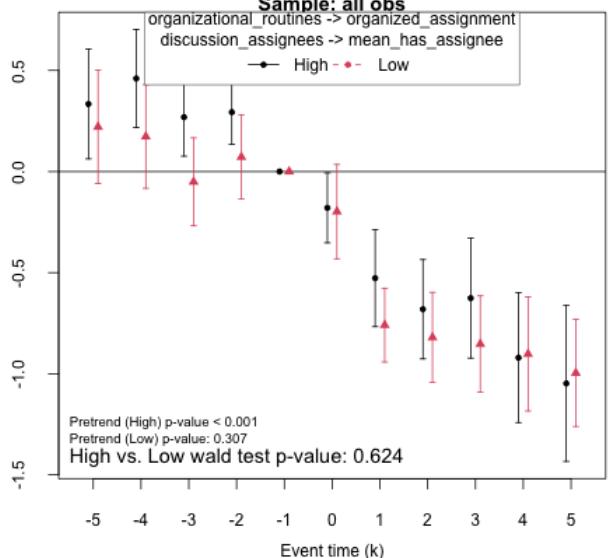


### pull\_request\_merged rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_assignees -> mean\_has\_assignee

● High ▲ Low

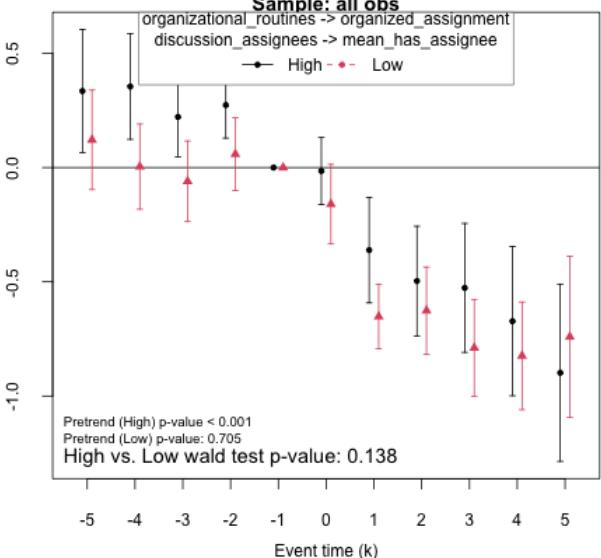


### pull\_request\_opened rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_assignees -> mean\_has\_assignee

● High ▲ Low

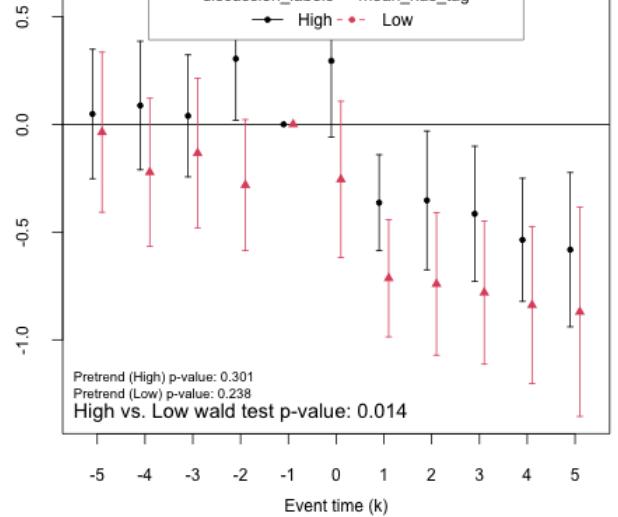


### major\_minor\_release\_count rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_labels -> mean\_has\_tag

● High ▲ Low

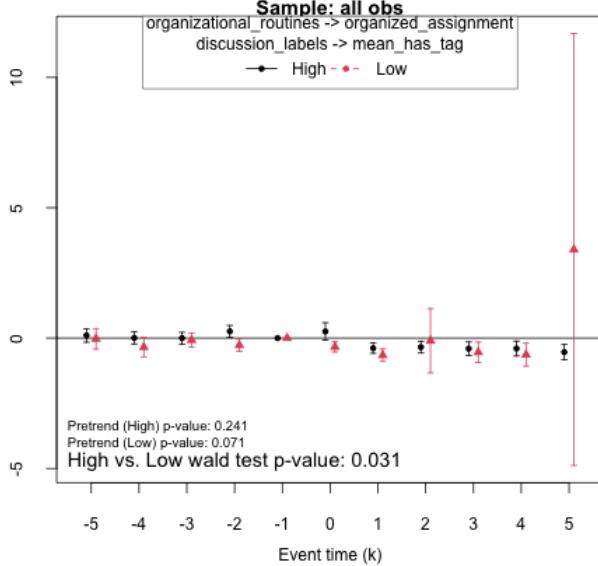


### overall\_new\_release\_count rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_labels -> mean\_has\_tag

● High ▲ Low

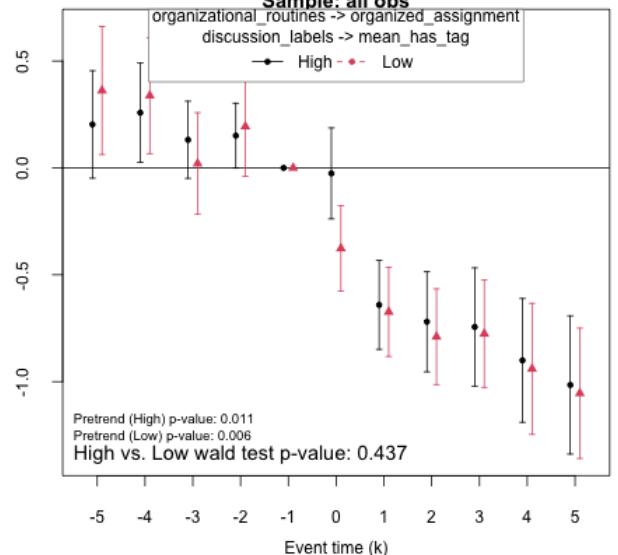


### pull\_request\_merged rolling5

**Sample: all obs**

organizational\_routines -> organized\_assignment  
discussion\_labels -> mean\_has\_tag

● High ▲ Low

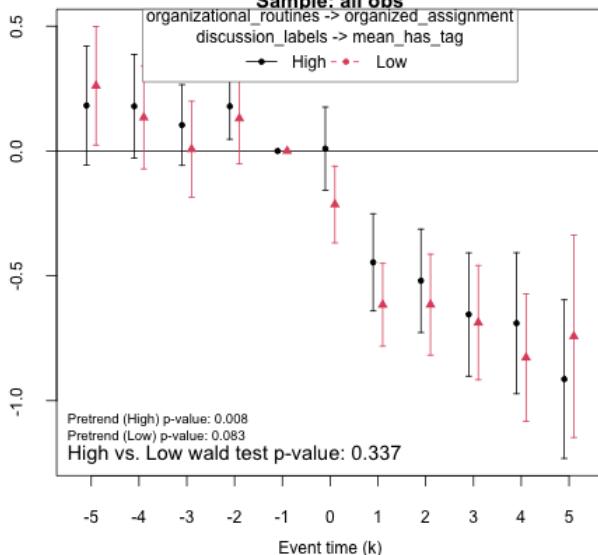


### pull\_request\_opened rolling5

**Sample: all obs**

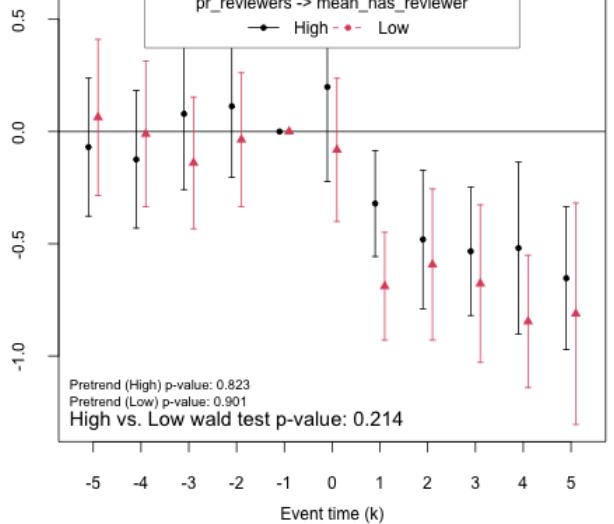
organizational\_routines -> organized\_assignment  
discussion\_labels -> mean\_has\_tag

● High ▲ Low

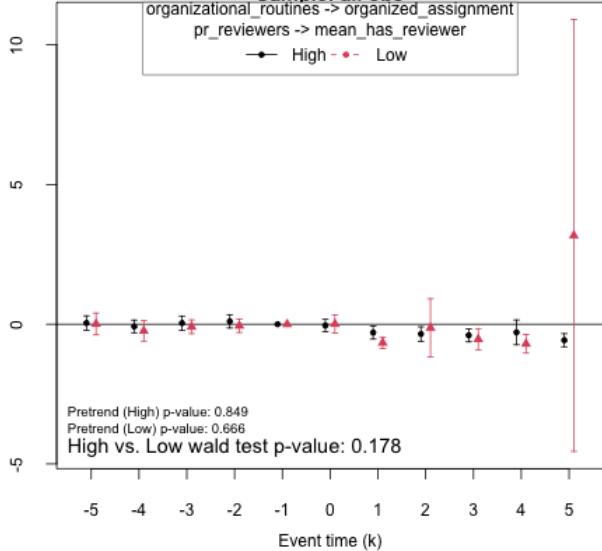


**major\_minor\_release\_count rolling5****Sample: all obs**organizational\_routines -> organized\_assignment  
pr\_reviewers -> mean\_has\_reviewer

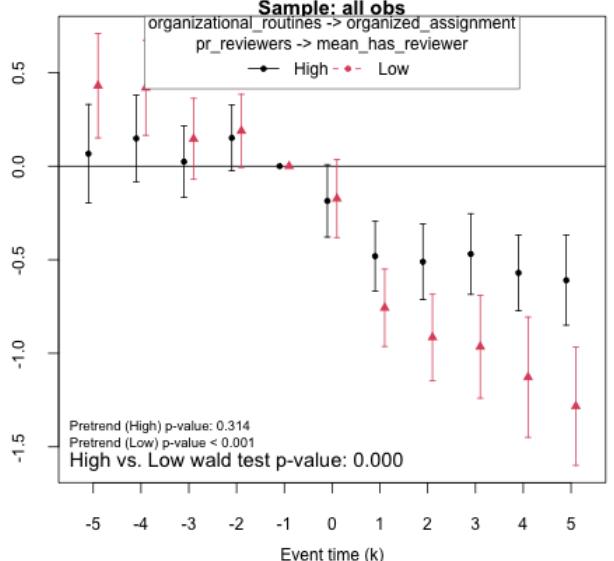
- High
- ▲ - Low

**overall\_new\_release\_count rolling5****Sample: all obs**organizational\_routines -> organized\_assignment  
pr\_reviewers -> mean\_has\_reviewer

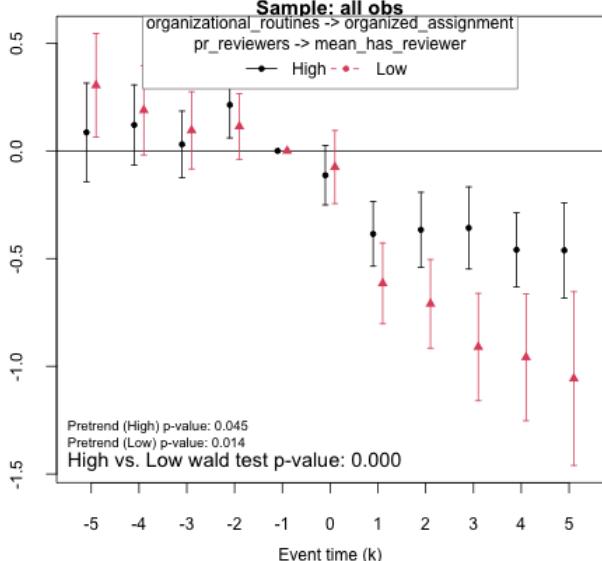
- High
- ▲ - Low

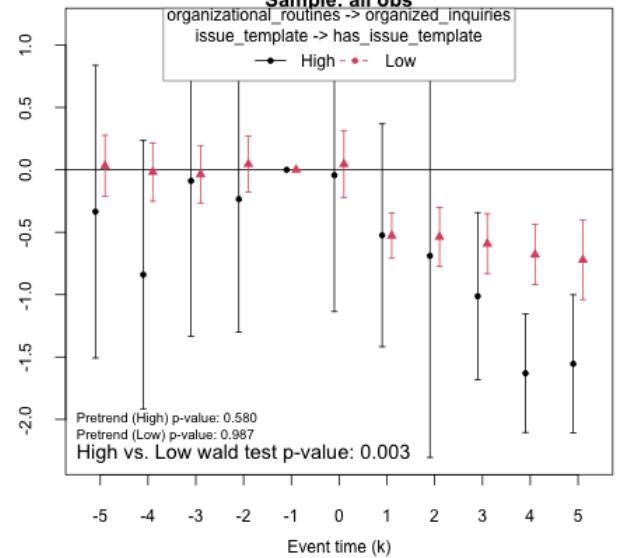
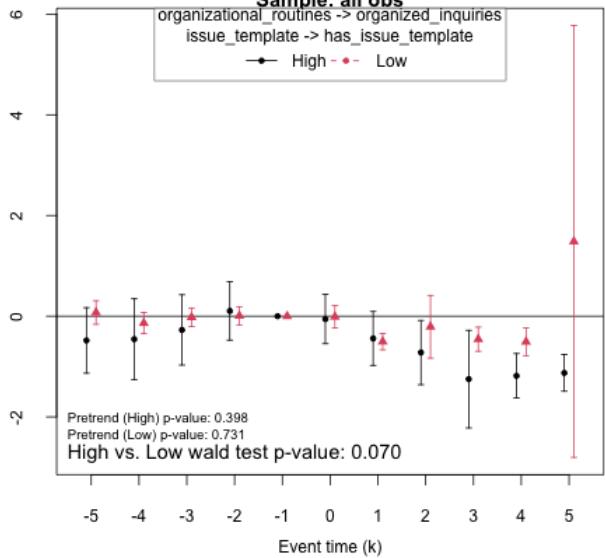
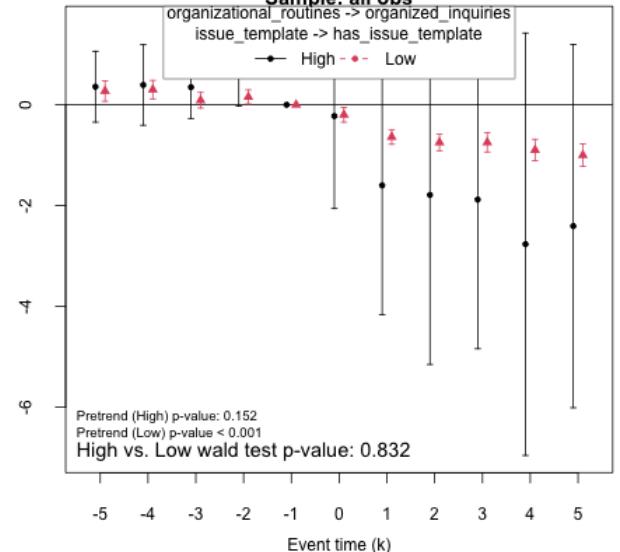
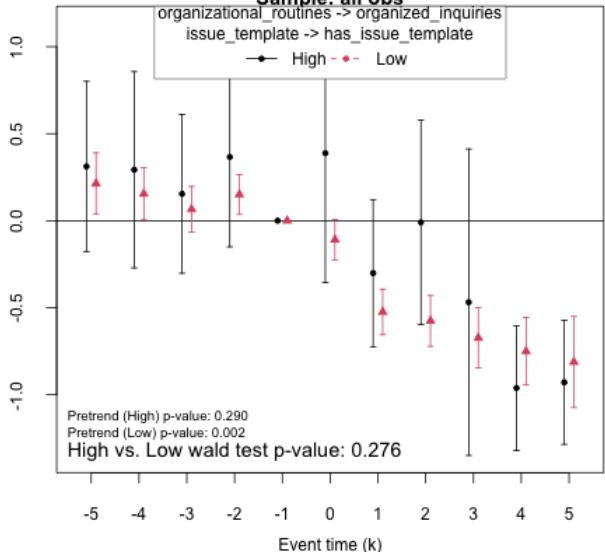
**pull\_request\_merged rolling5****Sample: all obs**organizational\_routines -> organized\_assignment  
pr\_reviewers -> mean\_has\_reviewer

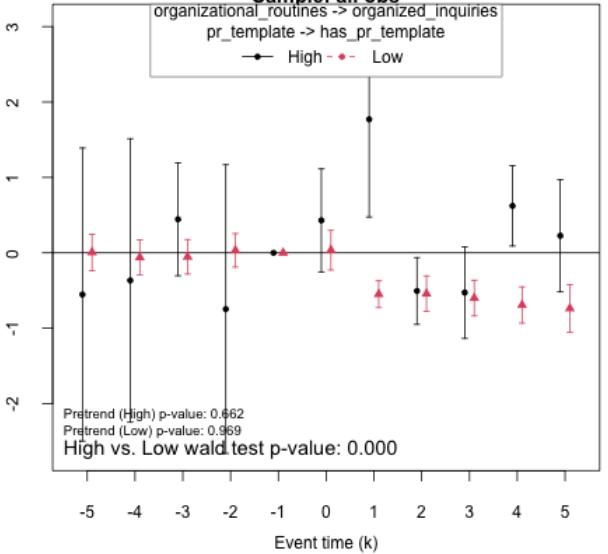
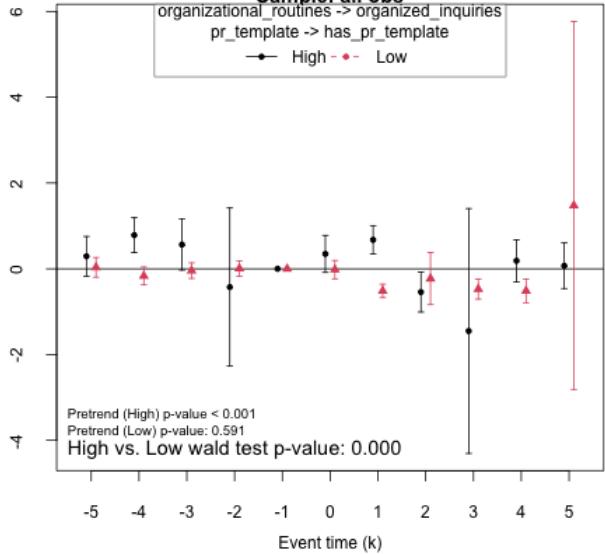
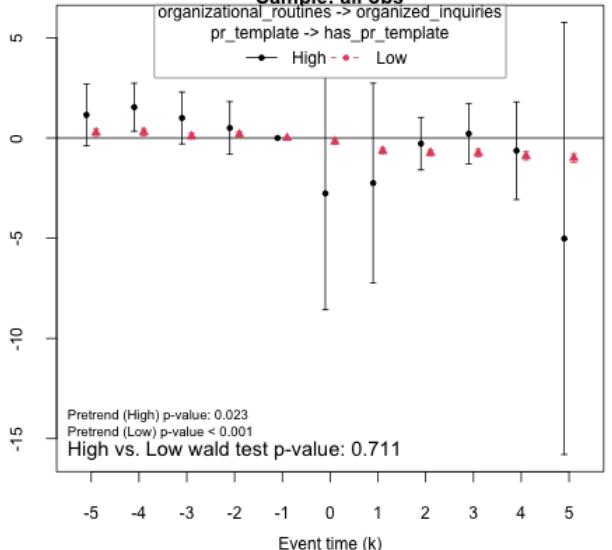
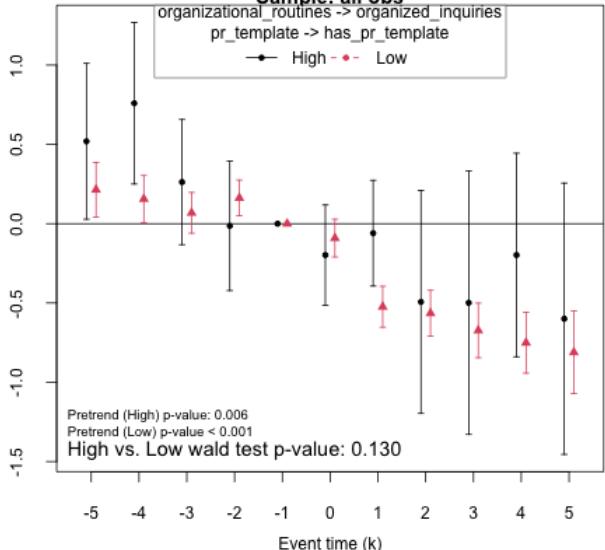
- High
- ▲ - Low

**pull\_request\_opened rolling5****Sample: all obs**organizational\_routines -> organized\_assignment  
pr\_reviewers -> mean\_has\_reviewer

- High
- ▲ - Low

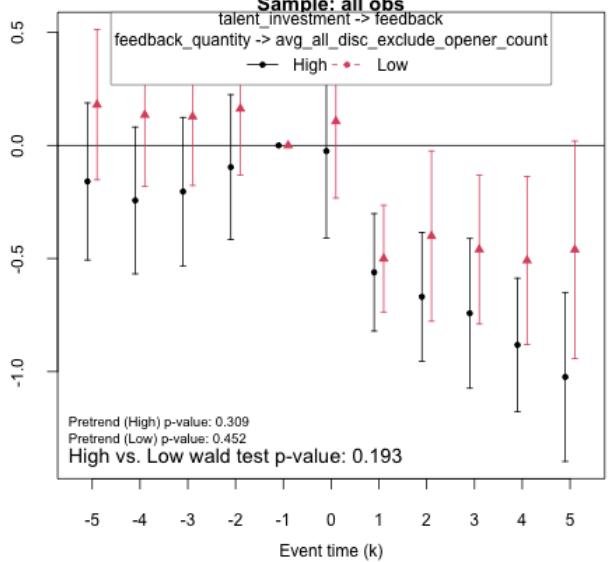


**major\_minor\_release\_count rolling5****Sample: all obs****overall\_new\_release\_count rolling5****Sample: all obs****pull\_request\_merged rolling5****Sample: all obs****pull\_request\_opened rolling5****Sample: all obs**

**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**

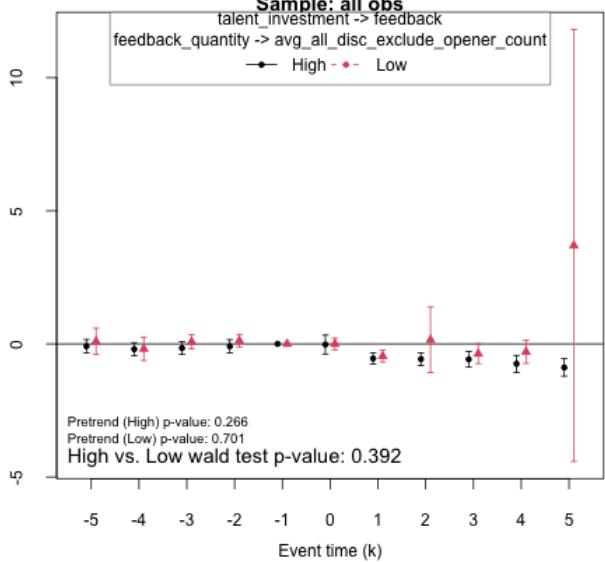
### major\_minor\_release\_count rolling5

**Sample: all obs**



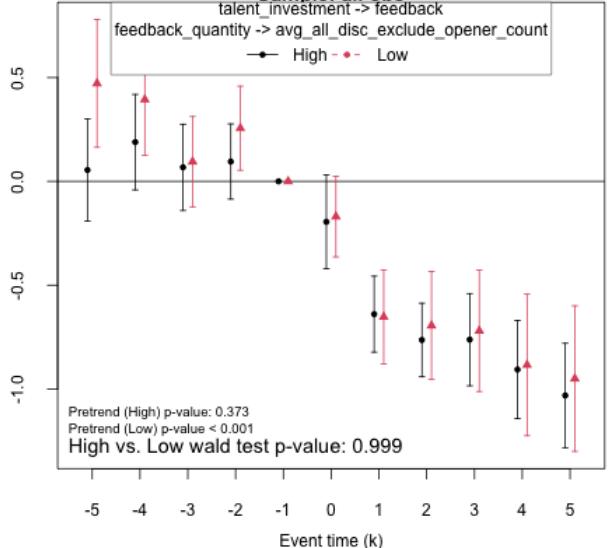
### overall\_new\_release\_count rolling5

**Sample: all obs**



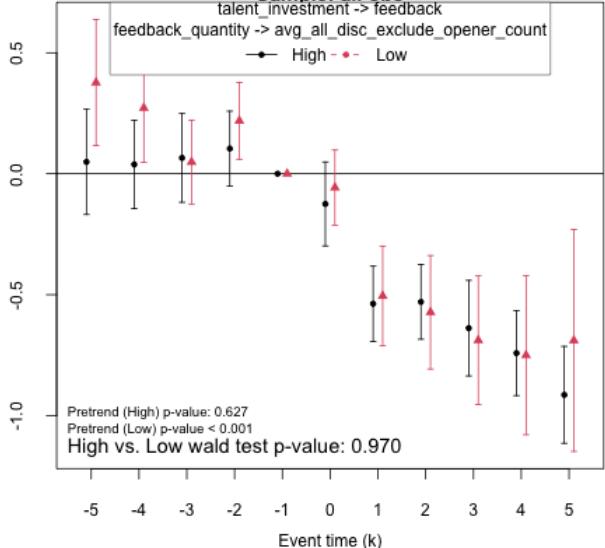
### pull\_request\_merged rolling5

**Sample: all obs**



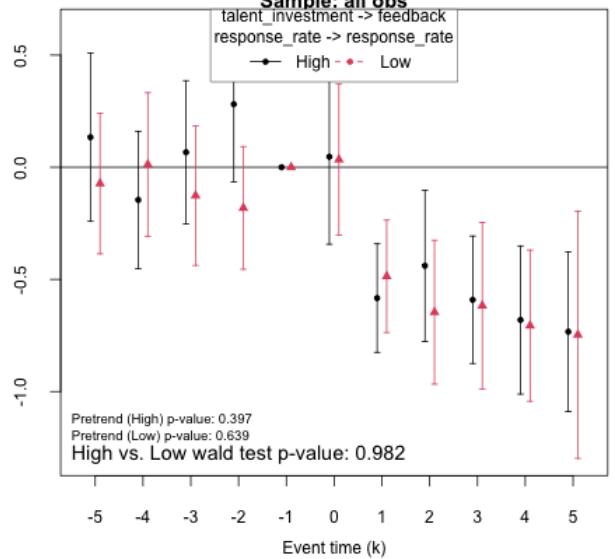
### pull\_request\_opened rolling5

**Sample: all obs**



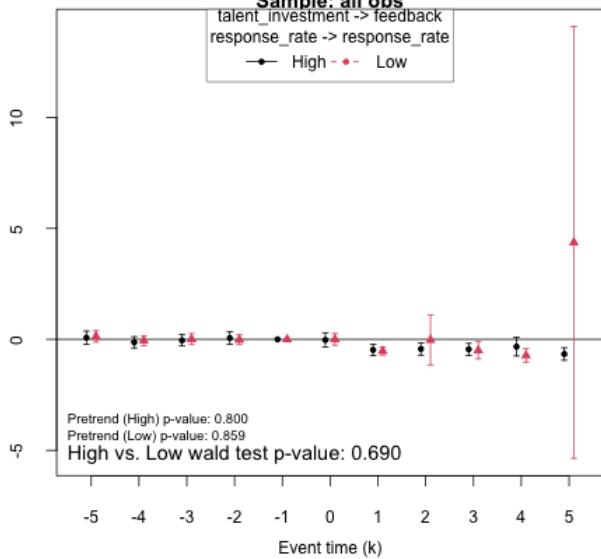
### major\_minor\_release\_count rolling5

Sample: all obs



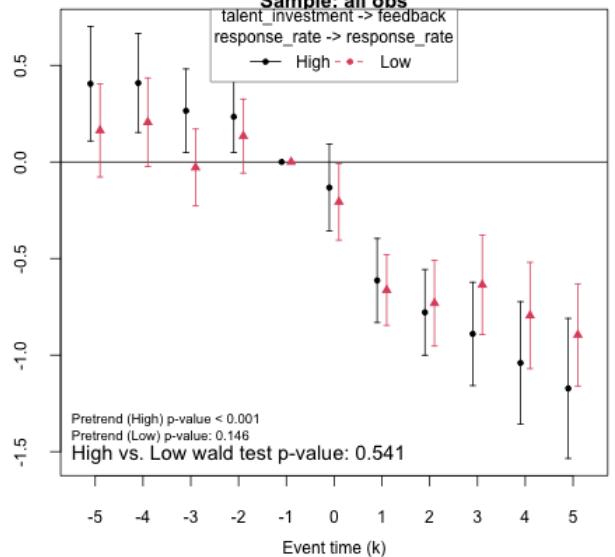
### overall\_new\_release\_count rolling5

Sample: all obs



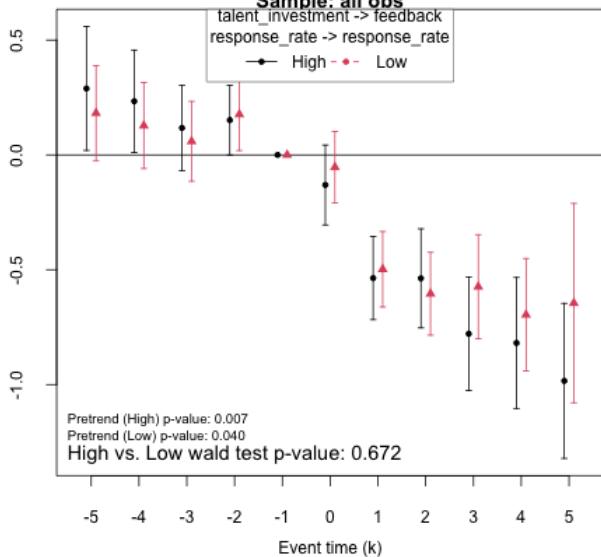
### pull\_request\_merged rolling5

Sample: all obs



### pull\_request\_opened rolling5

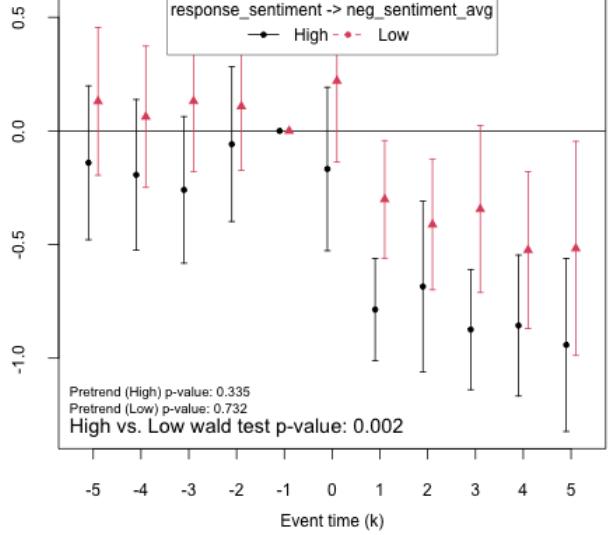
Sample: all obs



### major\_minor\_release\_count rolling5

**Sample: all obs**

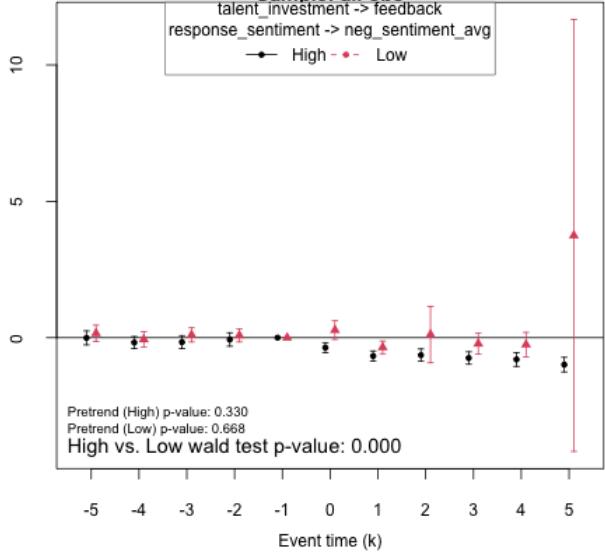
talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low



### overall\_new\_release\_count rolling5

**Sample: all obs**

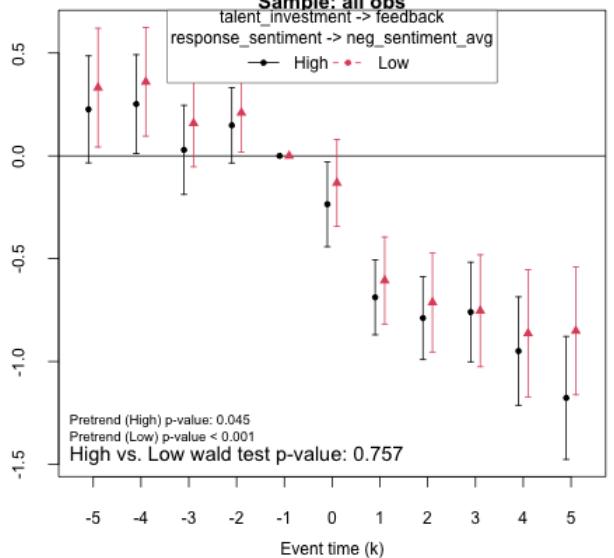
talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low



### pull\_request\_merged rolling5

**Sample: all obs**

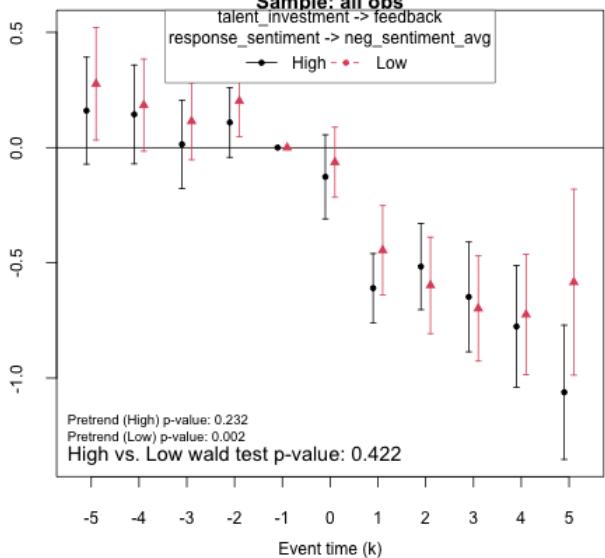
talent\_investment -> feedback  
 response\_sentiment -> neg\_sentiment\_avg  
 ● High ▲ Low



### pull\_request\_opened rolling5

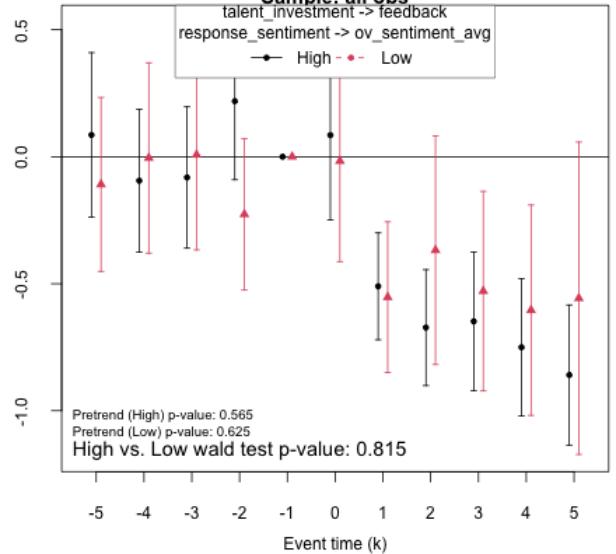
**Sample: all obs**

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



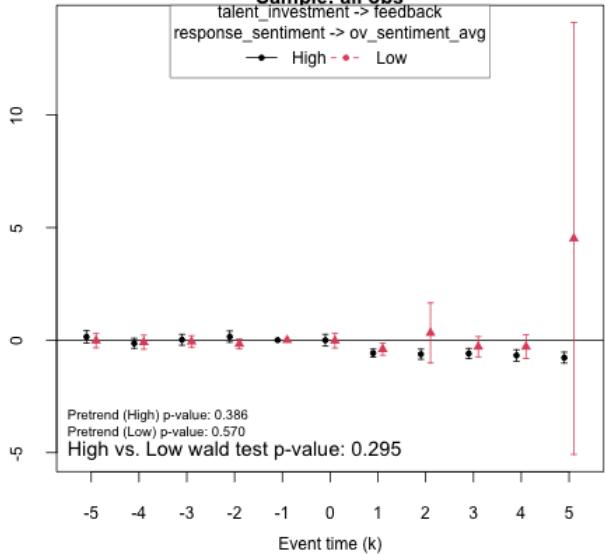
### major\_minor\_release\_count rolling5

**Sample: all obs**



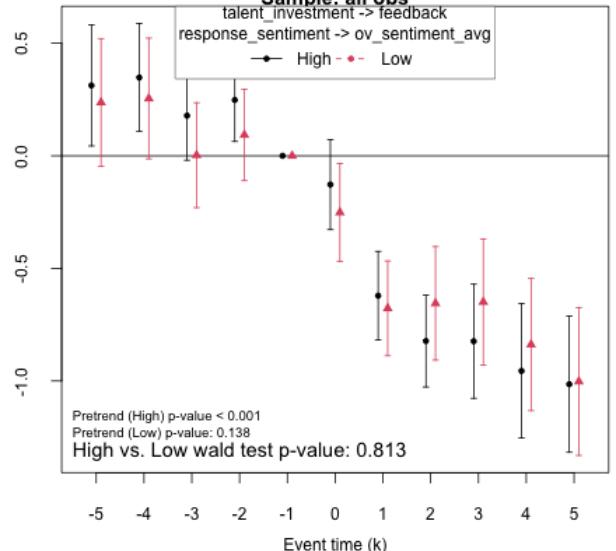
### overall\_new\_release\_count rolling5

**Sample: all obs**



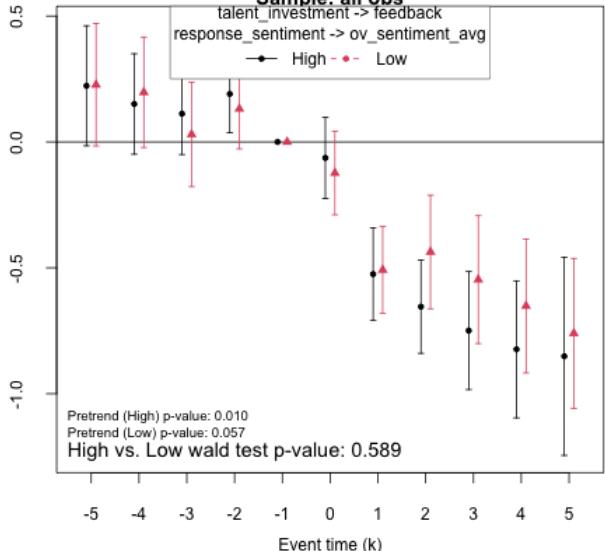
### pull\_request\_merged rolling5

**Sample: all obs**



### pull\_request\_opened rolling5

**Sample: all obs**

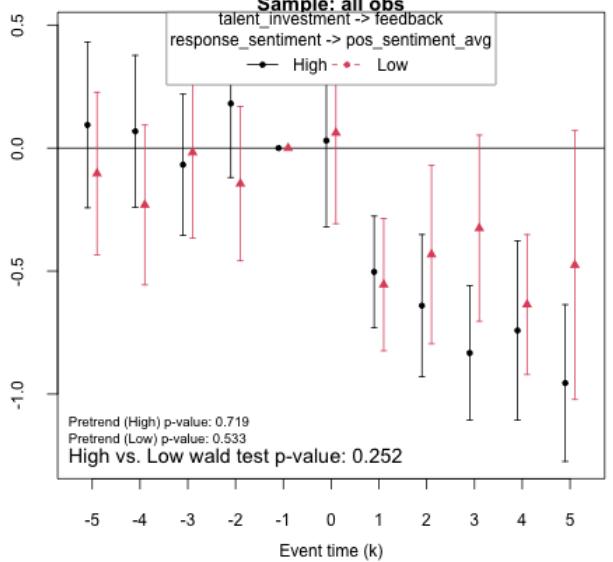


### major\_minor\_release\_count rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_sentiment -> pos\_sentiment\_avg

● High ● Low

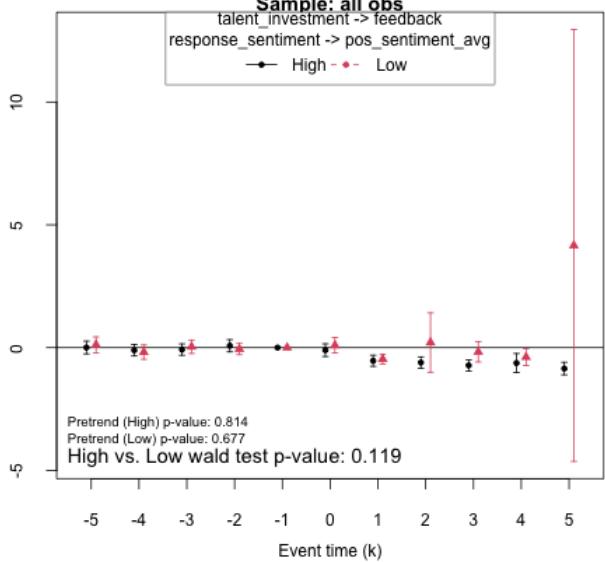


### overall\_new\_release\_count rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_sentiment -> pos\_sentiment\_avg

● High ● Low

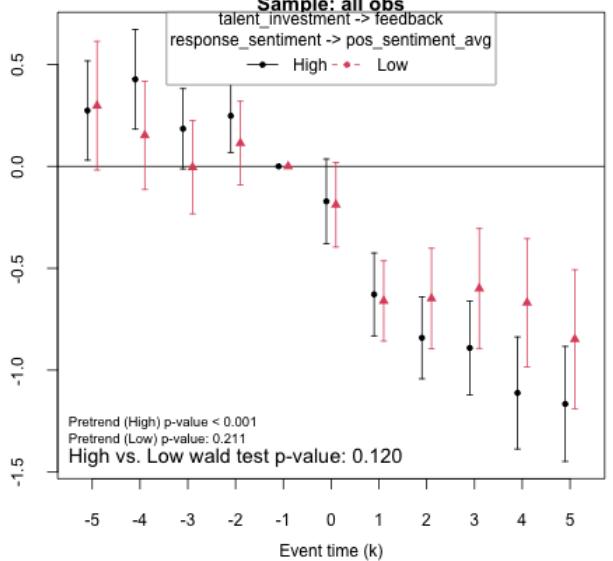


### pull\_request\_merged rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_sentiment -> pos\_sentiment\_avg

● High ● Low

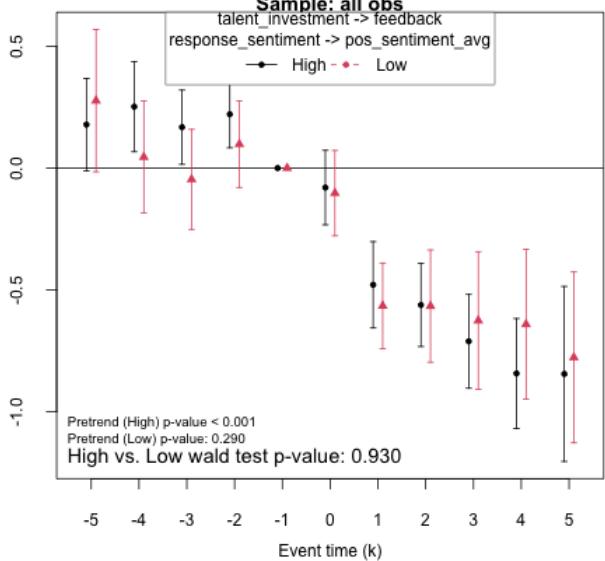


### pull\_request\_opened rolling5

**Sample: all obs**

talent\_investment -> feedback  
response\_sentiment -> pos\_sentiment\_avg

● High ● Low

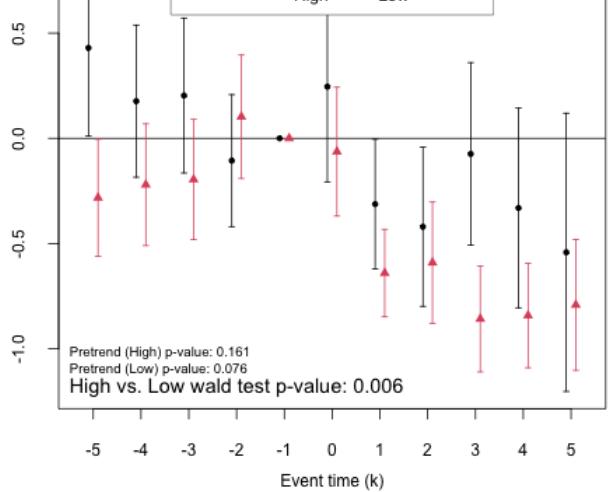


### major\_minor\_release\_count rolling5

**Sample: all obs**

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

—●— High —●— Low

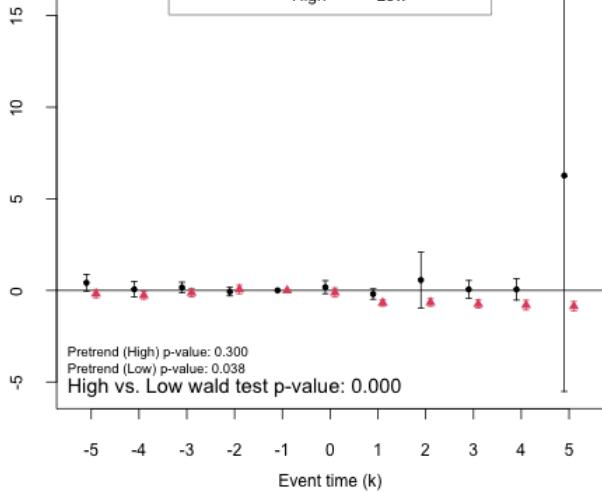


### overall\_new\_release\_count rolling5

**Sample: all obs**

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

—●— High —●— Low

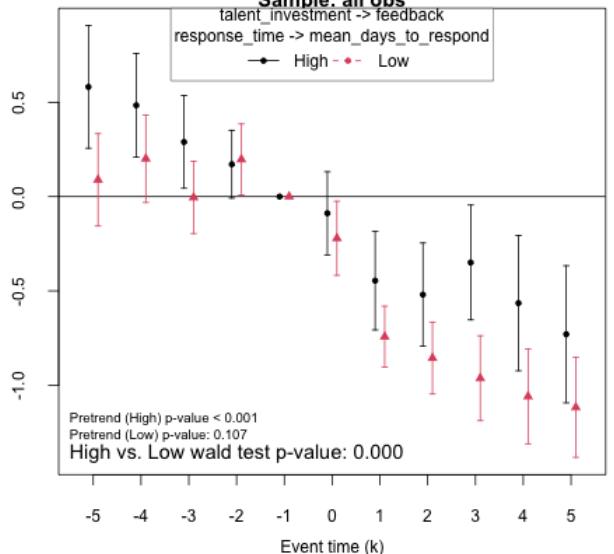


### pull\_request\_merged rolling5

**Sample: all obs**

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

—●— High —●— Low

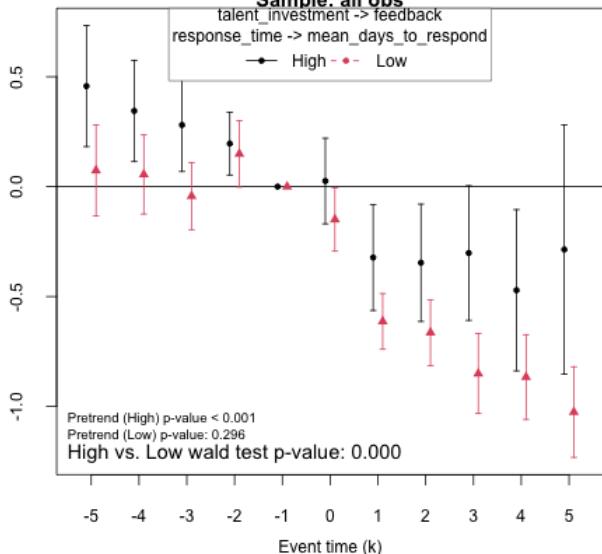


### pull\_request\_opened rolling5

**Sample: all obs**

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

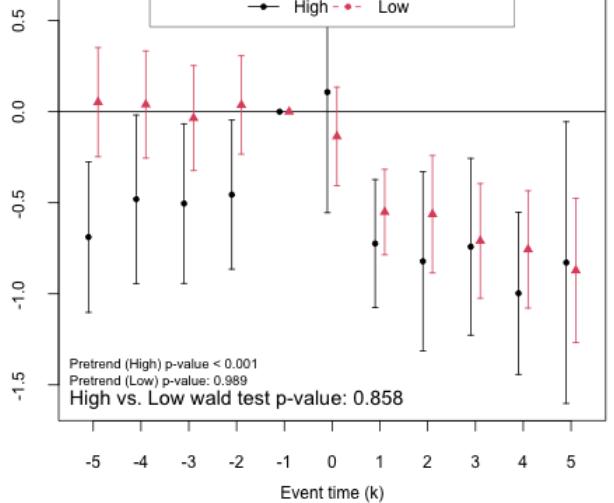
—●— High —●— Low



### major\_minor\_release\_count rolling5

Sample: all obs

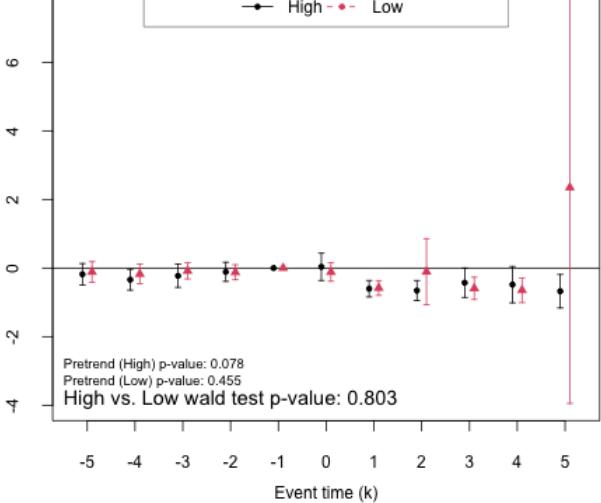
talent\_investment-> growth\_opportunity  
 merge\_review\_pr -> any\_activity\_rate\_weighted  
 ● High - ▲ Low



### overall\_new\_release\_count rolling5

Sample: all obs

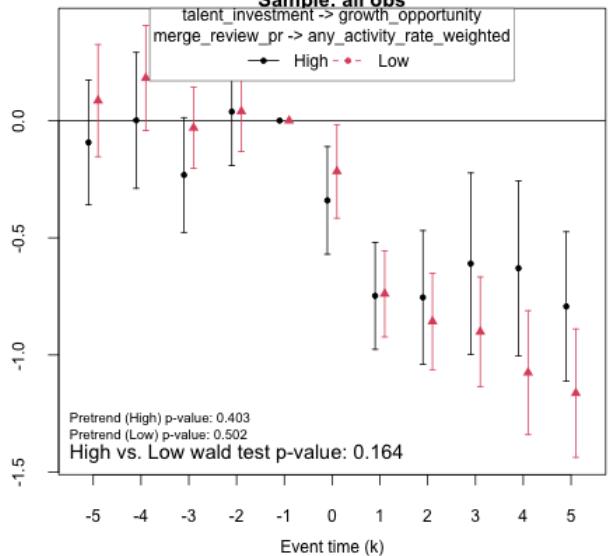
talent\_investment-> growth\_opportunity  
 merge\_review\_pr -> any\_activity\_rate\_weighted  
 ● High - ▲ Low



### pull\_request\_merged rolling5

Sample: all obs

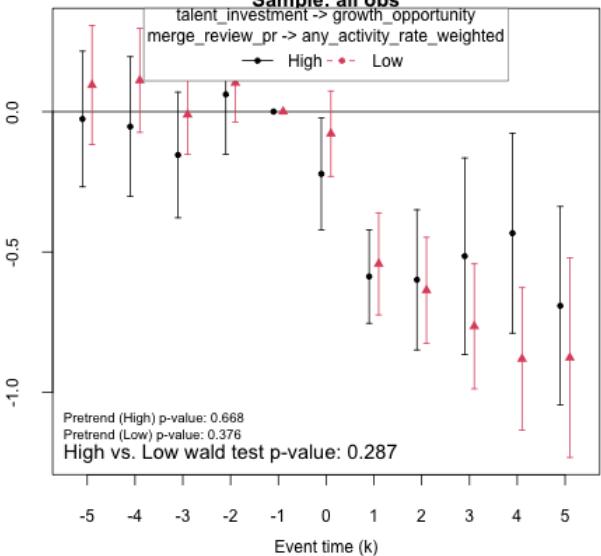
talent\_investment-> growth\_opportunity  
 merge\_review\_pr -> any\_activity\_rate\_weighted  
 ● High - ▲ Low



### pull\_request\_opened rolling5

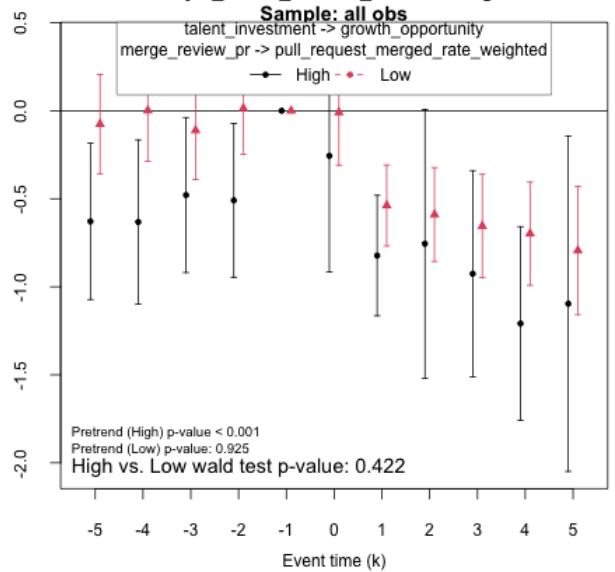
Sample: all obs

talent\_investment-> growth\_opportunity  
 merge\_review\_pr -> any\_activity\_rate\_weighted  
 ● High - ▲ Low



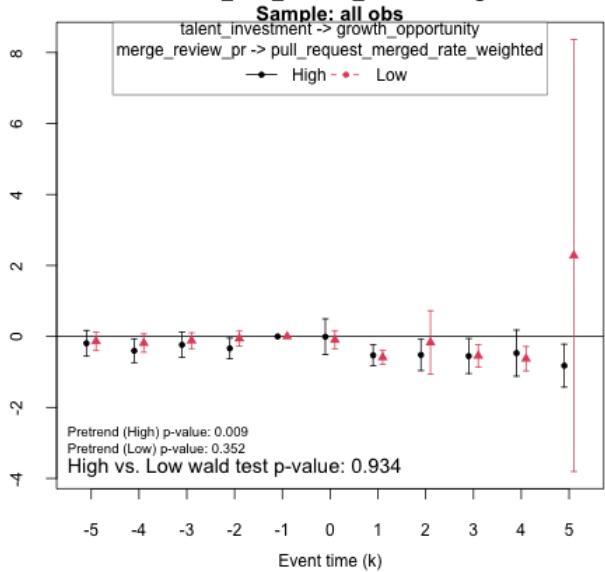
### major\_minor\_release\_count rolling5

Sample: all obs



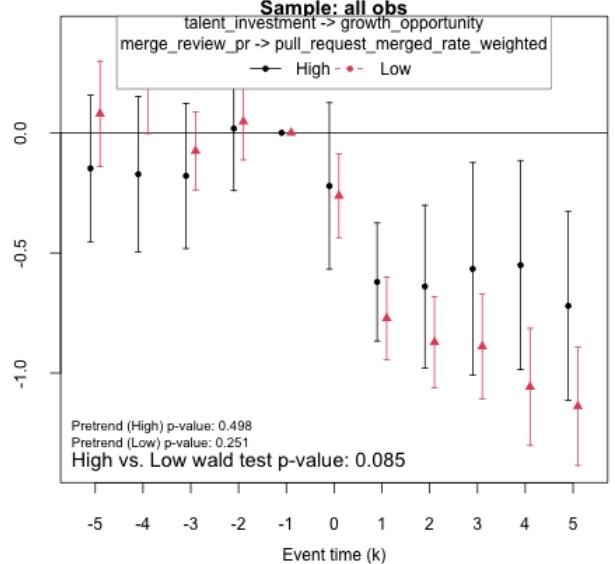
### overall\_new\_release\_count rolling5

Sample: all obs



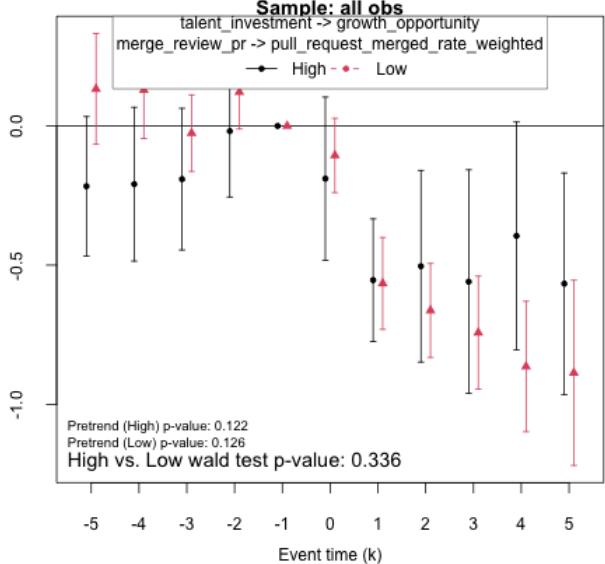
### pull\_request\_merged rolling5

Sample: all obs



### pull\_request\_opened rolling5

Sample: all obs

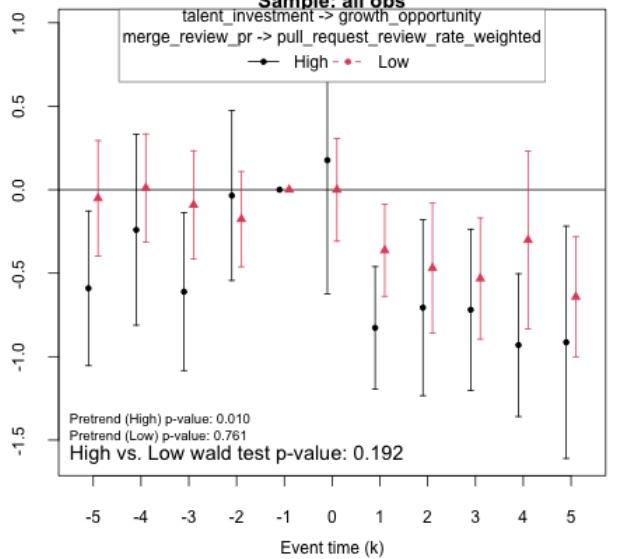


### major\_minor\_release\_count rolling5

Sample: all obs

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

● High ▲ Low

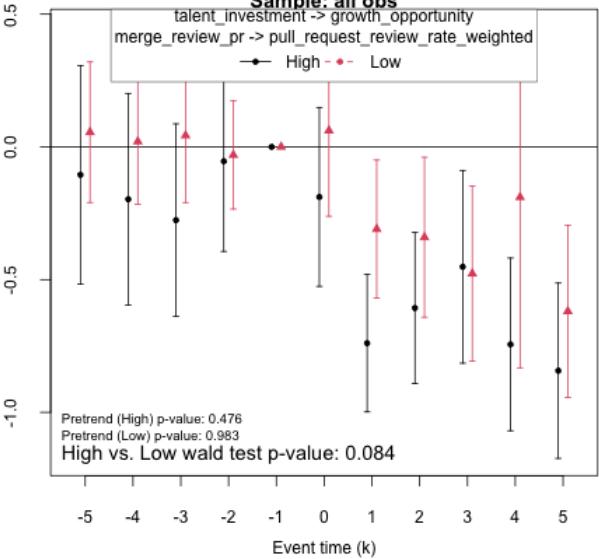


### overall\_new\_release\_count rolling5

Sample: all obs

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

● High ▲ Low

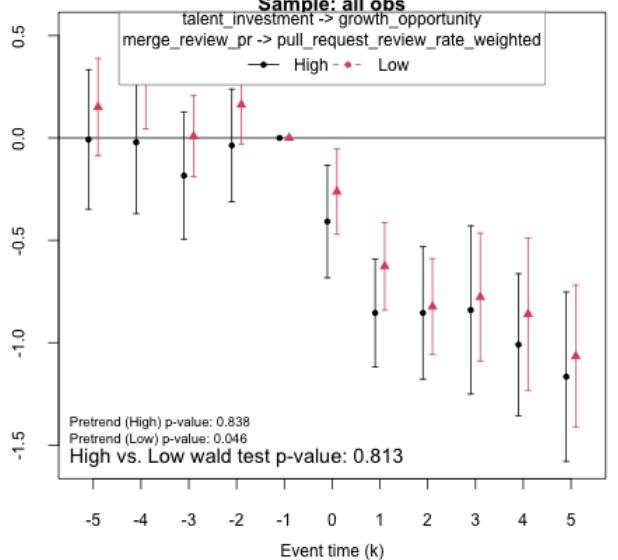


### pull\_request\_merged rolling5

Sample: all obs

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

● High ▲ Low

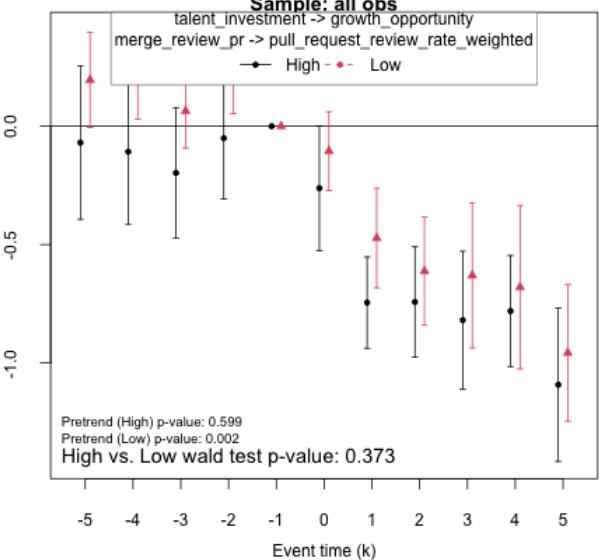


### pull\_request\_opened rolling5

Sample: all obs

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

● High ▲ Low

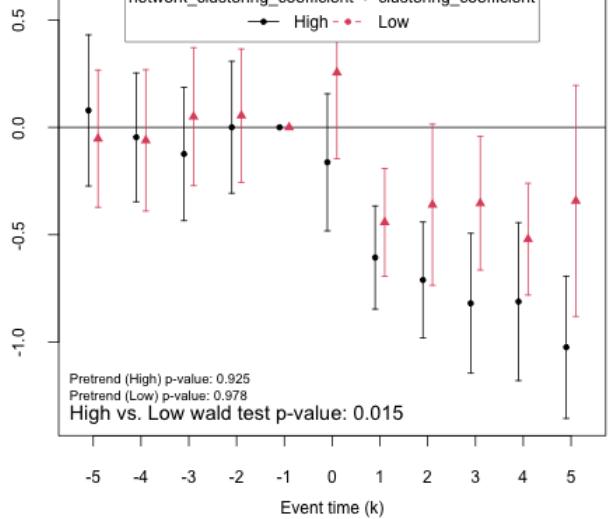


### major\_minor\_release\_count rolling5

Sample: all obs

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

● High ▲ Low

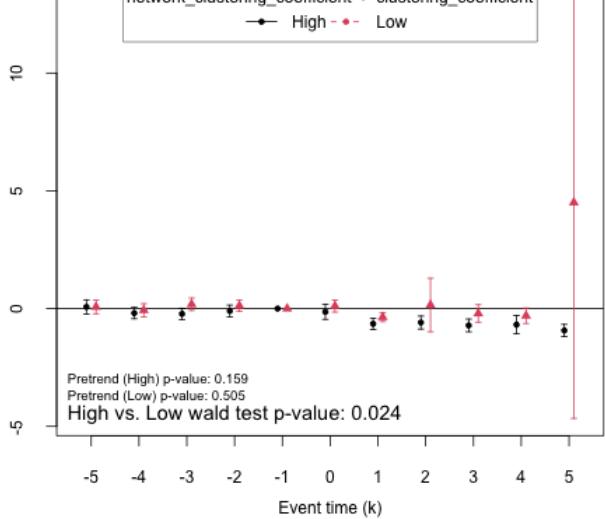


### overall\_new\_release\_count rolling5

Sample: all obs

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

● High ▲ Low

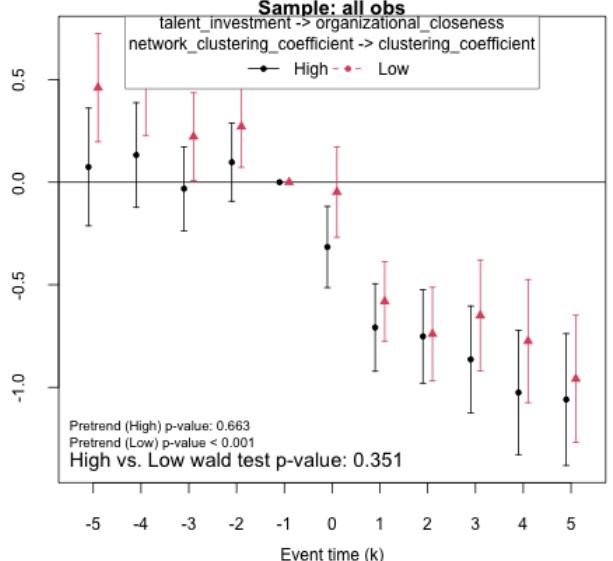


### pull\_request\_merged rolling5

Sample: all obs

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

● High ▲ Low



### pull\_request\_opened rolling5

Sample: all obs

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

● High ▲ Low

