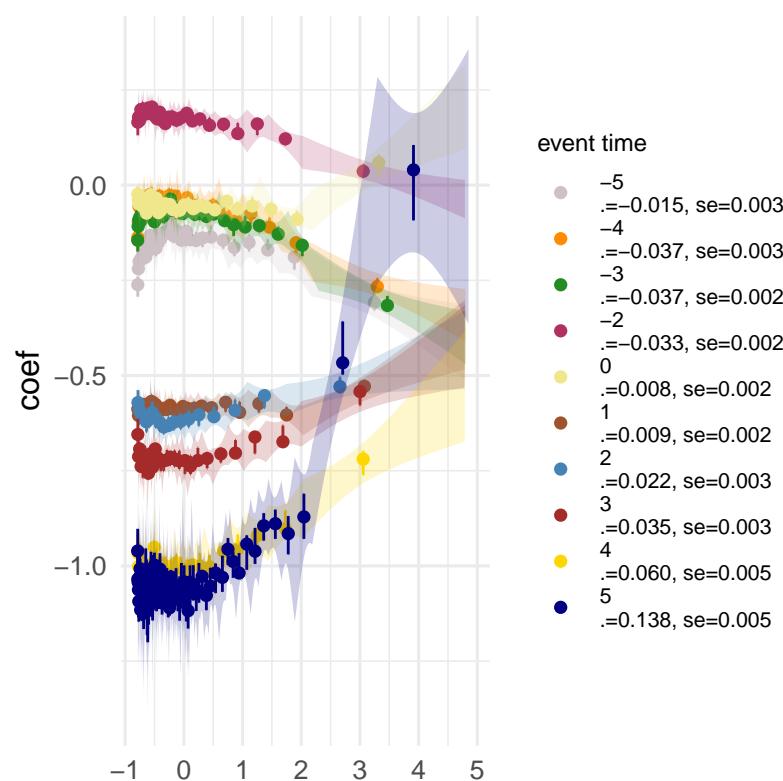
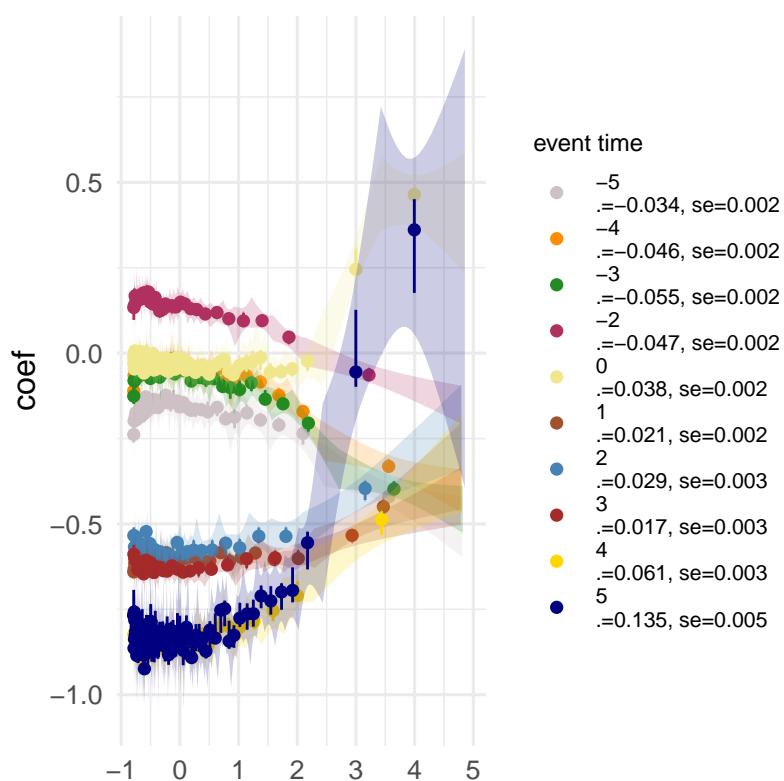


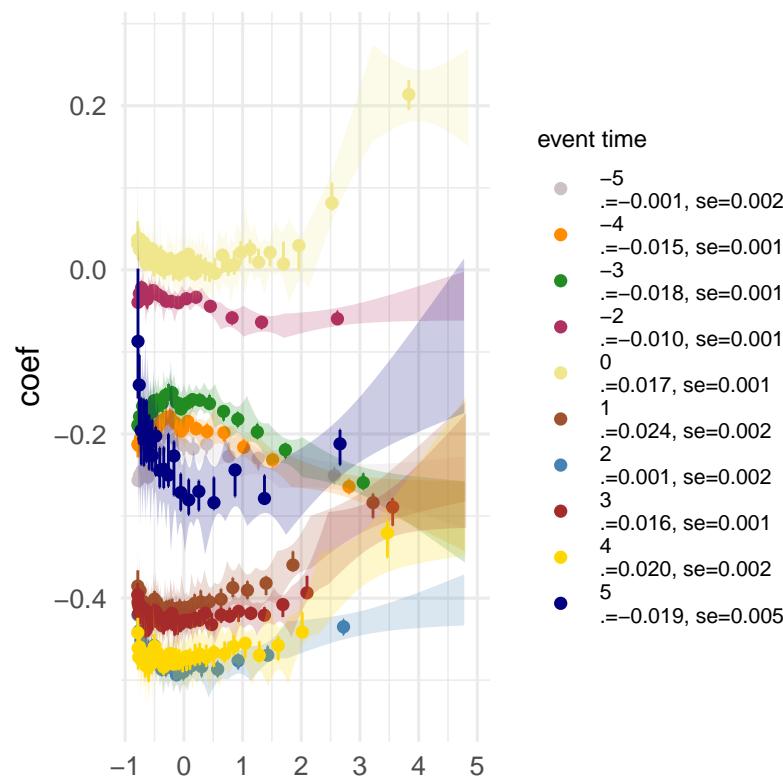
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 2, Importance: 0.0943



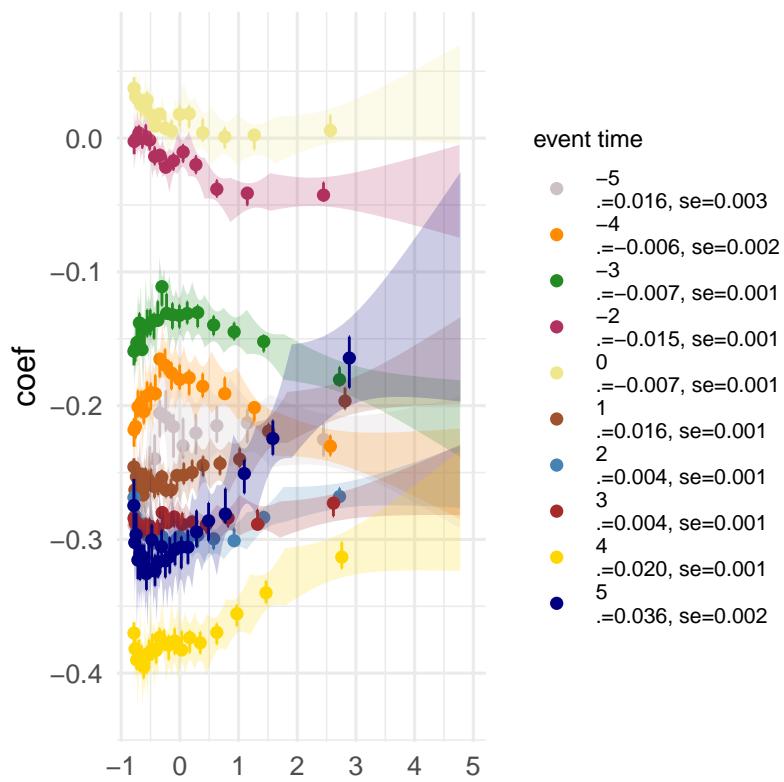
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 1, Importance: 0.135



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 1, Importance: 0.14

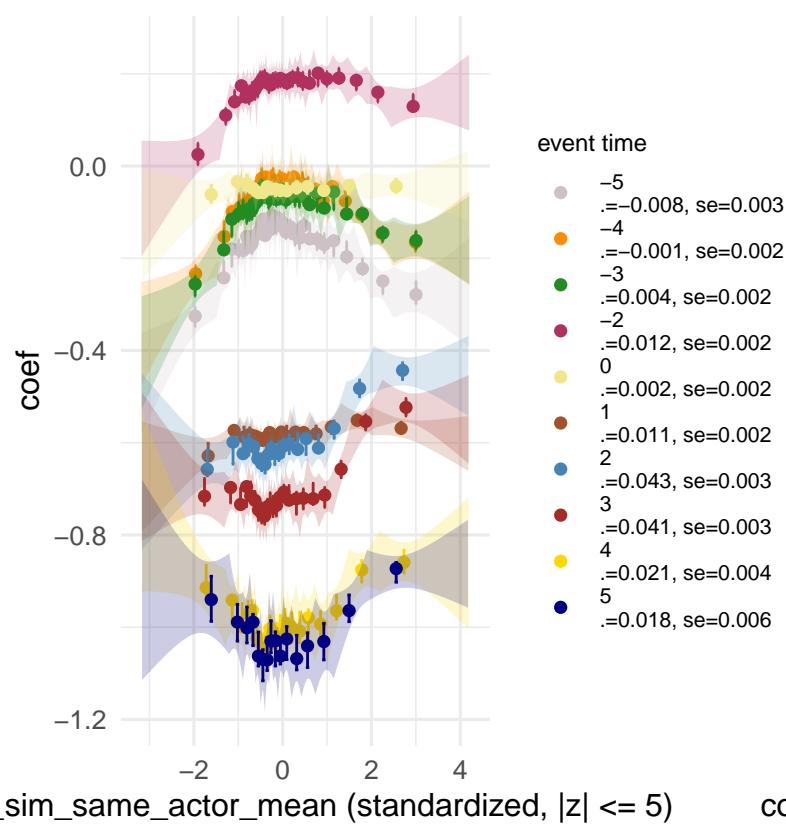


Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 response\_time → mean\_days\_to\_respond  
 Rank: 3, Importance: 0.114



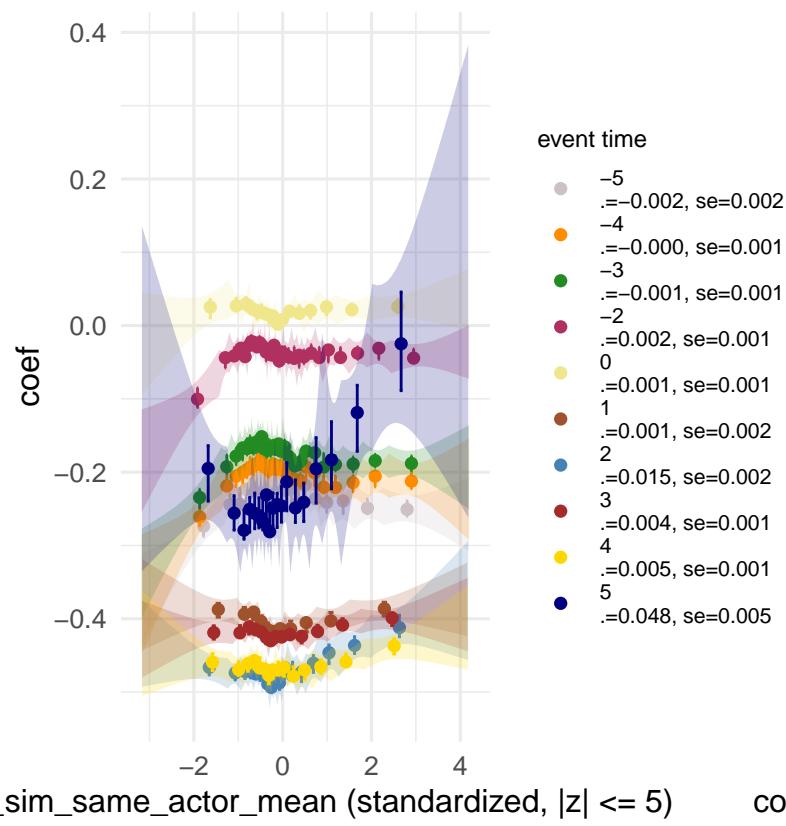
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 4, Importance: 0.0672



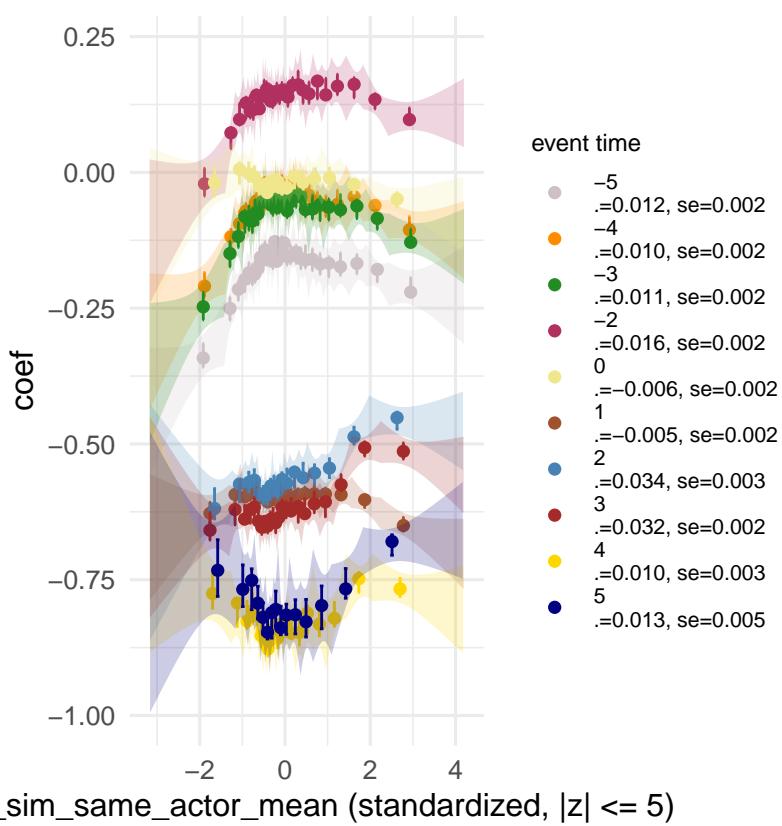
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 4, Importance: 0.0811



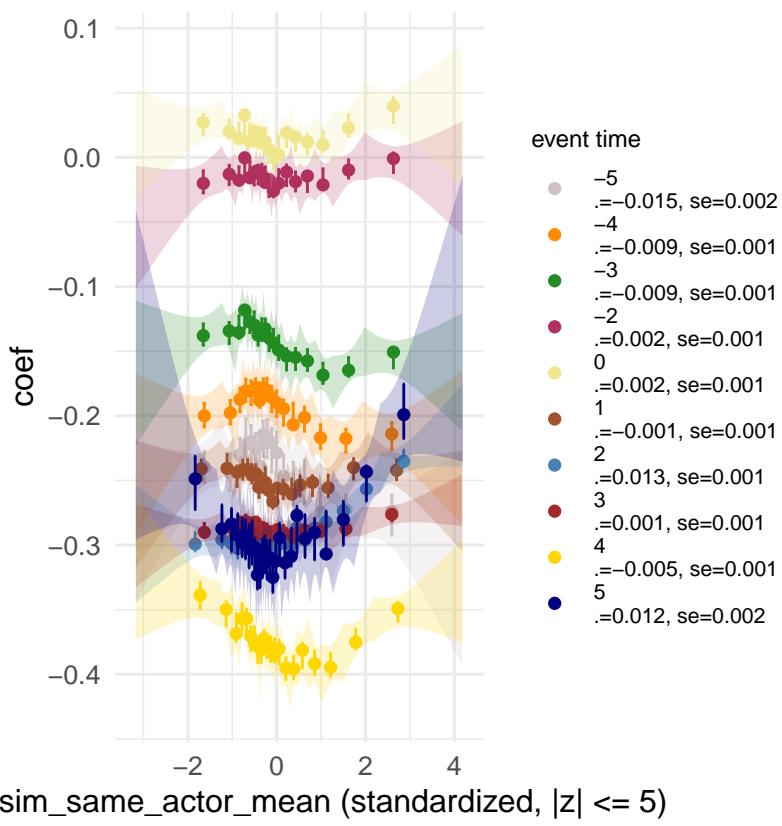
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_same\_actor  
 Rank: 3, Importance: 0.0899



### 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: 0.0636



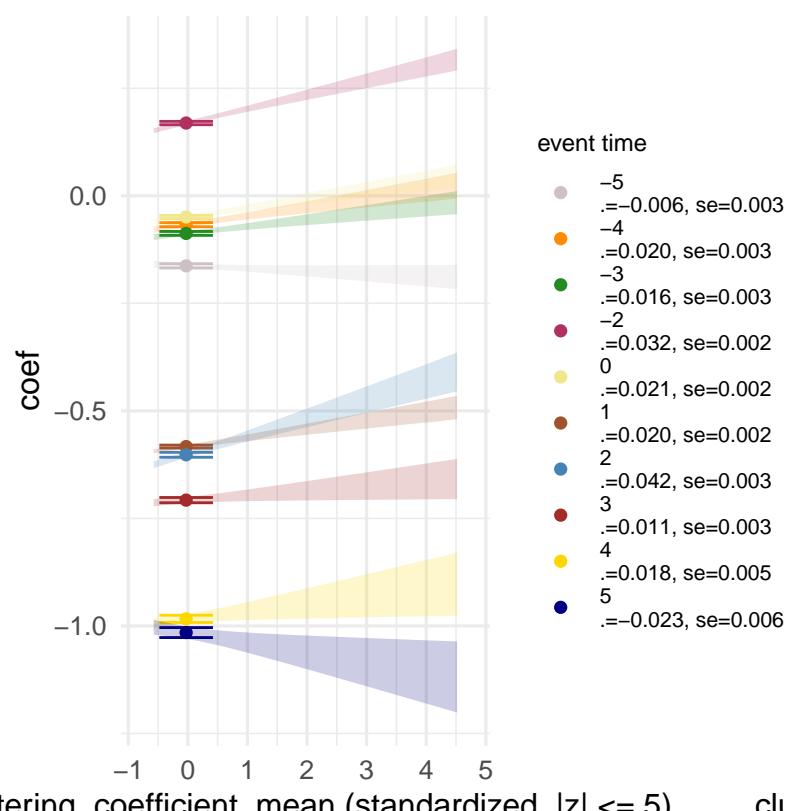
### Binscatter of Event-study Coefficients

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

talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

Rank: 6, Importance: 0.0623



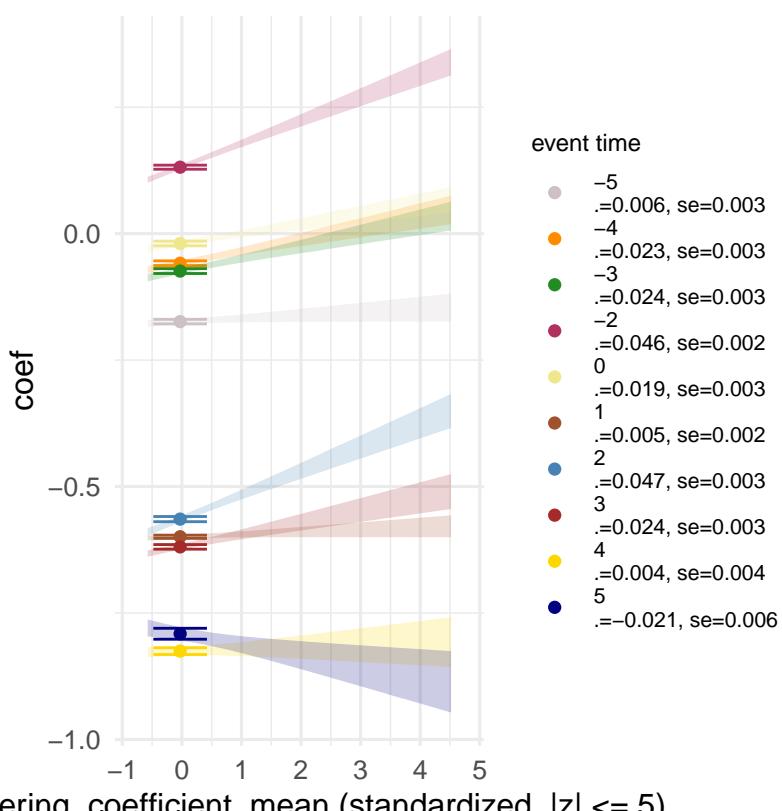
### Binscatter of Event-study Coefficients

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

talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

Rank: 5, Importance: 0.0665



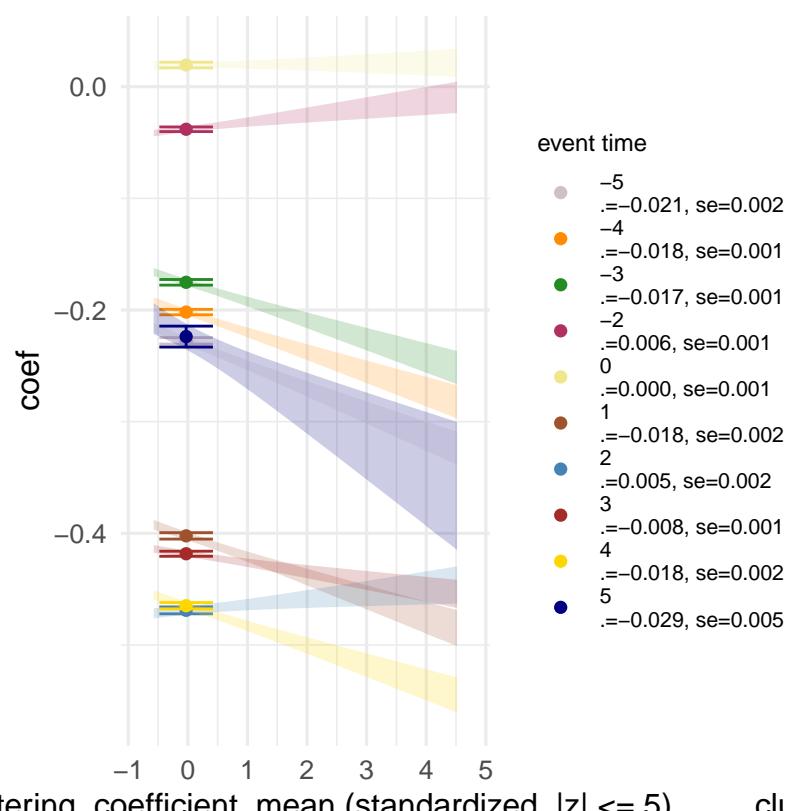
### Binscatter of Event-study Coefficients

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

talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

Rank: 7, Importance: 0.0478



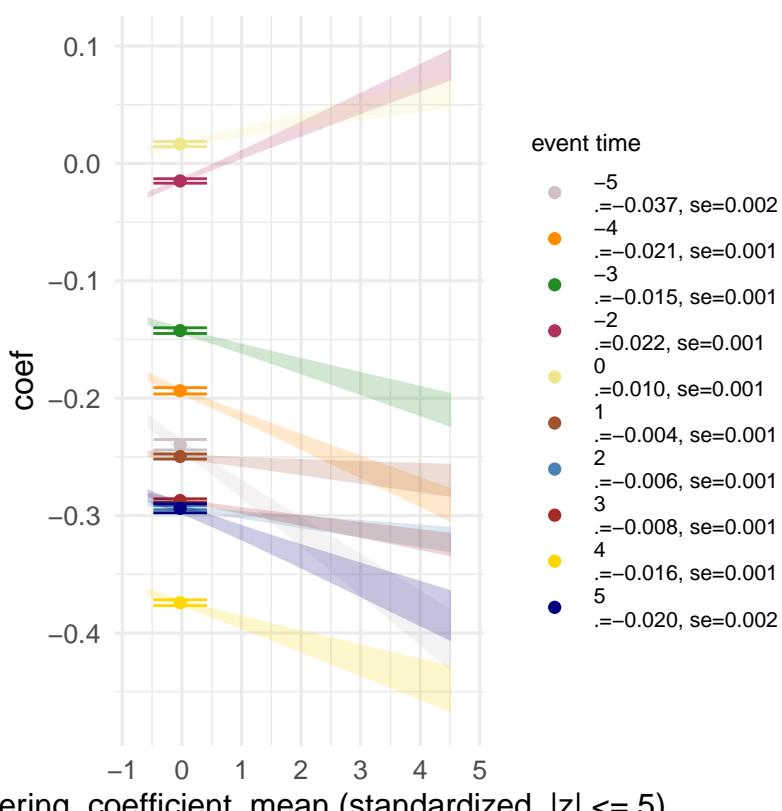
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (rol

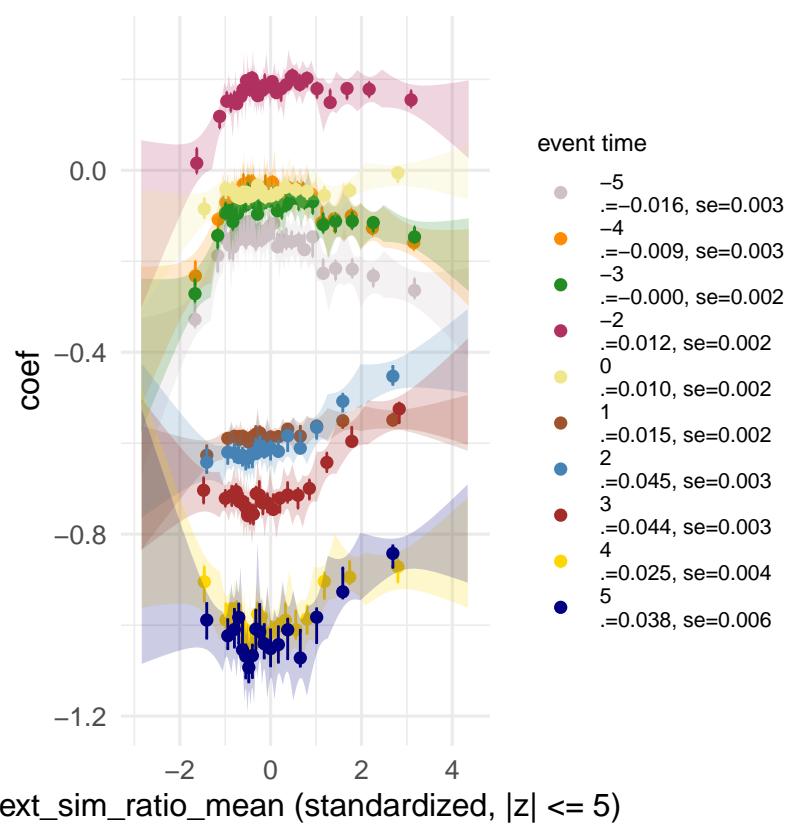
talent\_investment → organizational\_closeness

network\_clustering\_coefficient → clustering\_coefficient

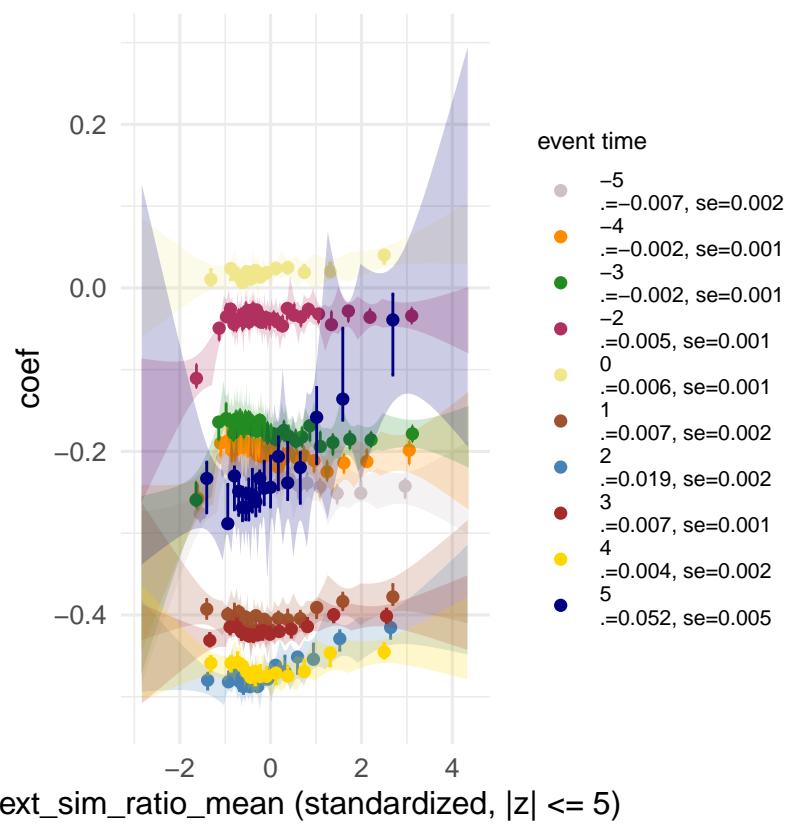
Rank: 2, Importance: 0.138



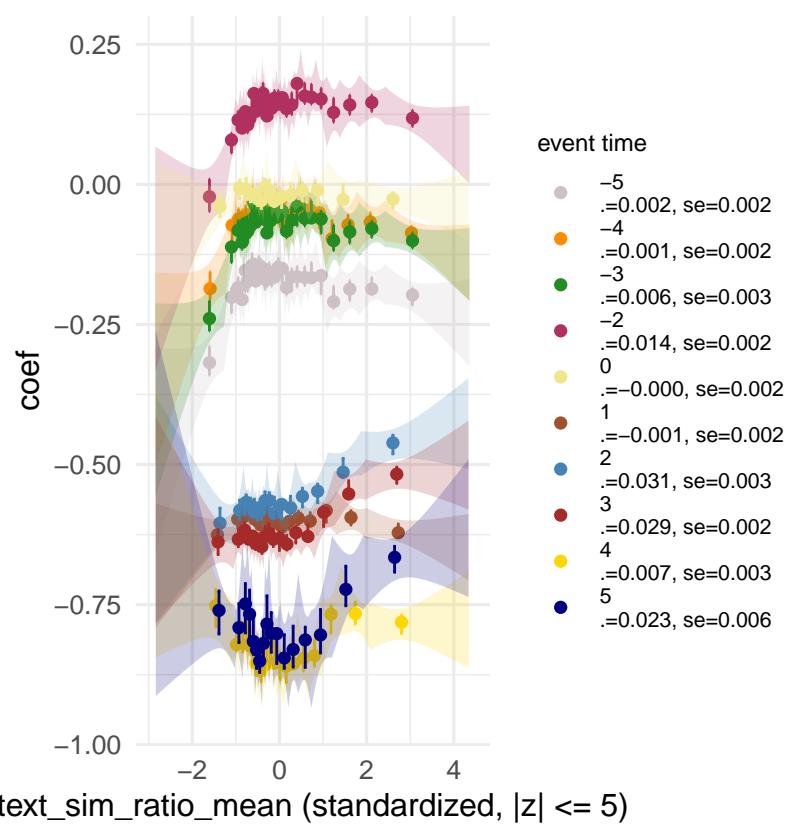
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 8, Importance: 0.0508



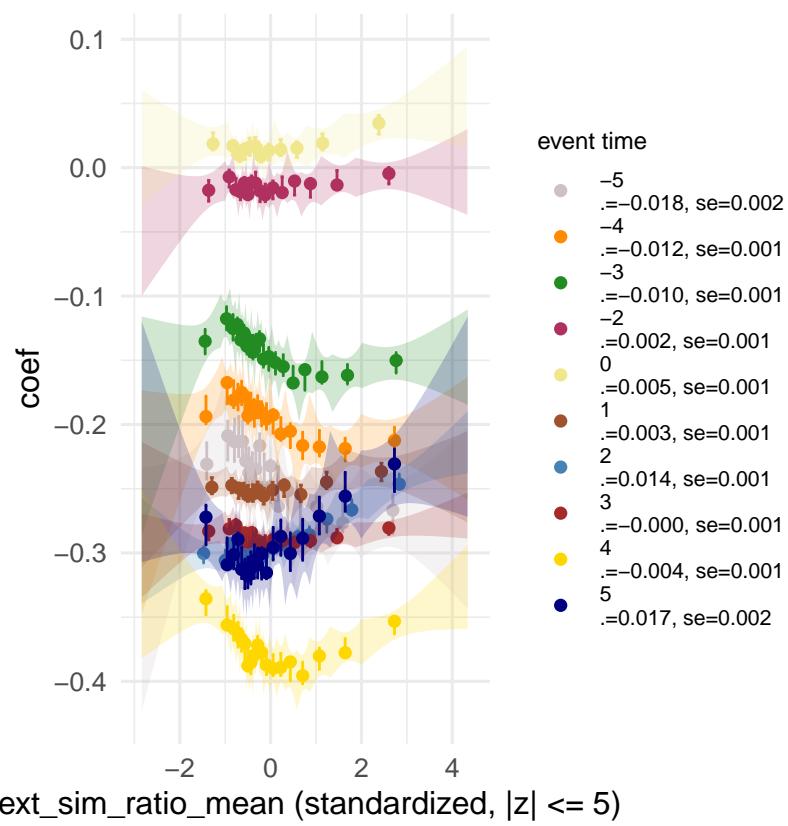
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 8, Importance: 0.0418



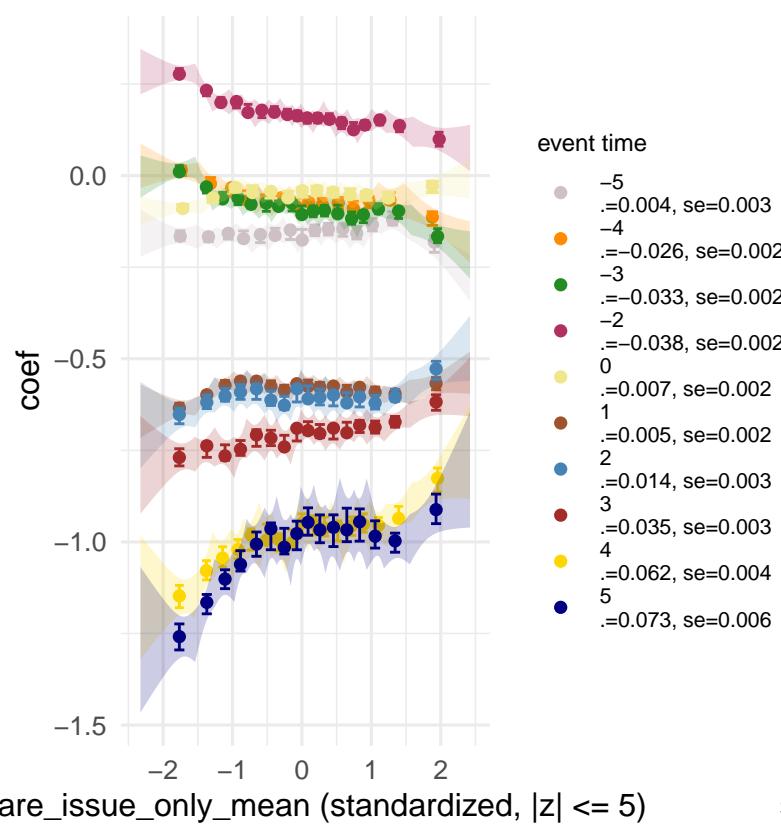
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 4, Importance: 0.0877



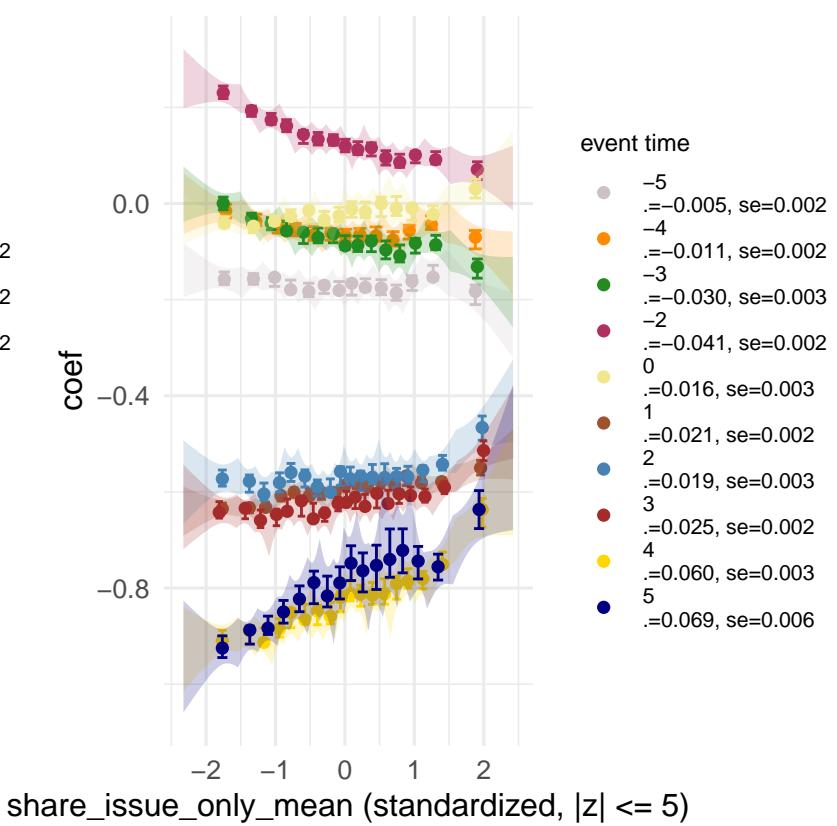
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → text\_sim\_ratio  
 Rank: 6, Importance: 0.045



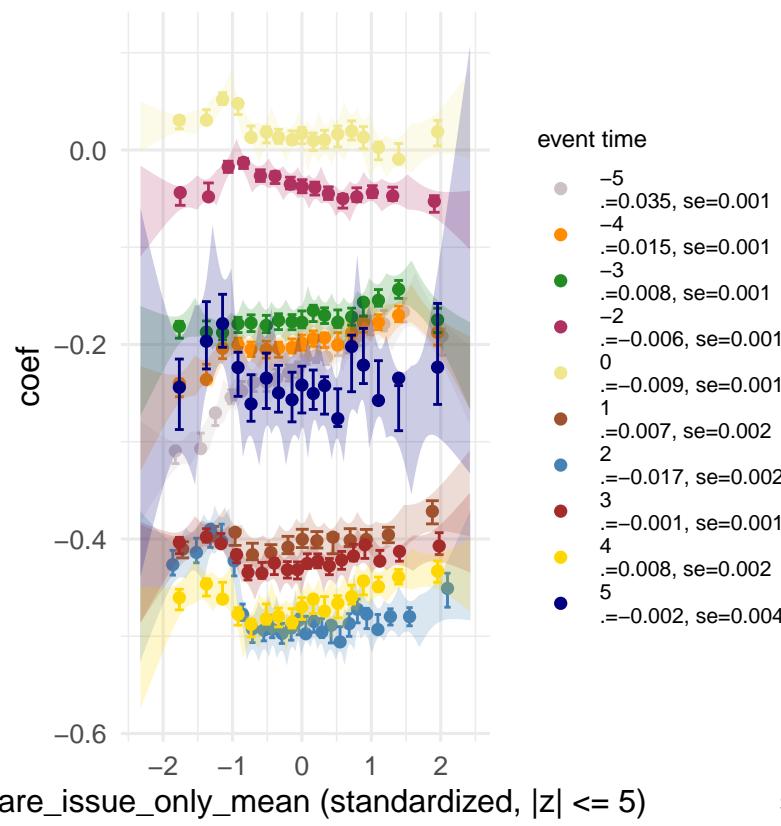
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only  
 Rank: 11, Importance: 0.04



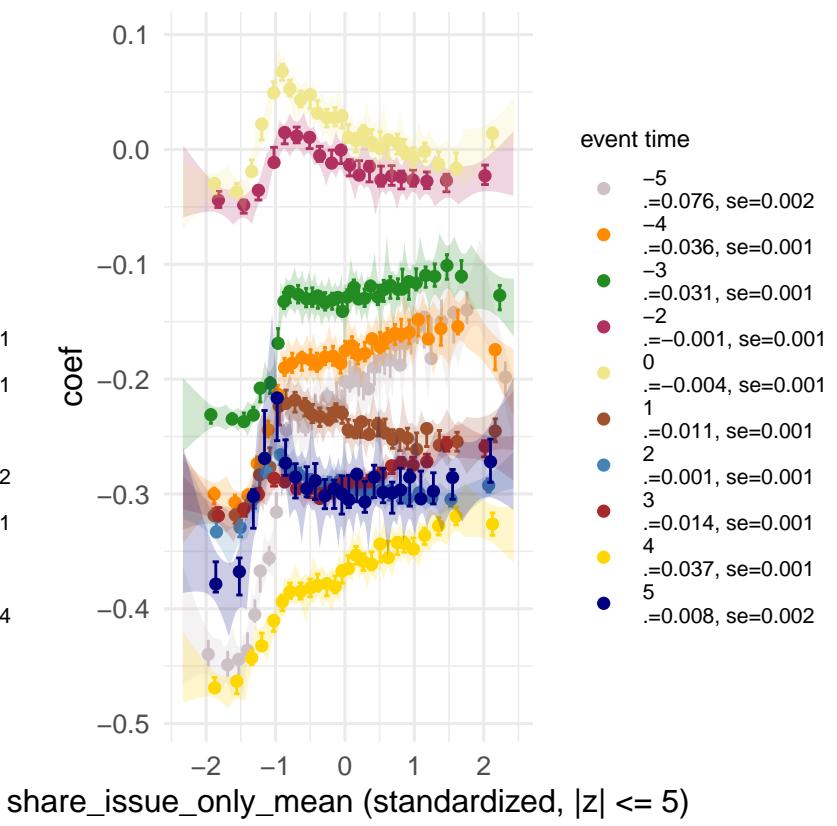
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only  
 Rank: 11, Importance: 0.0333



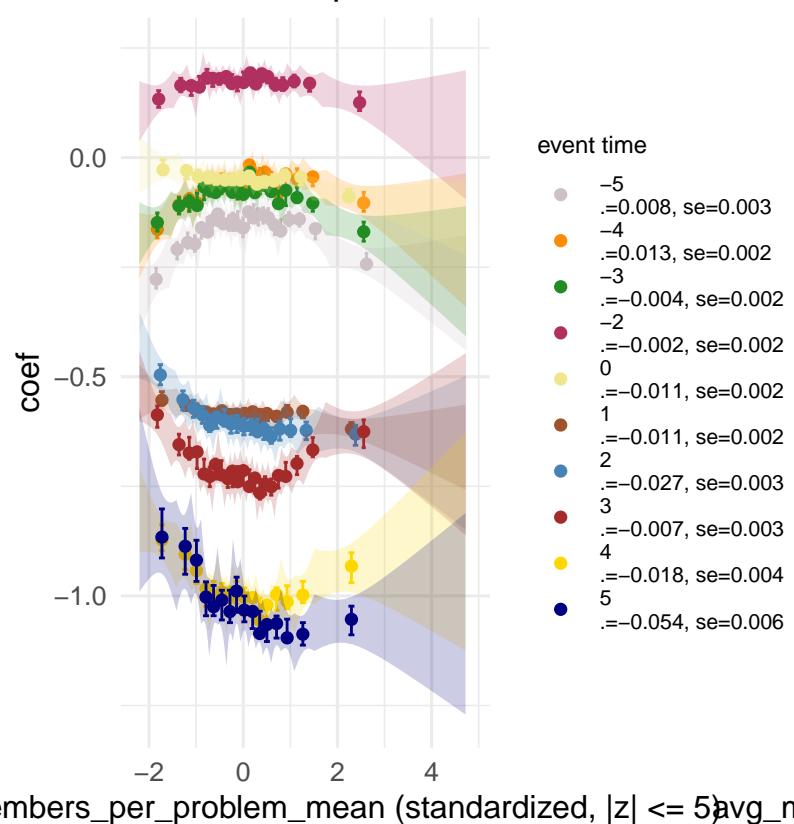
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only  
 Rank: 5, Importance: 0.0781



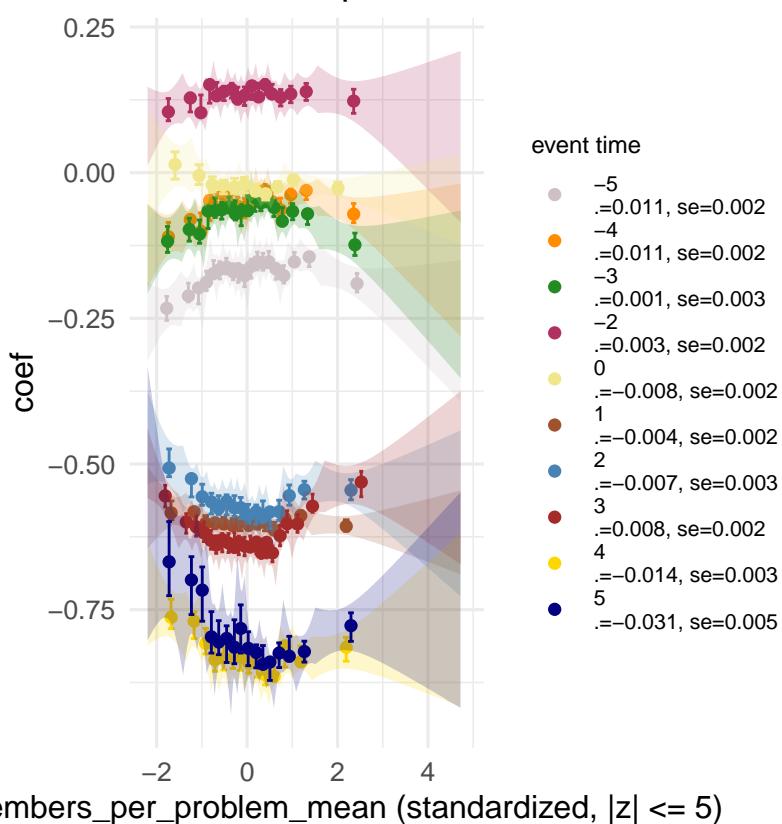
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_only  
 Rank: 1, Importance: 0.15



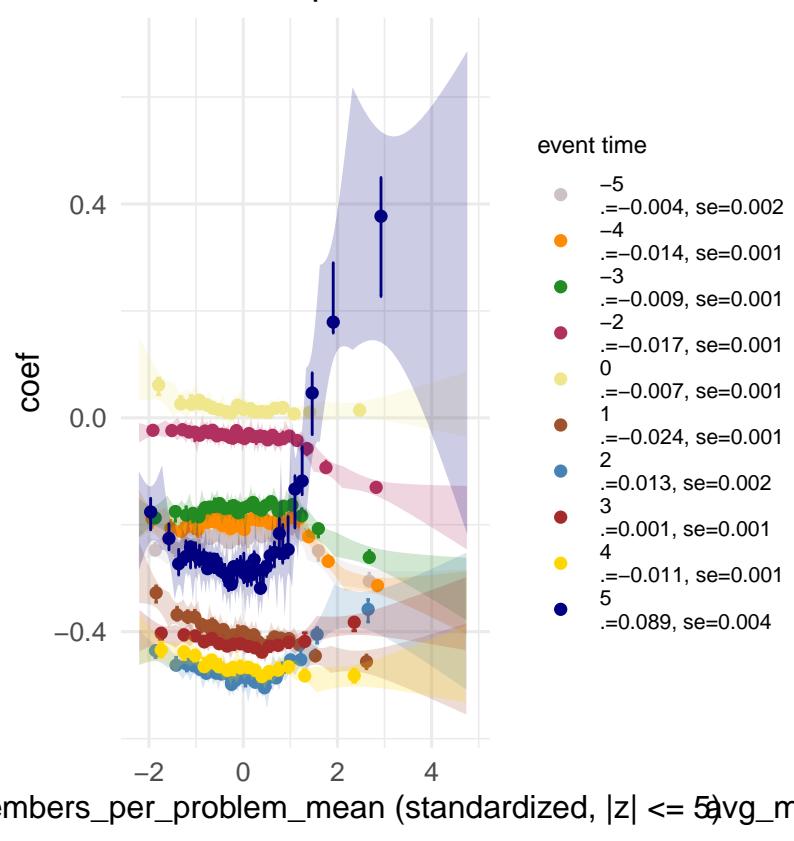
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 15, Importance: 0.0253



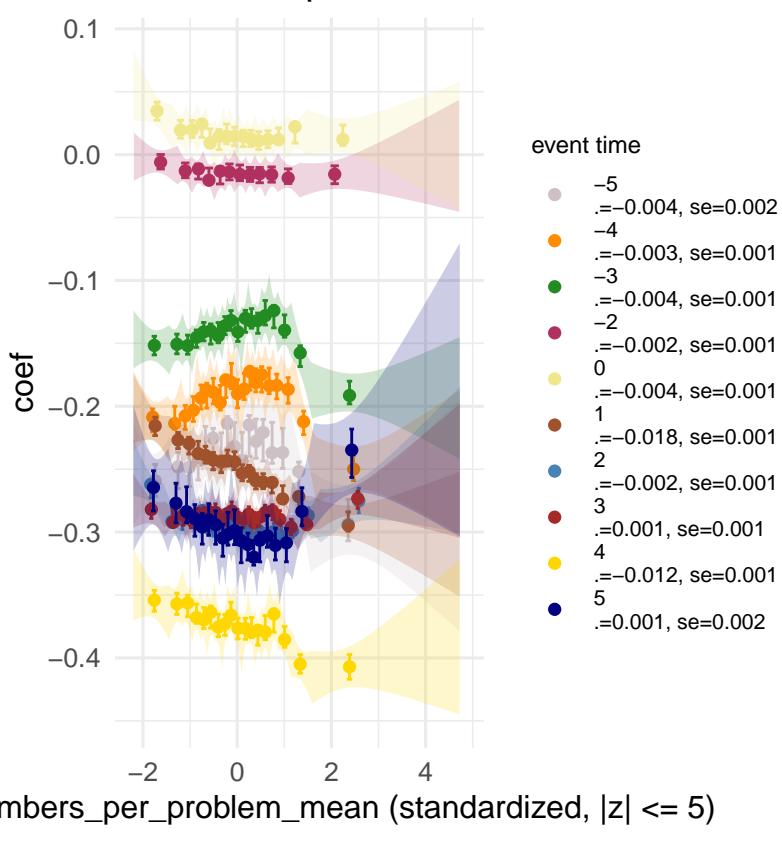
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 14, Importance: 0.0273



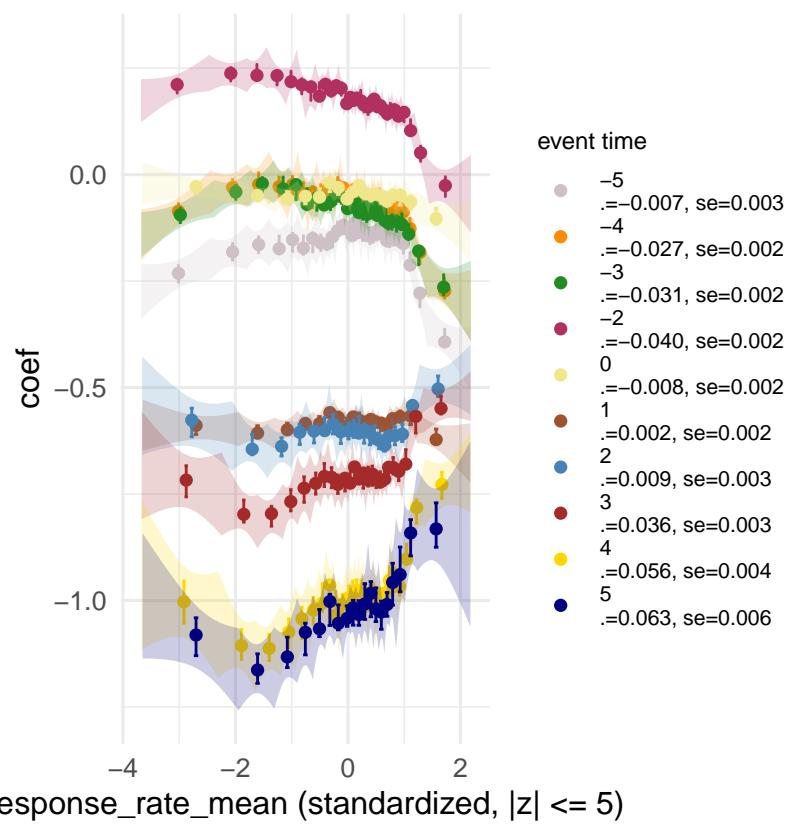
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 3, Importance: 0.0946



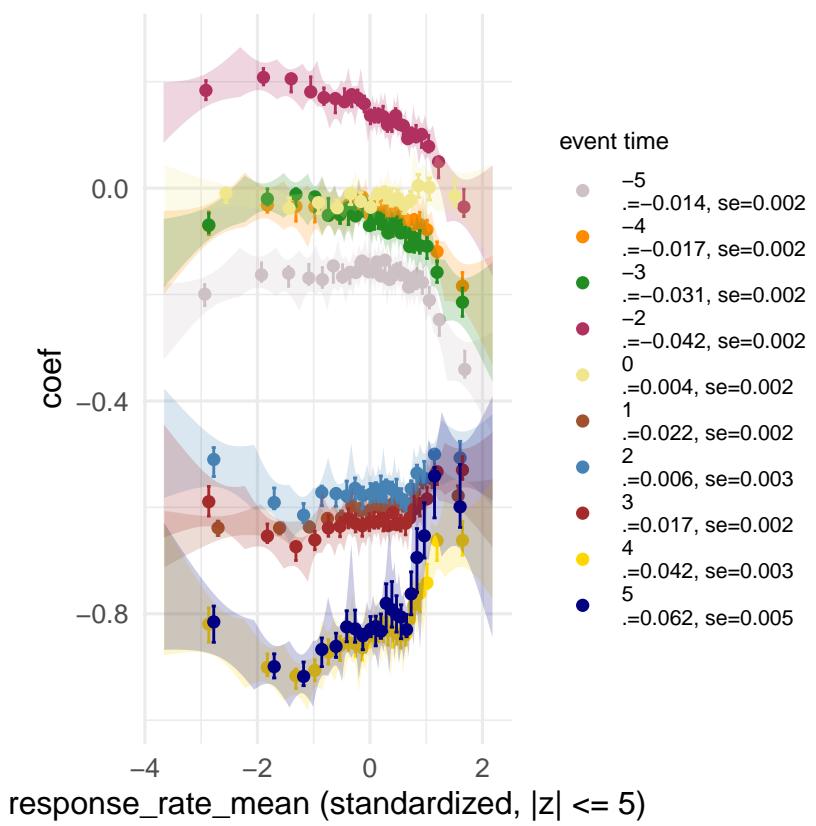
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → avg\_members\_per\_problem  
 Rank: 4, Importance: 0.0985



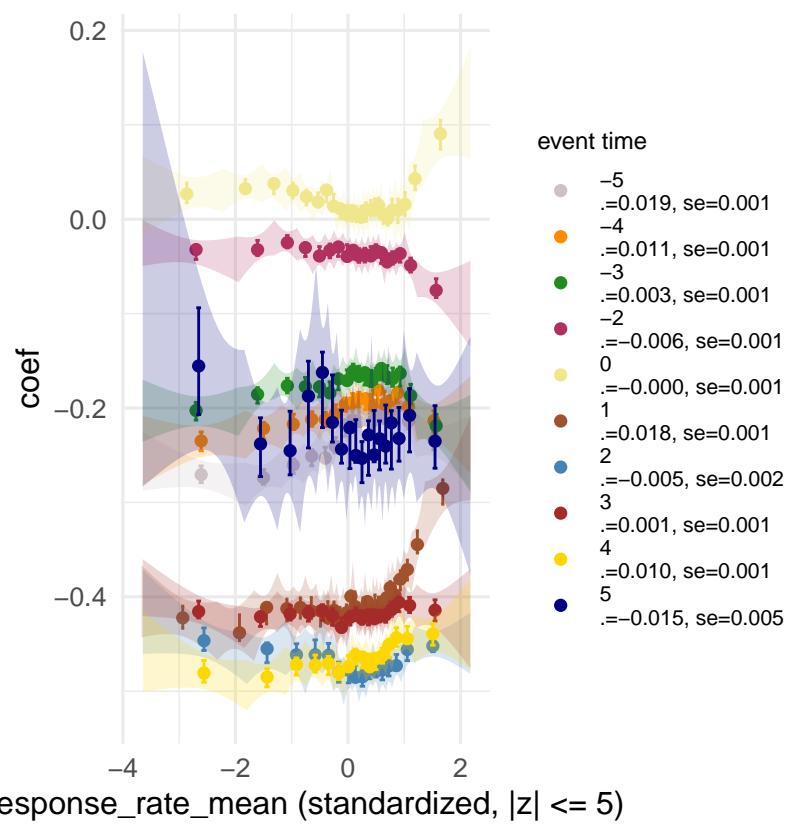
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 1, Importance: 0.0968



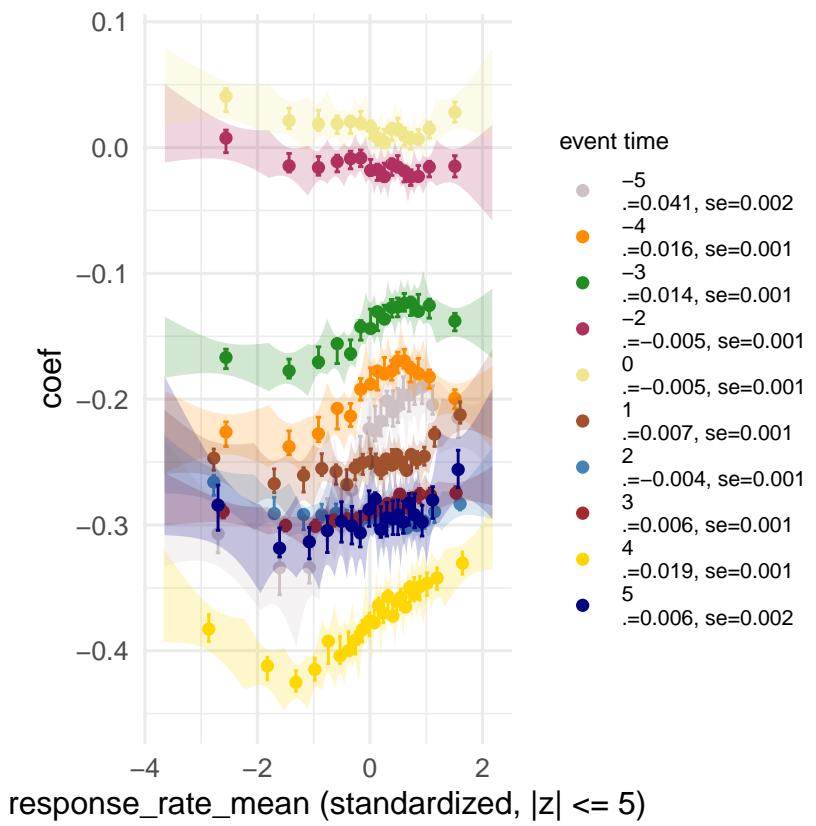
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 8, Importance: 0.046



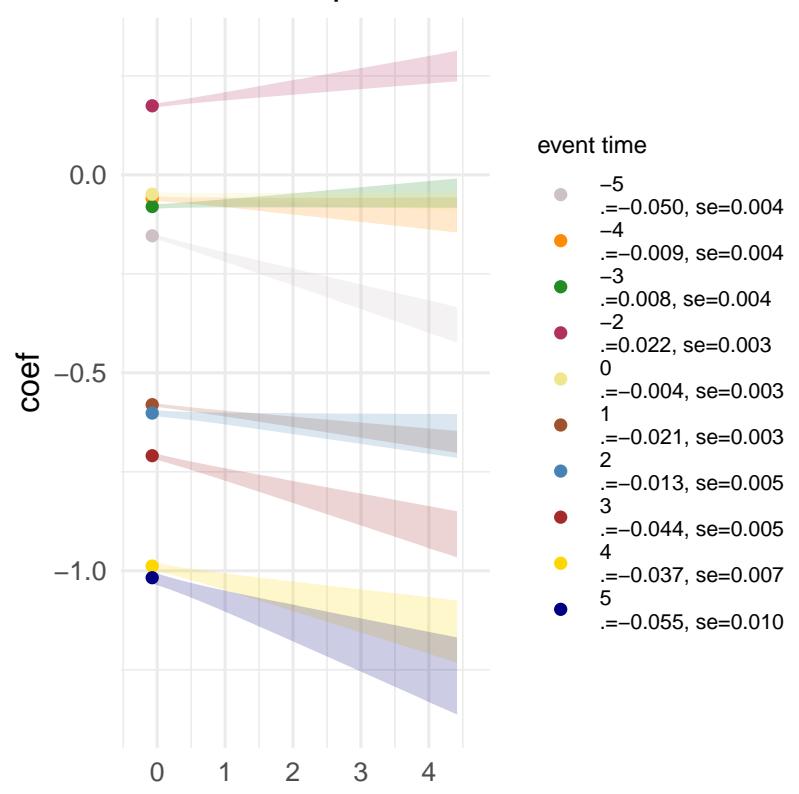
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 10, Importance: 0.0357



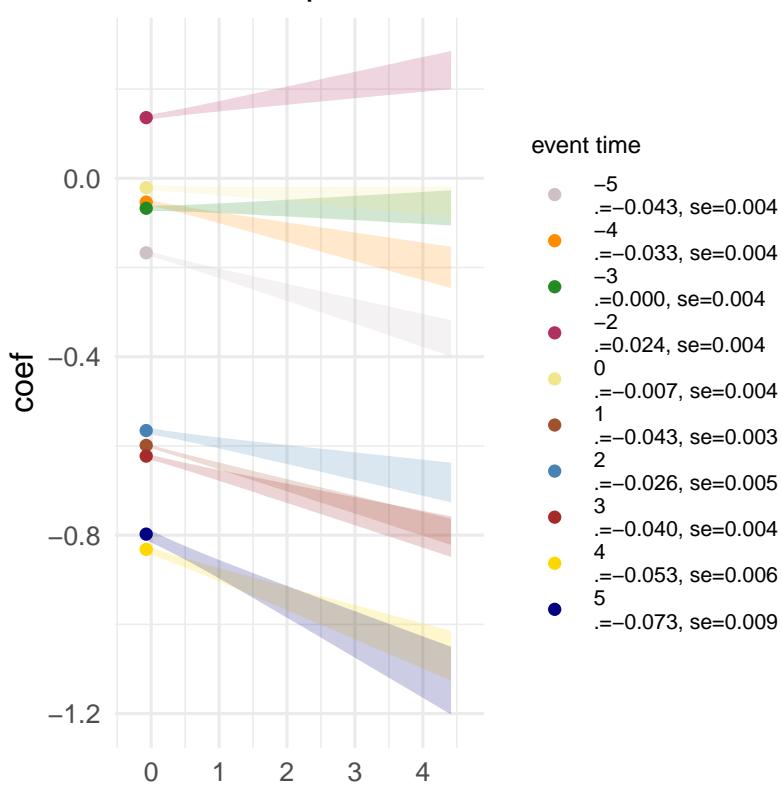
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → feedback  
 response\_rate → response\_rate  
 Rank: 18, Importance: 0.0111



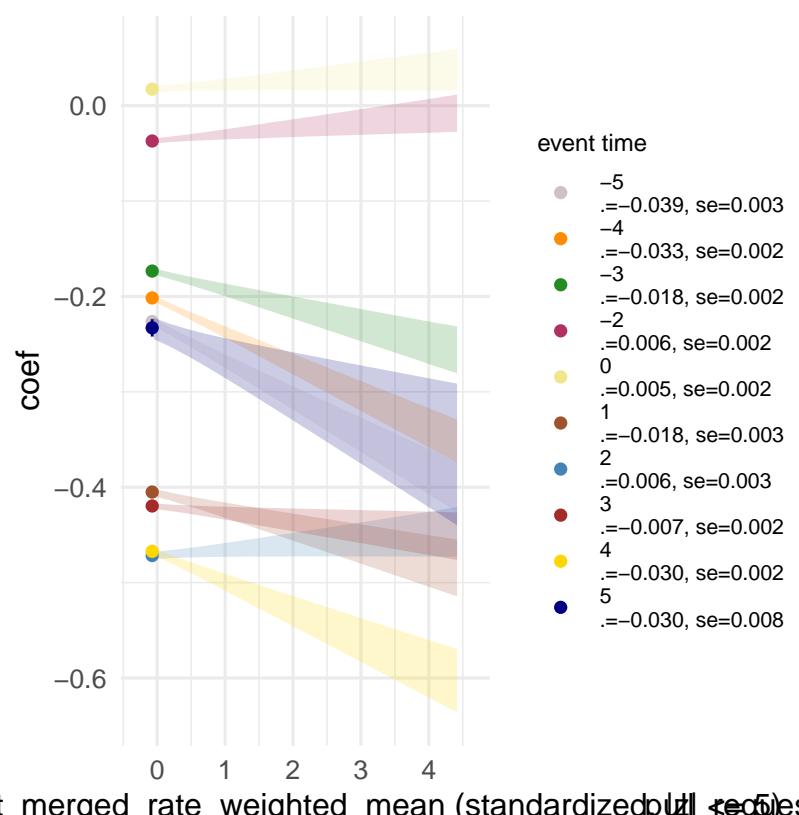
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 10, Importance: 0.0413



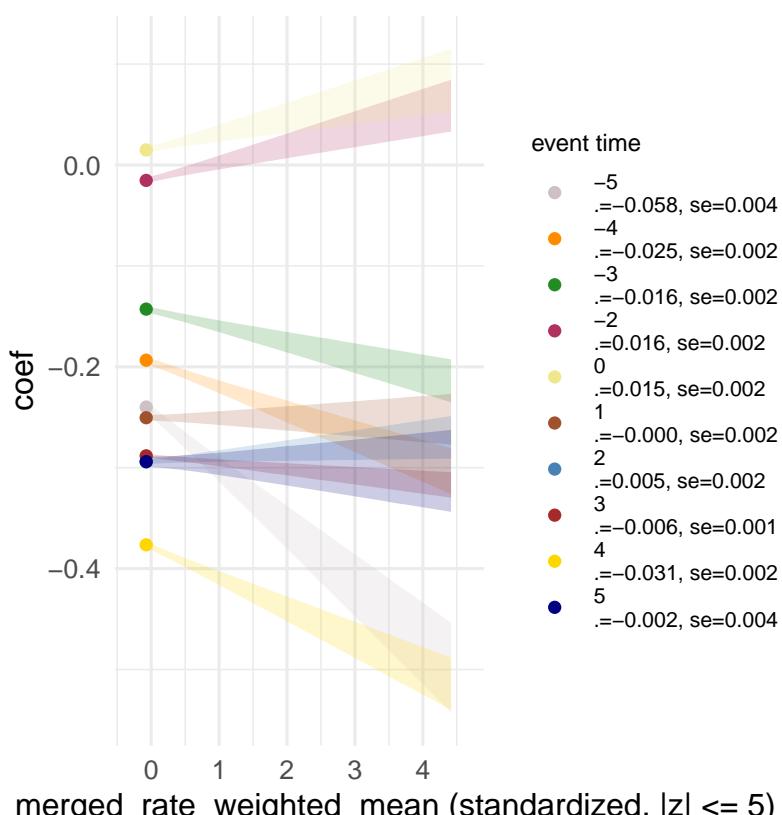
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 2, Importance: 0.0928



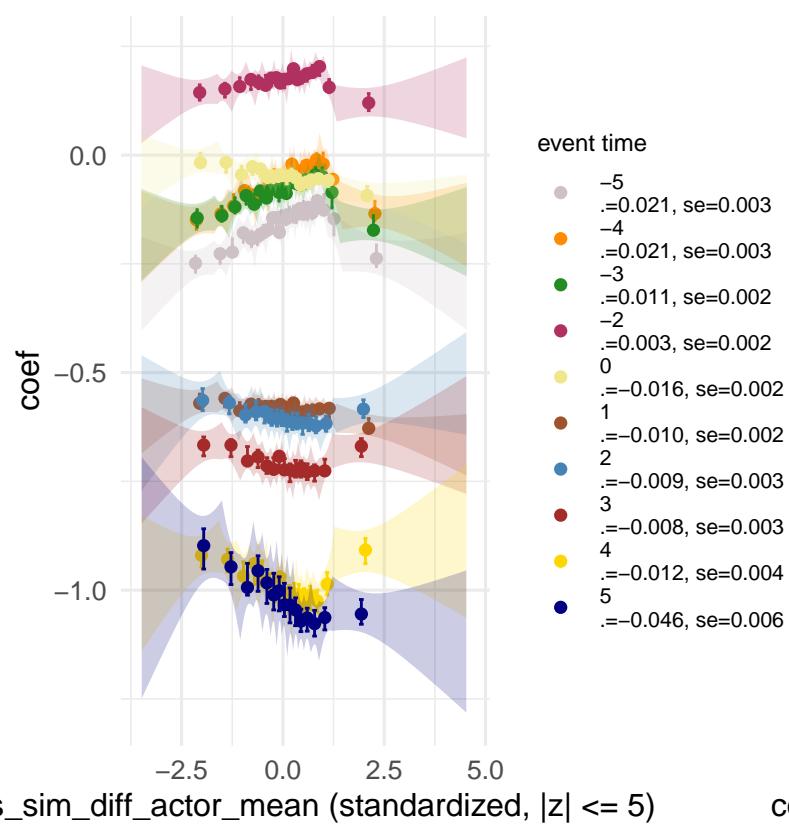
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 16, Importance: 0.0161



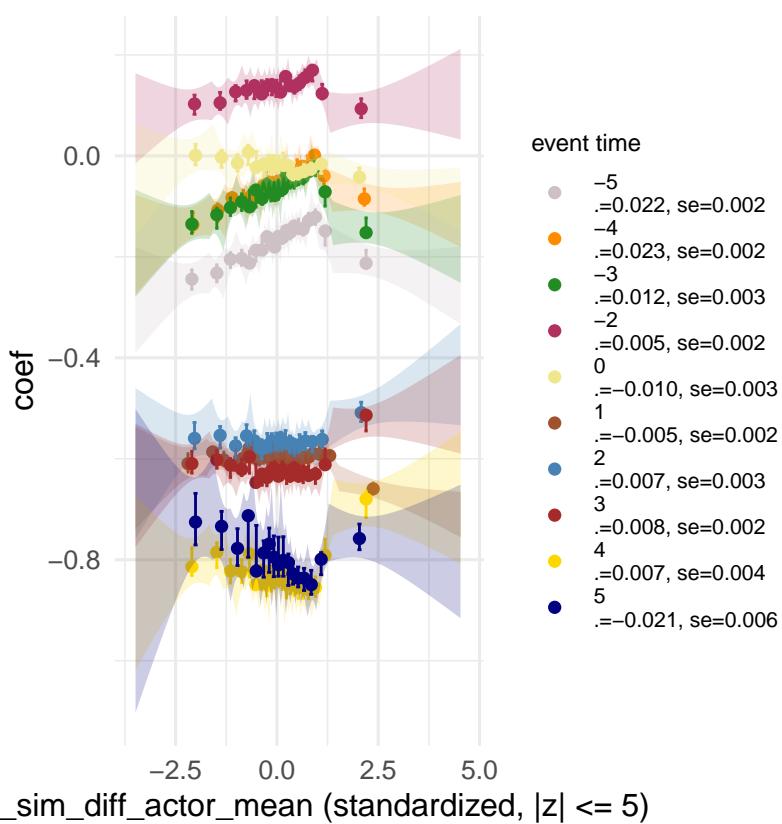
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_merged\_rate\_weighted\_mean  
 Rank: 10, Importance: 0.029



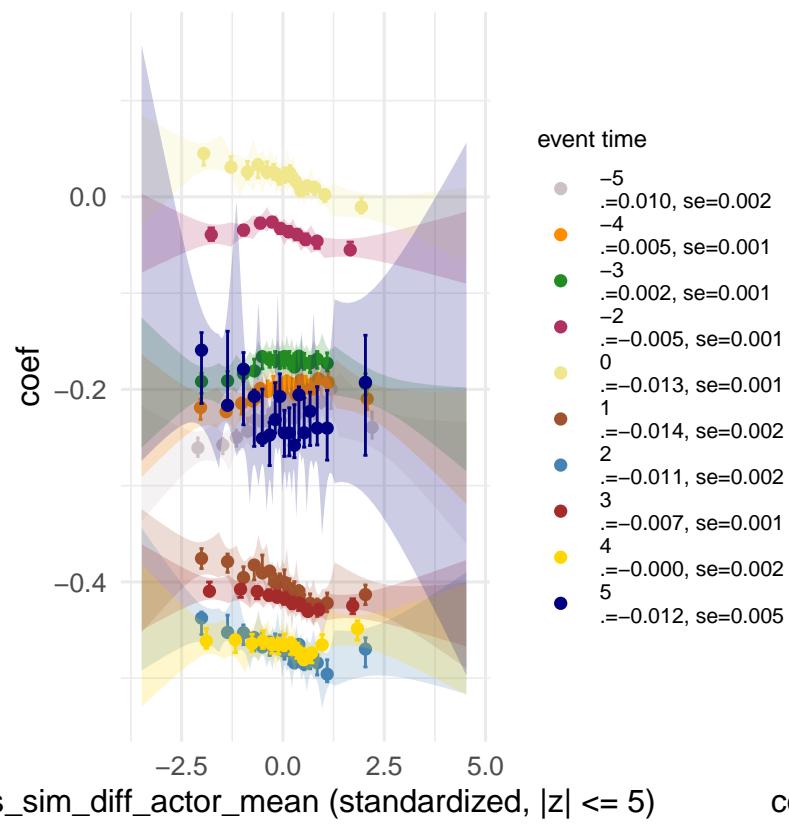
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 7, Importance: 0.0579



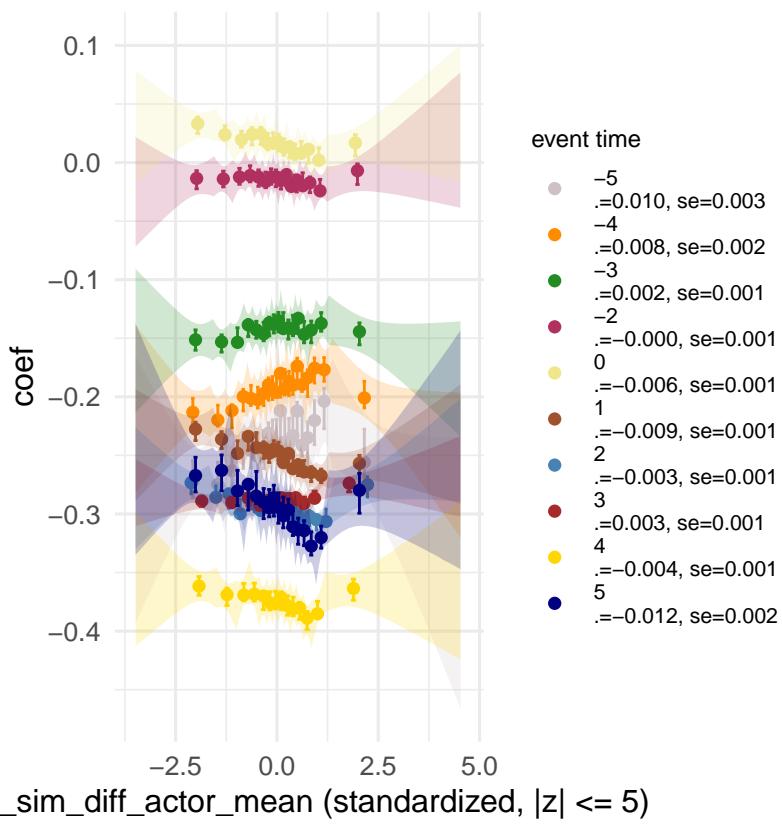
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 6, Importance: 0.0592



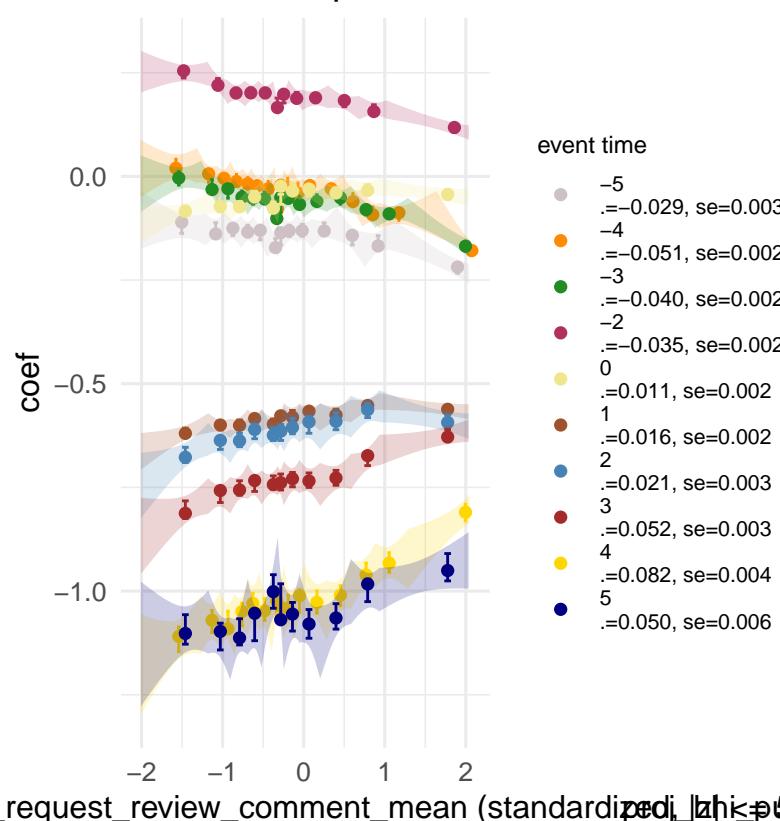
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 14, Importance: 0.0208



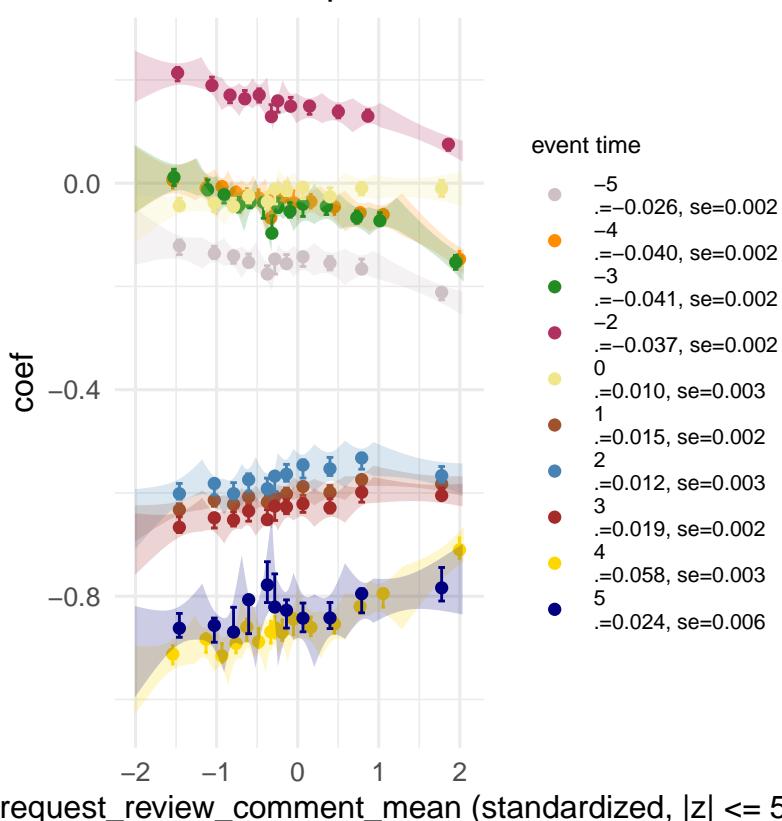
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rol)  
 knowledge\_redundancy → broad\_expertise  
 discussion\_content → cos\_sim\_diff\_actor  
 Rank: 19, Importance: 0.0101



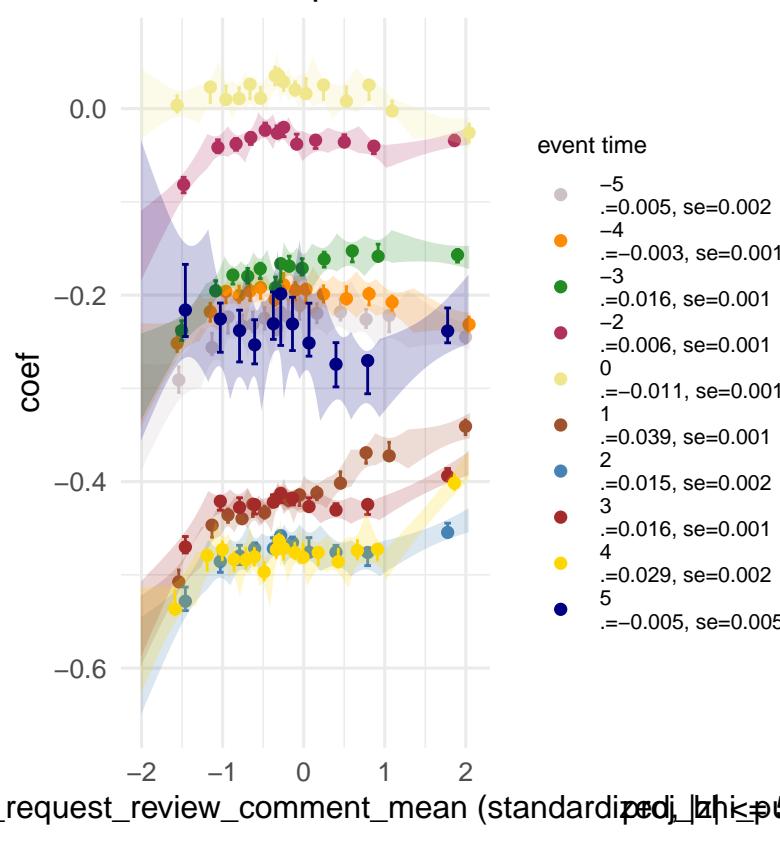
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_comment  
 Rank: 18, Importance: 0.0195



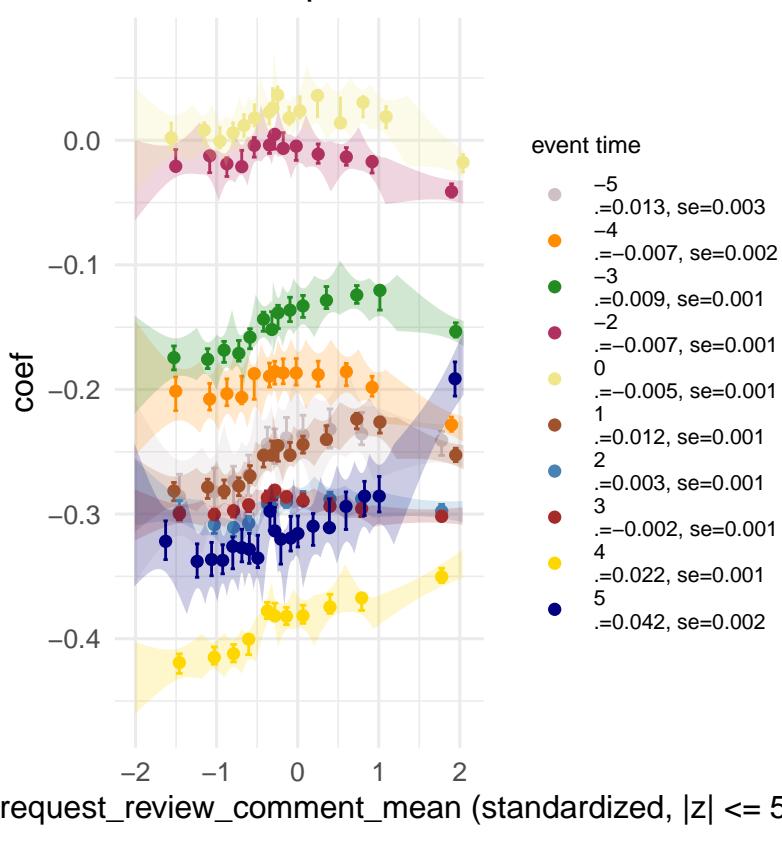
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_com  
 Rank: 20, Importance: 0.0115



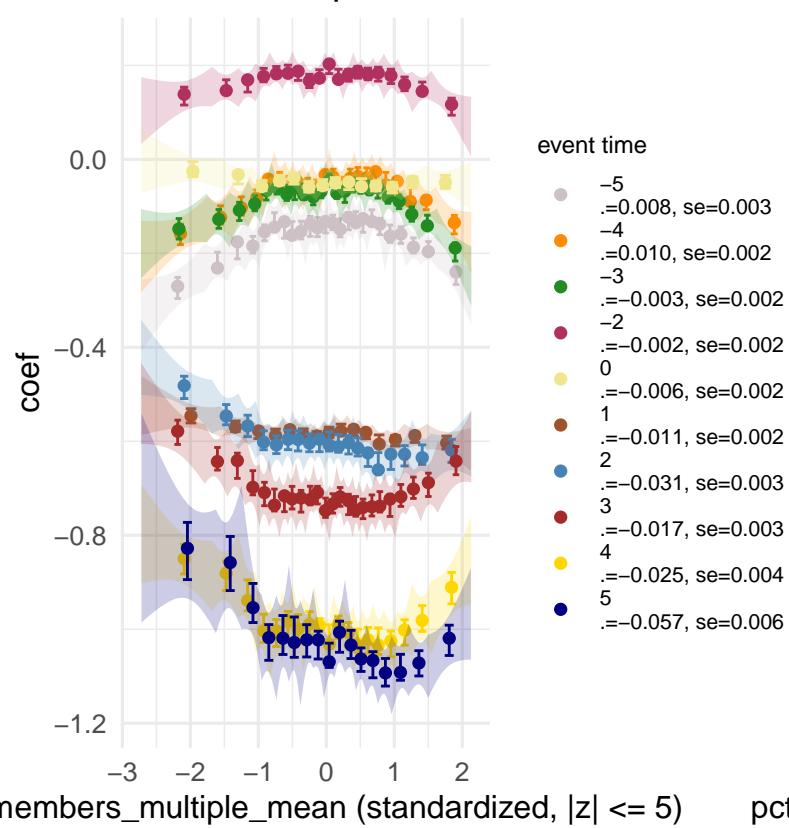
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_comment  
 Rank: 2, Importance: 0.121



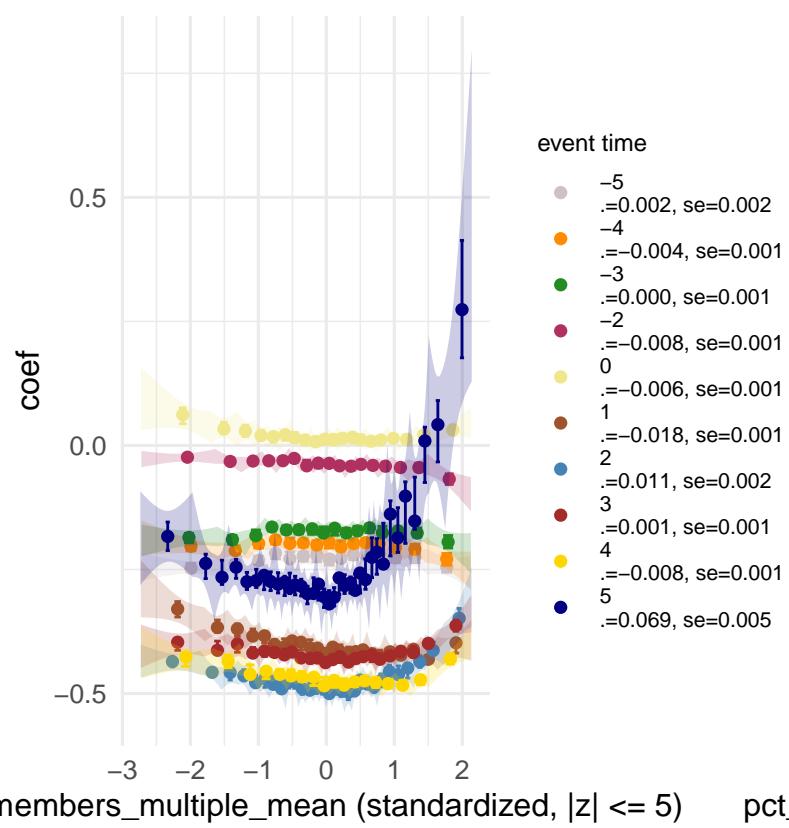
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_pull\_request\_review\_com  
 Rank: 7, Importance: 0.0429



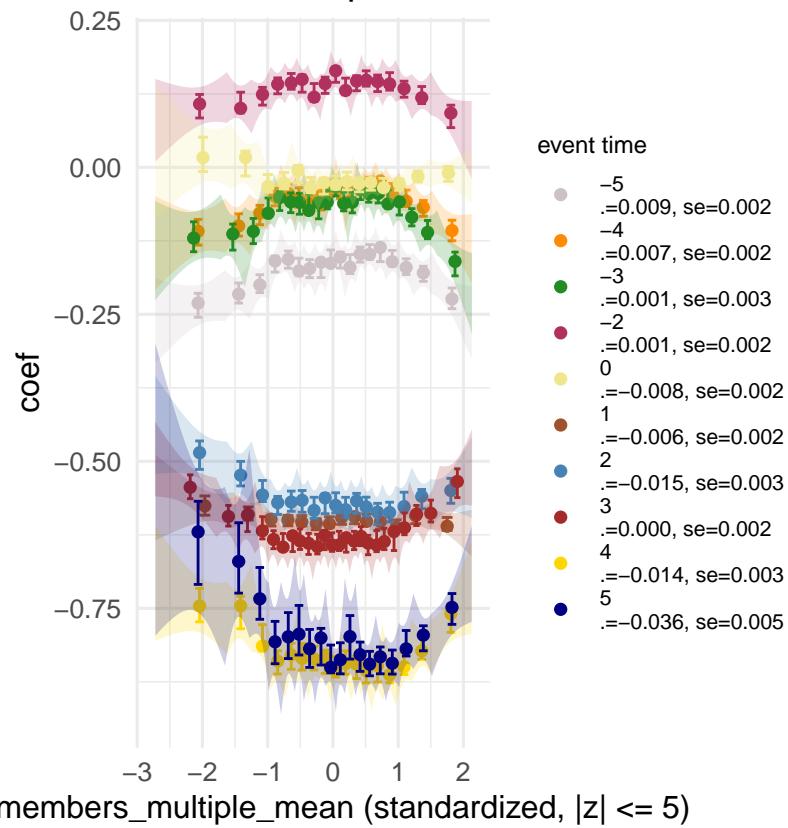
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 12, Importance: 0.0393



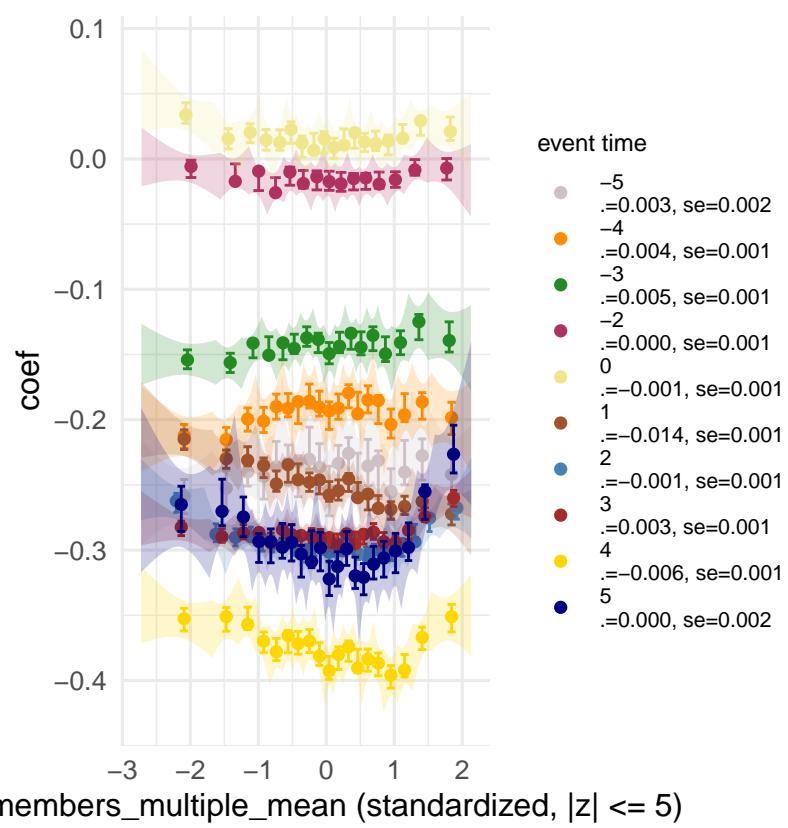
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 6, Importance: 0.0765



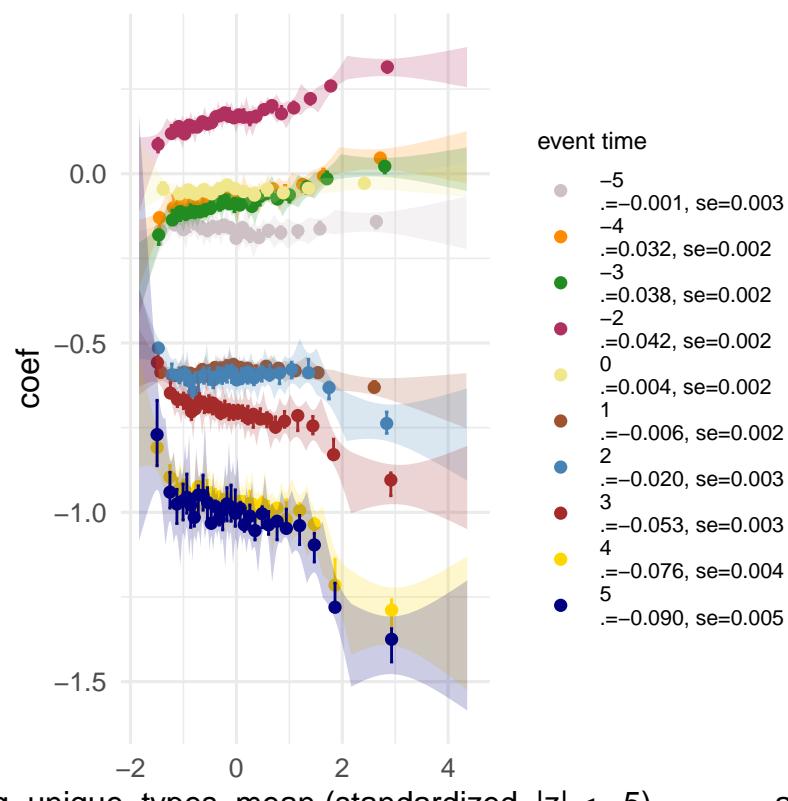
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 19, Importance: 0.0132



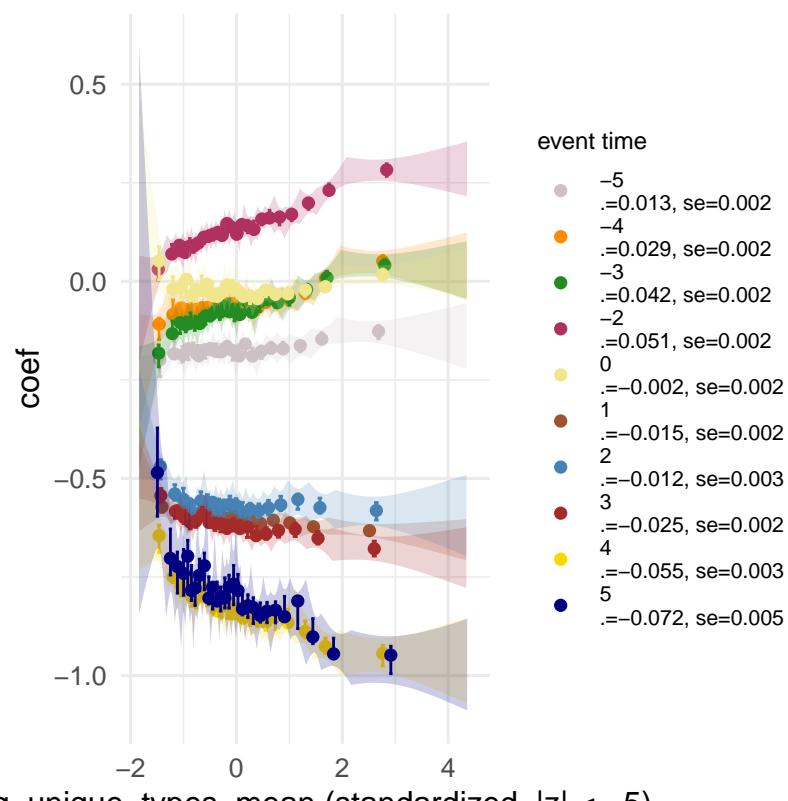
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 member\_count → pct\_members\_multiple  
 Rank: 11, Importance: 0.0251



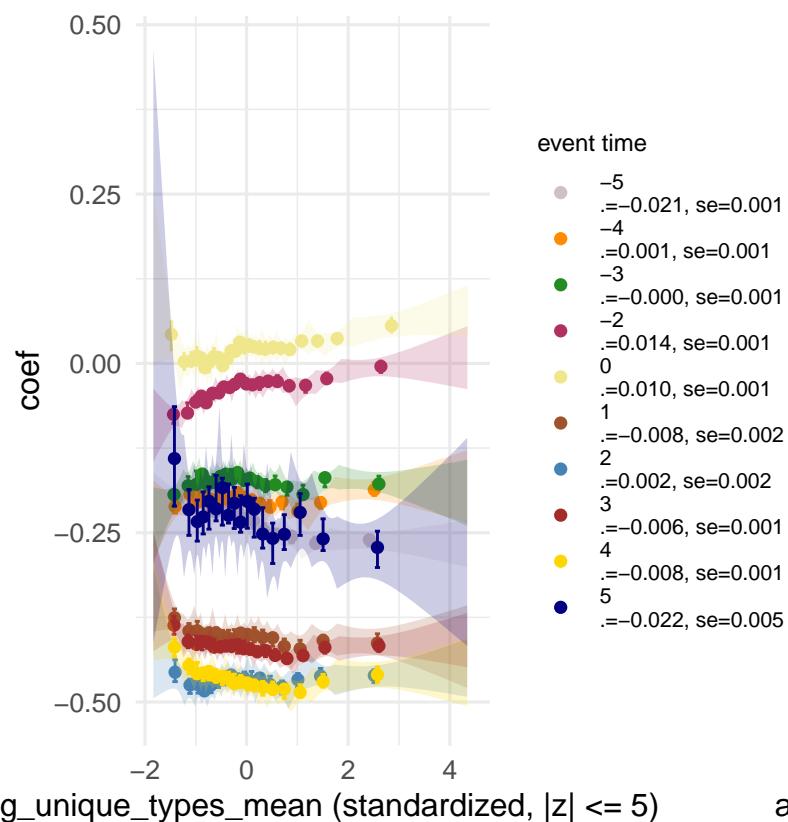
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 9, Importance: 0.0478



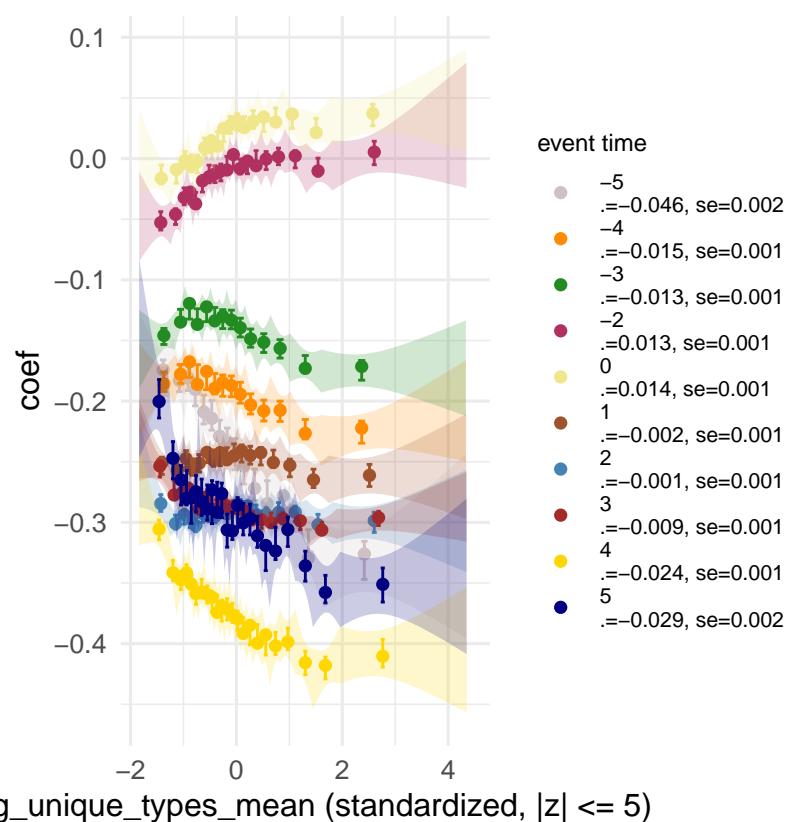
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 15, Importance: 0.0213



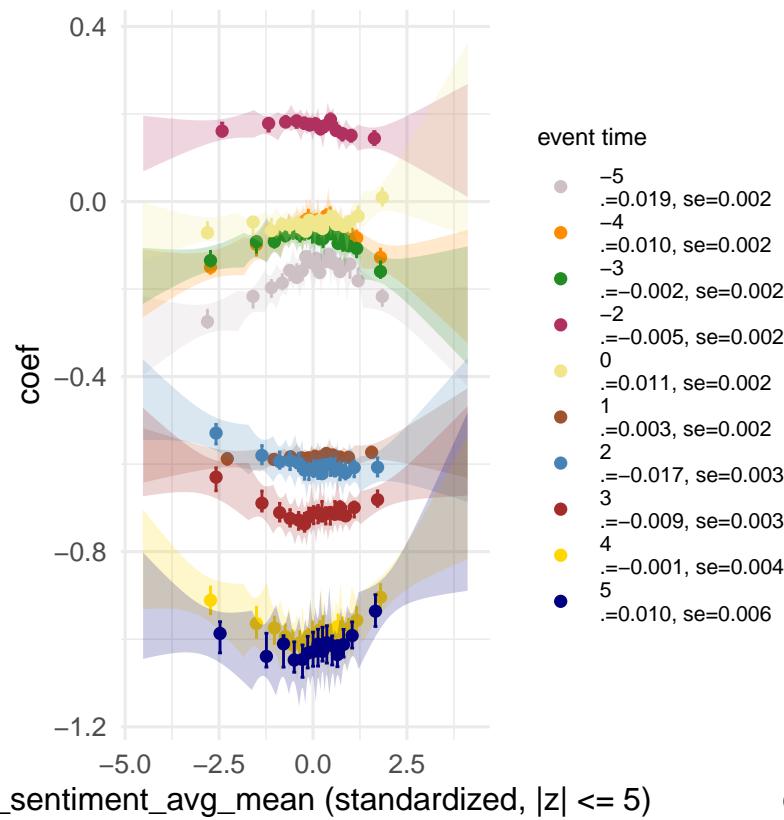
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, a)  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 17, Importance: 0.0144



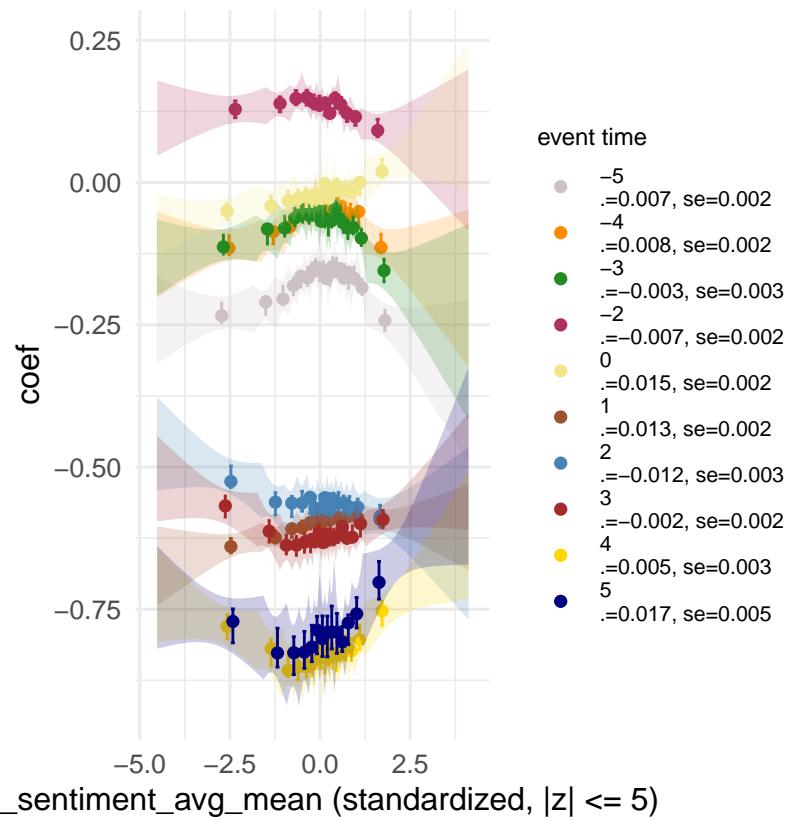
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rol...  
 knowledge\_redundancy → broad\_expertise  
 activity\_diversity\_count → avg\_unique\_types  
 Rank: 9, Importance: 0.0341



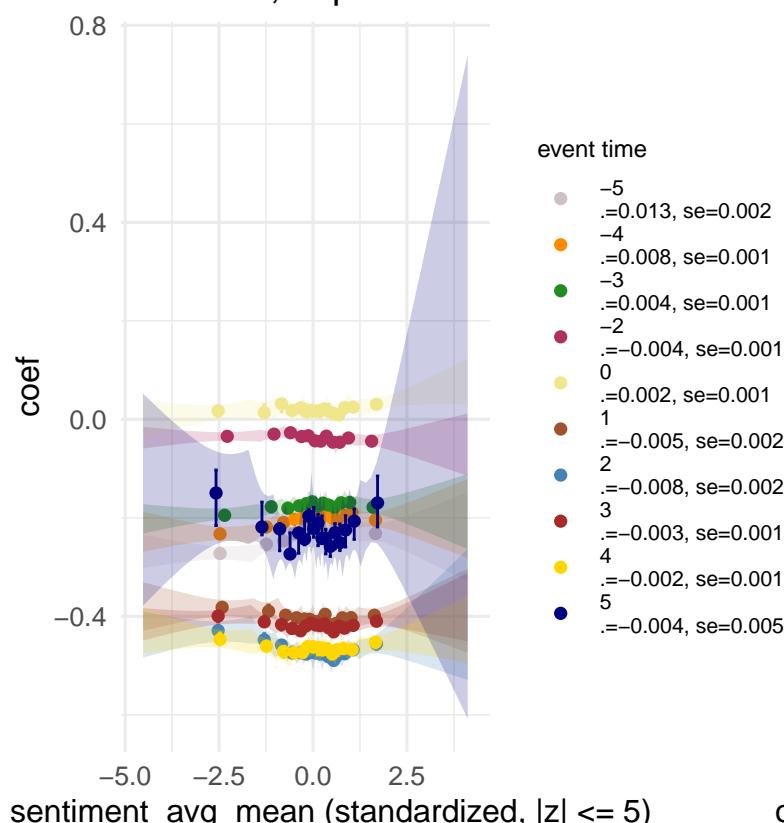
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 3, Importance: 0.0687



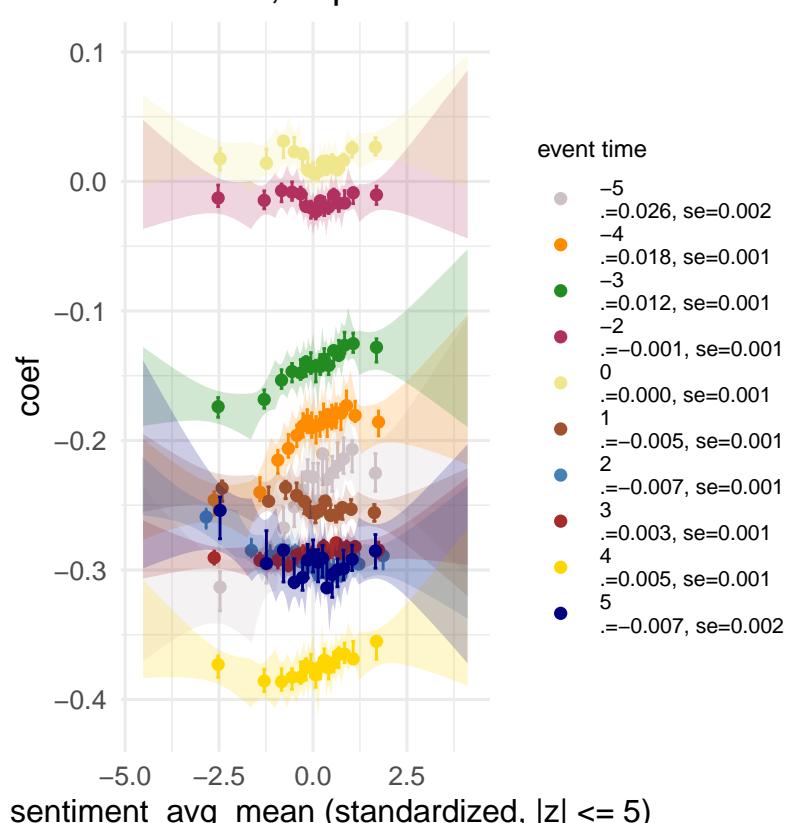
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 7, Importance: 0.0583



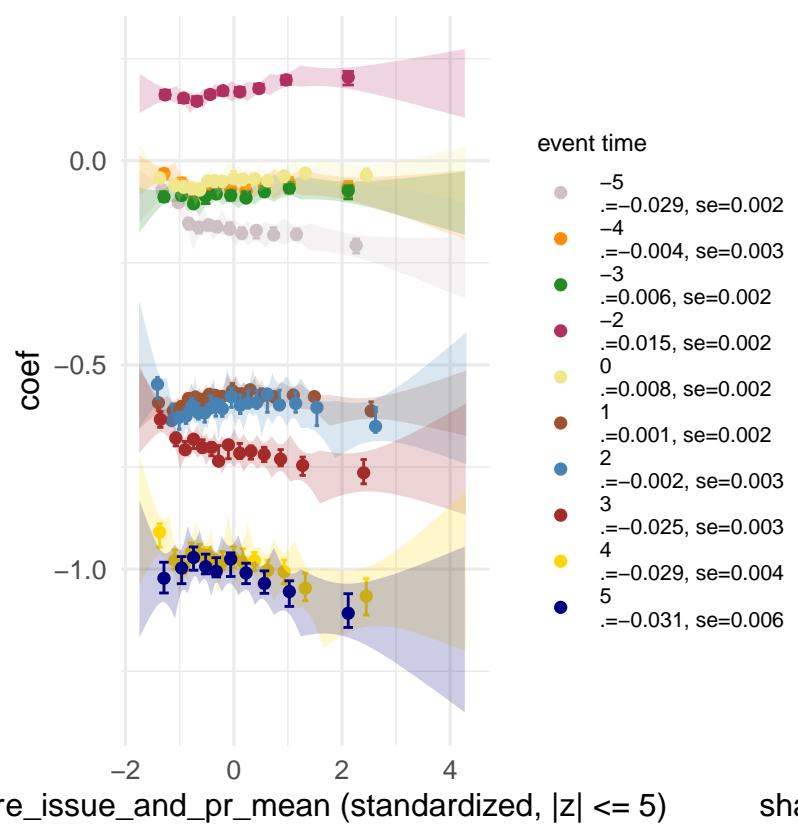
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 27, Importance: 0.00489



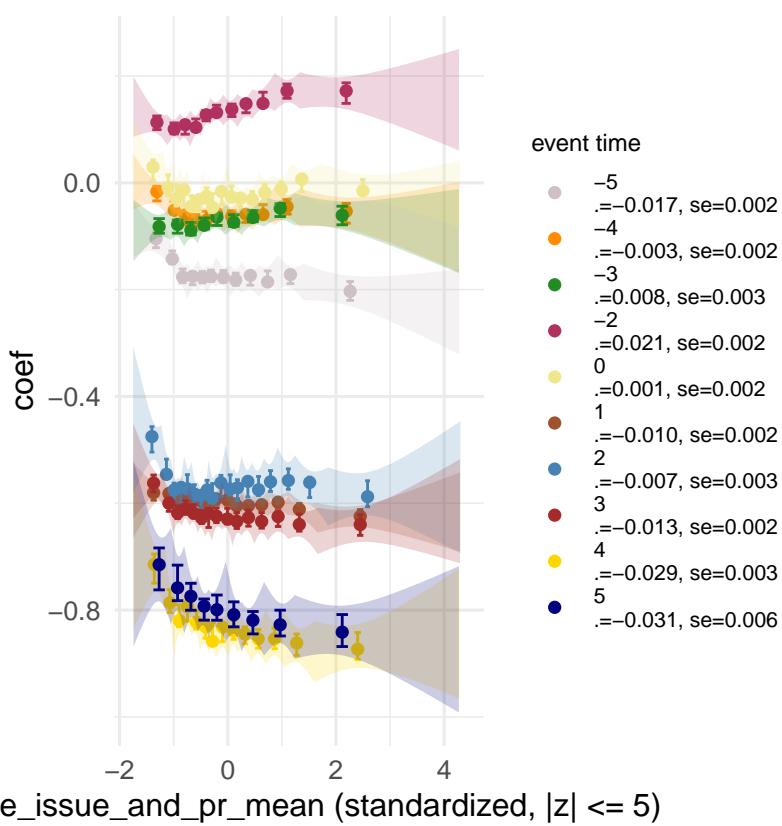
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → ov\_sentiment\_avg  
 Rank: 20, Importance: 0.00965



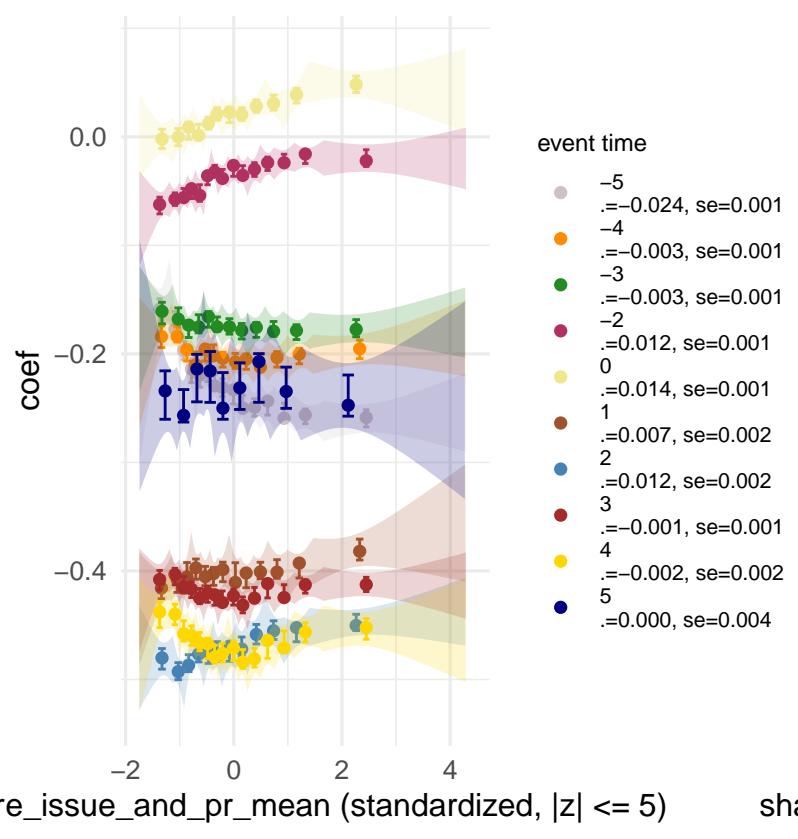
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 5, Importance: 0.0656



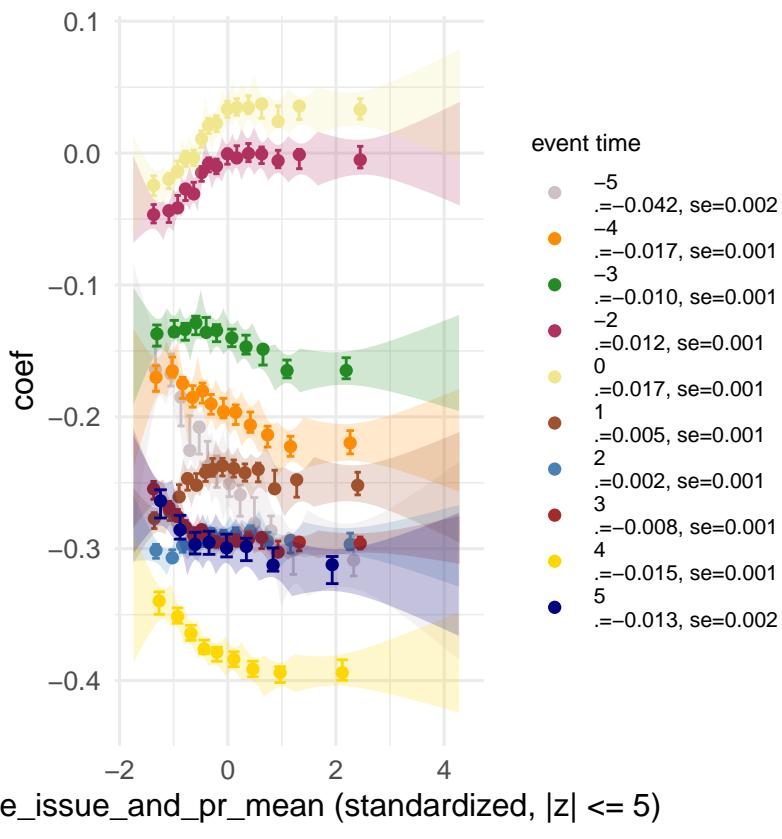
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a  
 knowledge\_redundancy → broad\_expertis  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 21, Importance: 0.0113



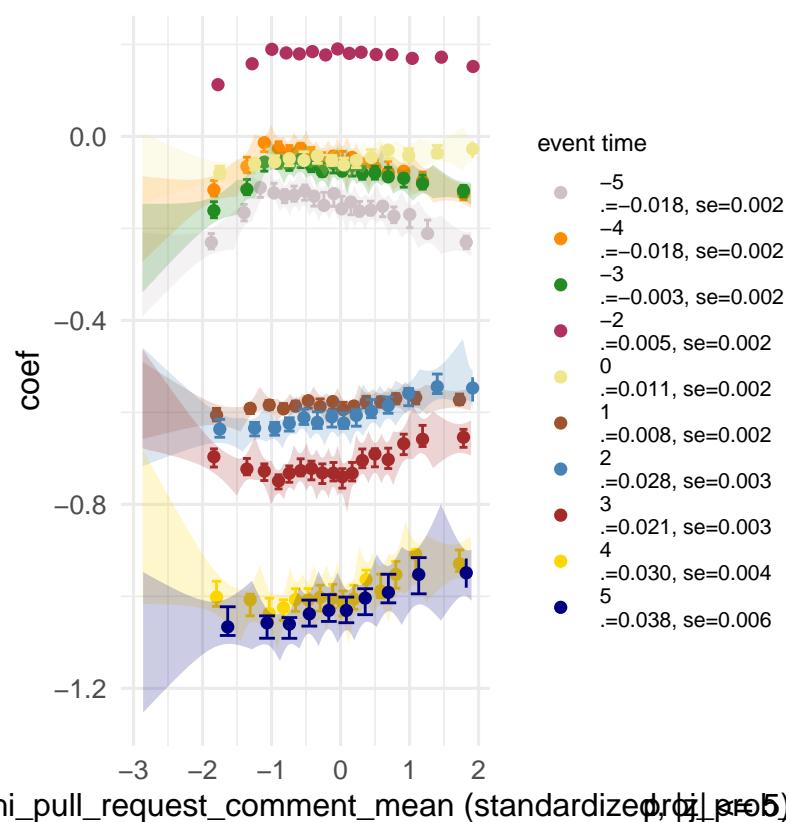
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 21, Importance: 0.0122



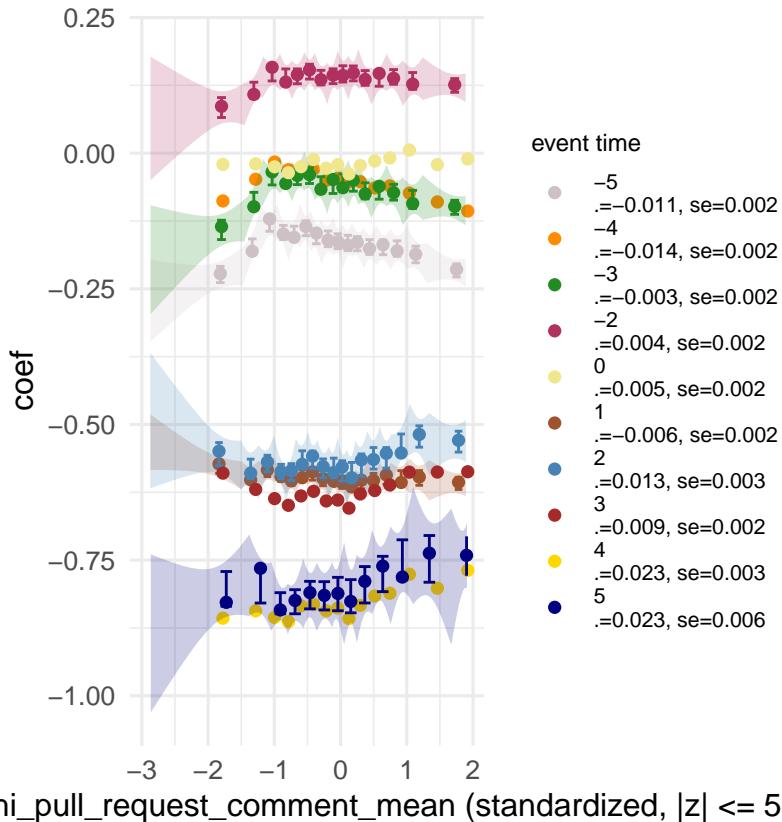
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro  
 knowledge\_redundancy → broad\_expertis  
 issue\_pr\_share → share\_issue\_and\_pr  
 Rank: 13, Importance: 0.0203



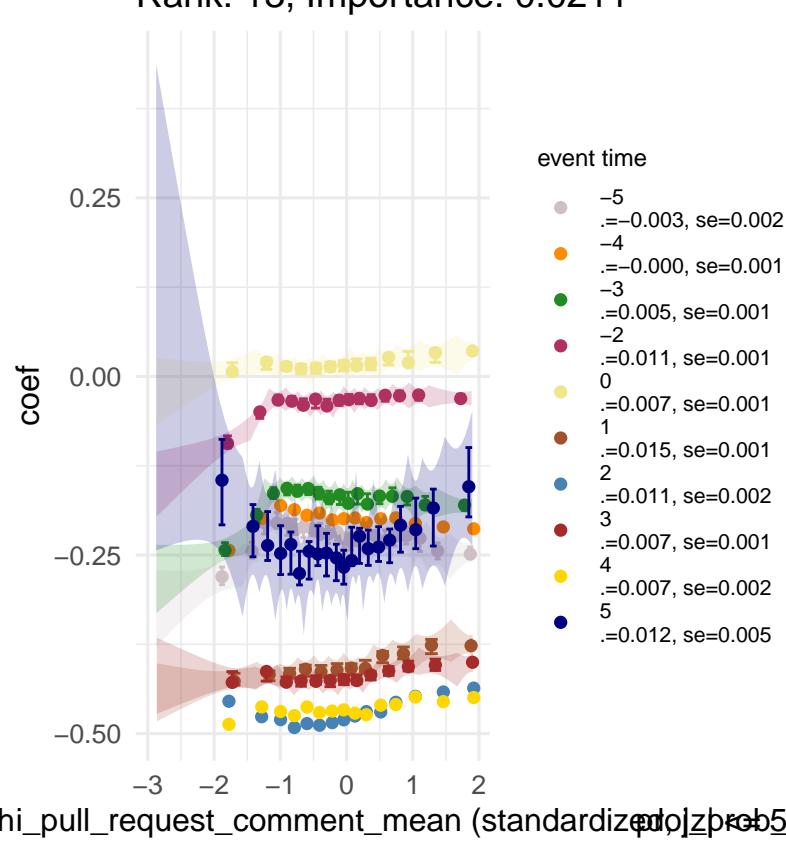
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 22, Importance: 0.0121



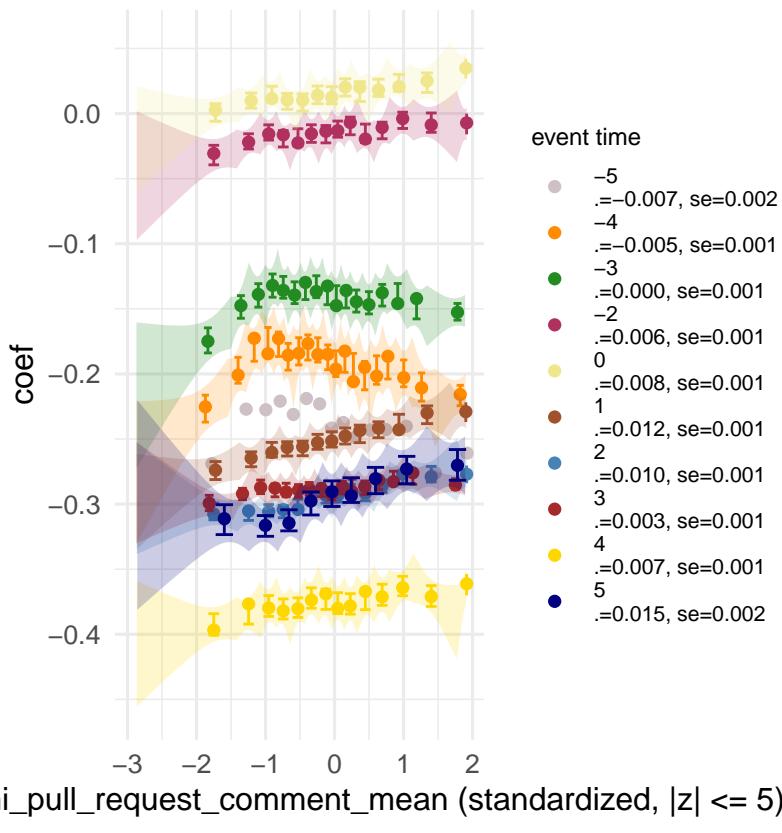
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 17, Importance: 0.0163



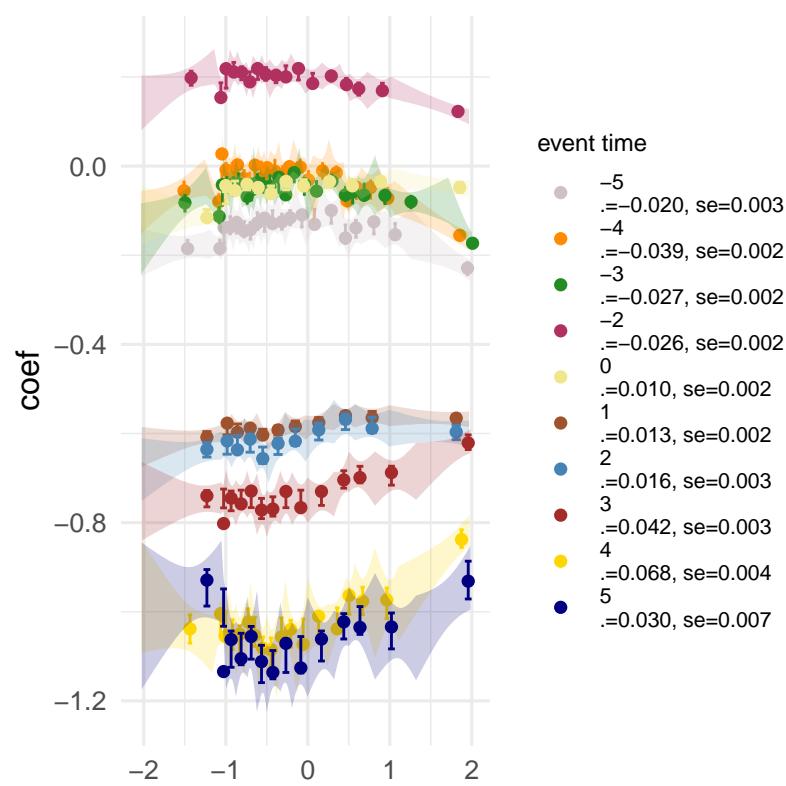
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 13, Importance: 0.0211



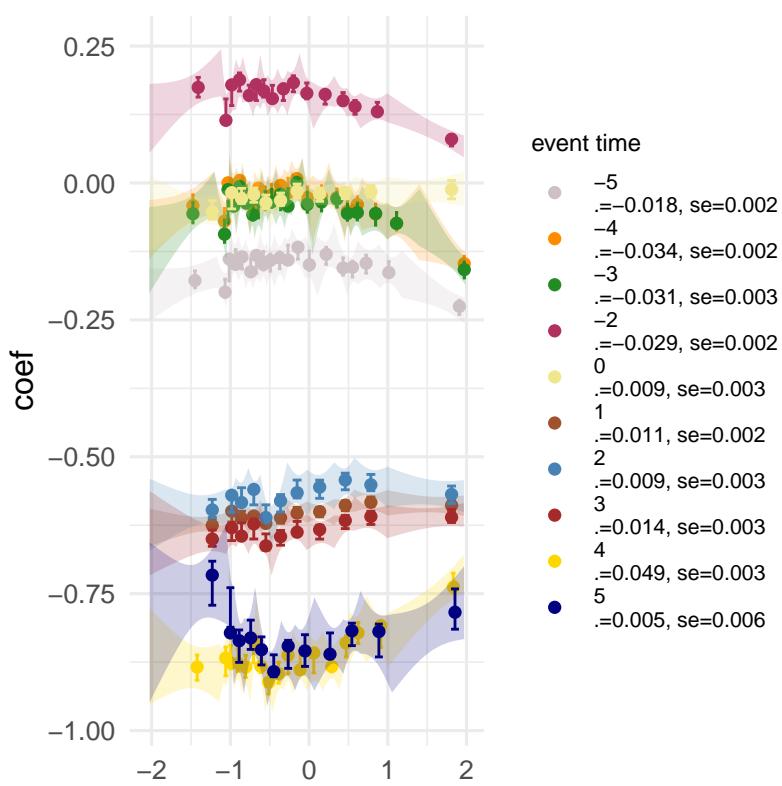
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_comment\_mean  
 Rank: 12, Importance: 0.0213



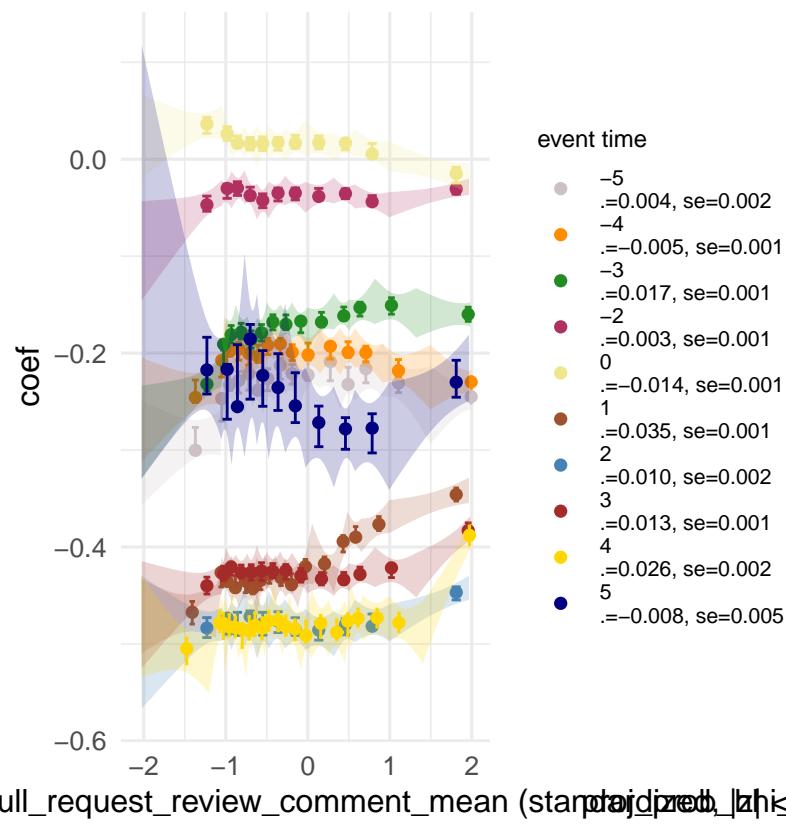
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review  
 Rank: 20, Importance: 0.0159



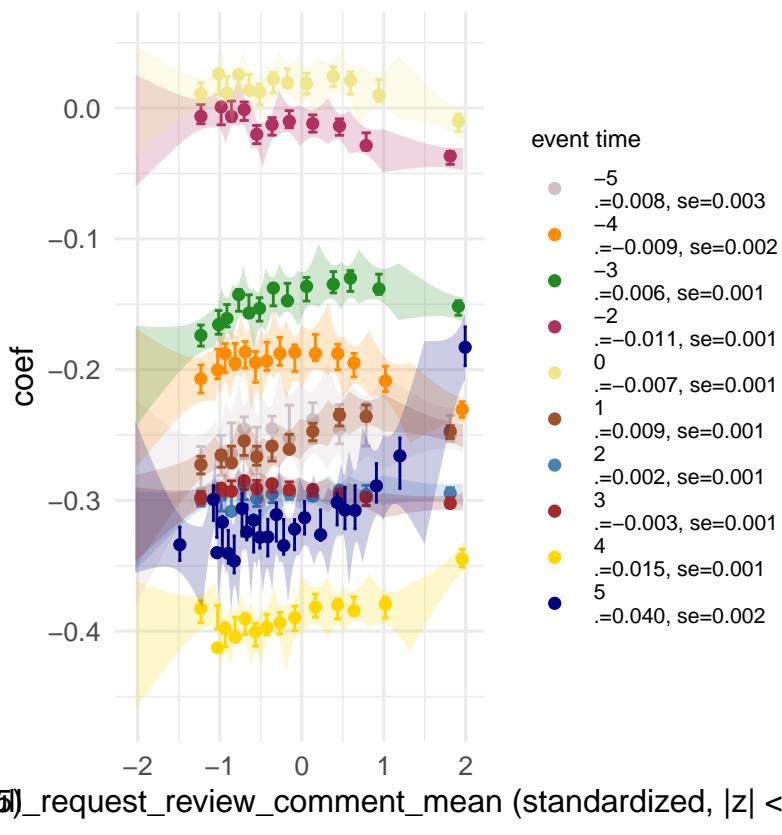
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review  
 Rank: 25, Importance: 0.00817



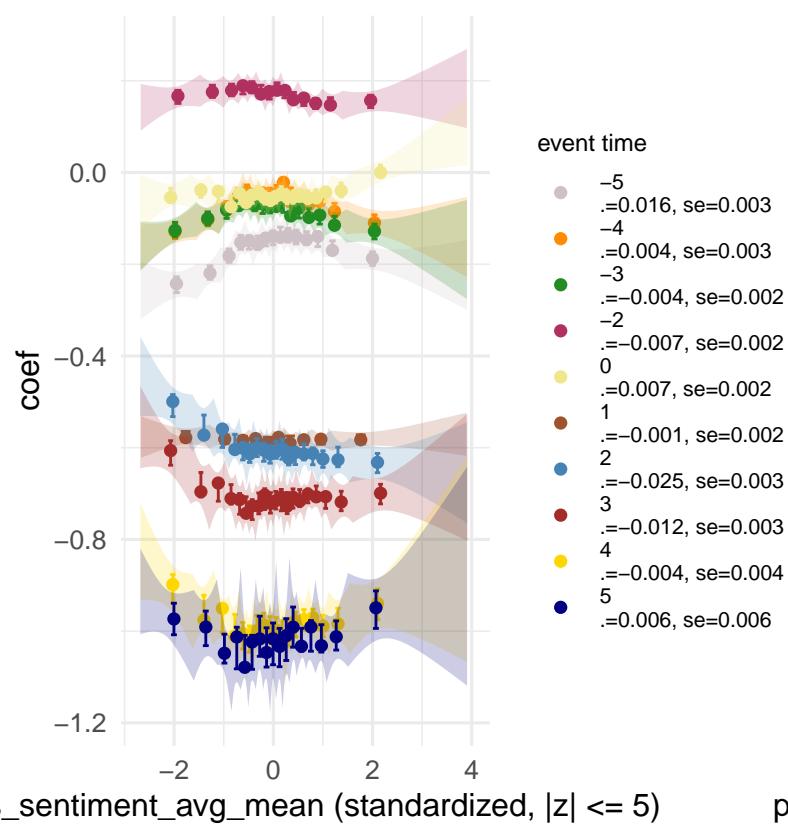
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review  
 Rank: 11, Importance: 0.0329



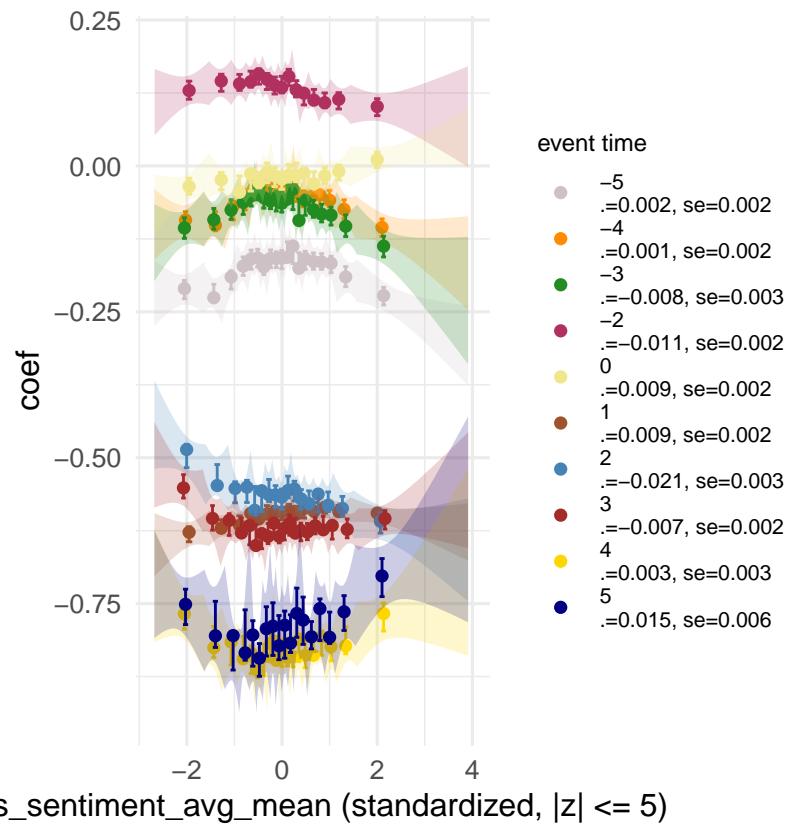
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review  
 Rank: 8, Importance: 0.0393



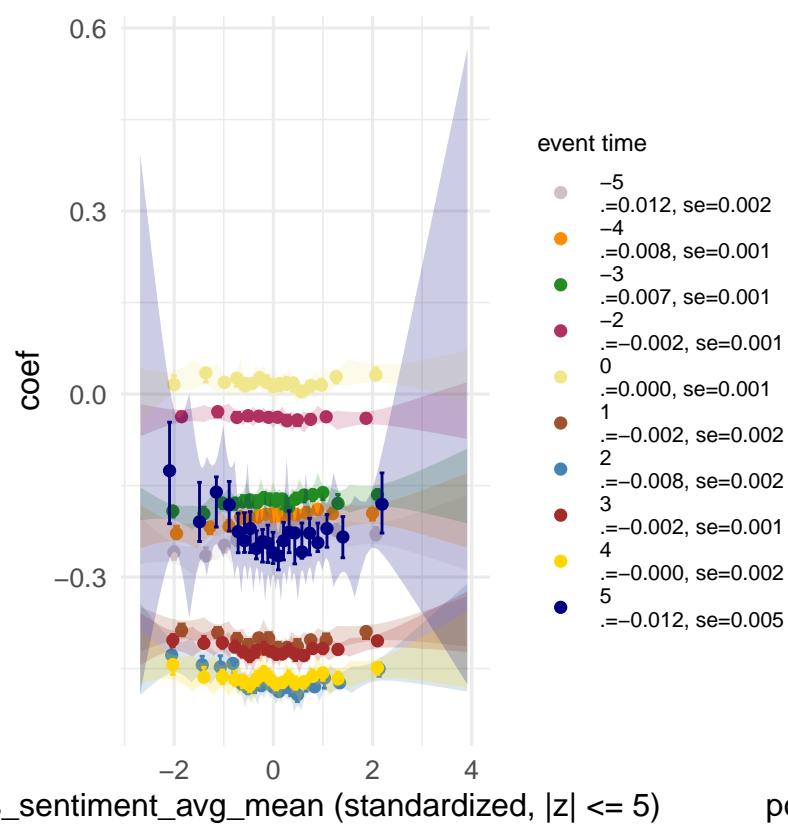
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 17, Importance: 0.0239



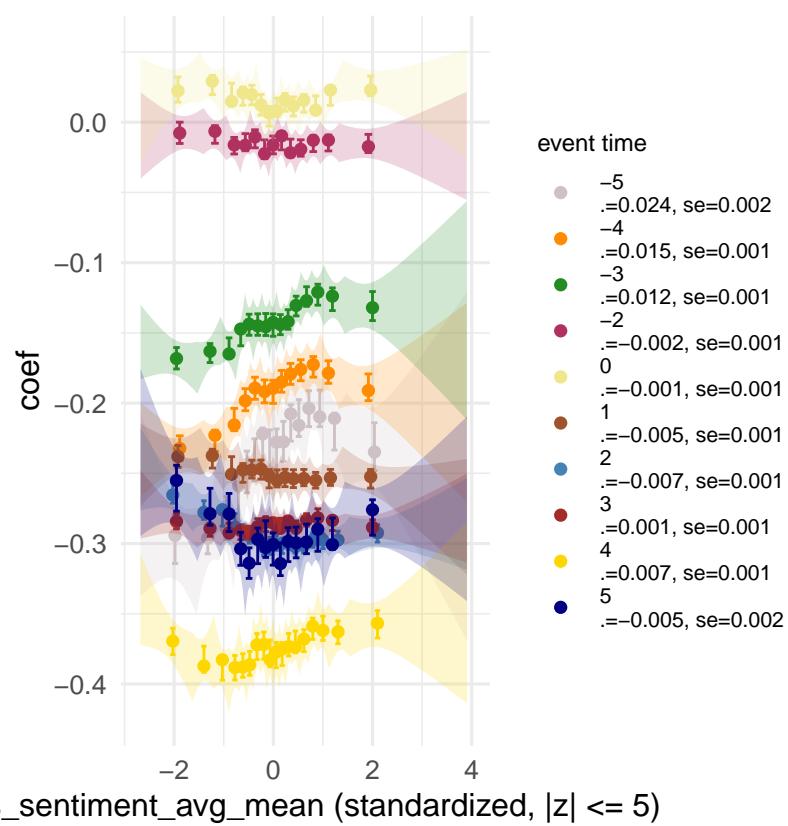
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 12, Importance: 0.0314



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 25, Importance: 0.00582



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → pos\_sentiment\_avg  
 Rank: 15, Importance: 0.0169



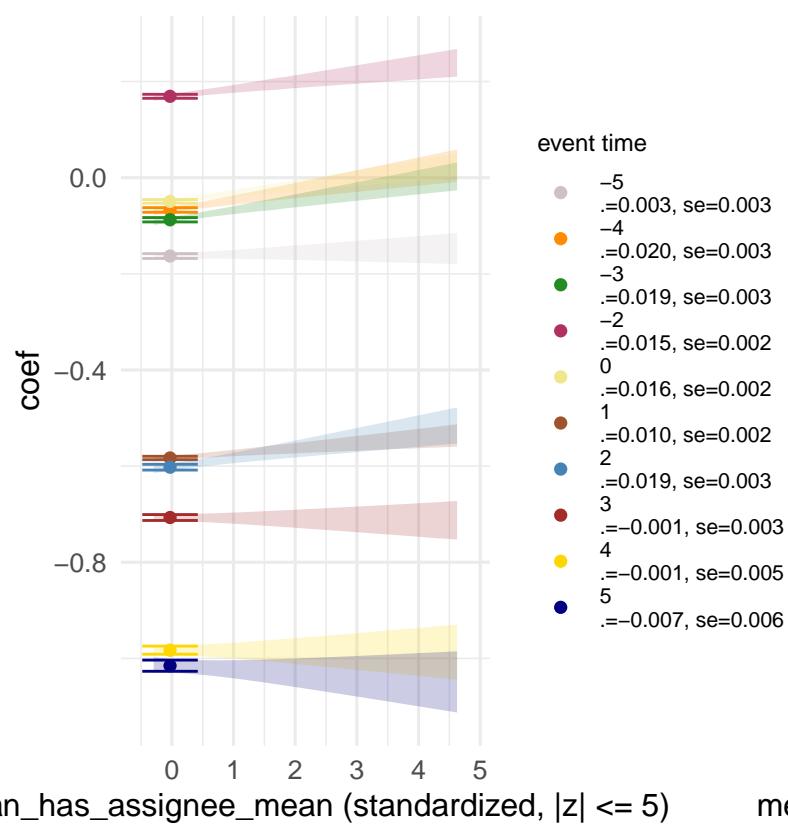
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

Rank: 14, Importance: 0.0259



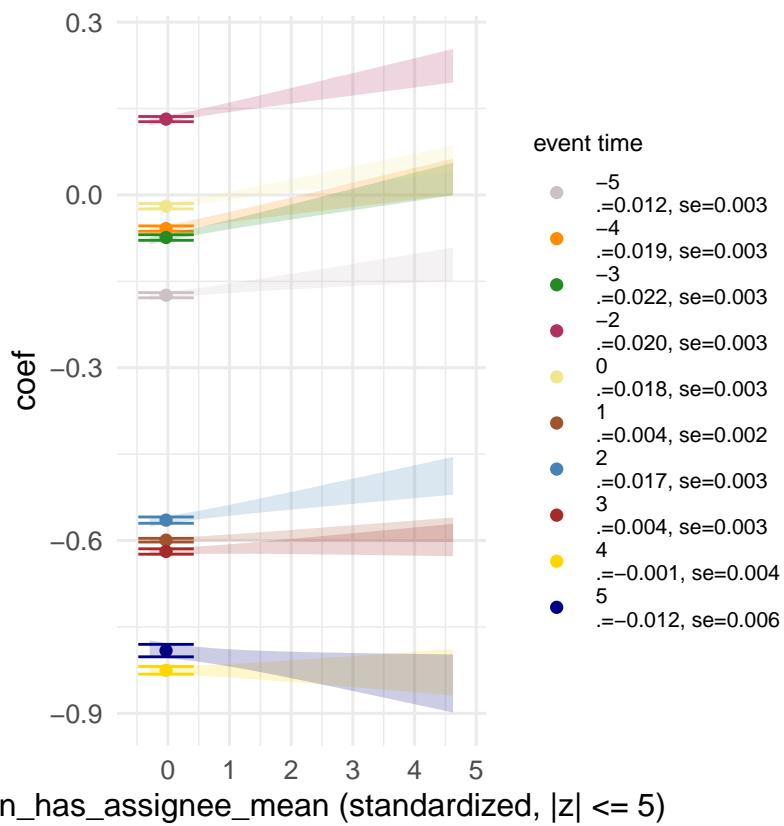
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

Rank: 13, Importance: 0.0305



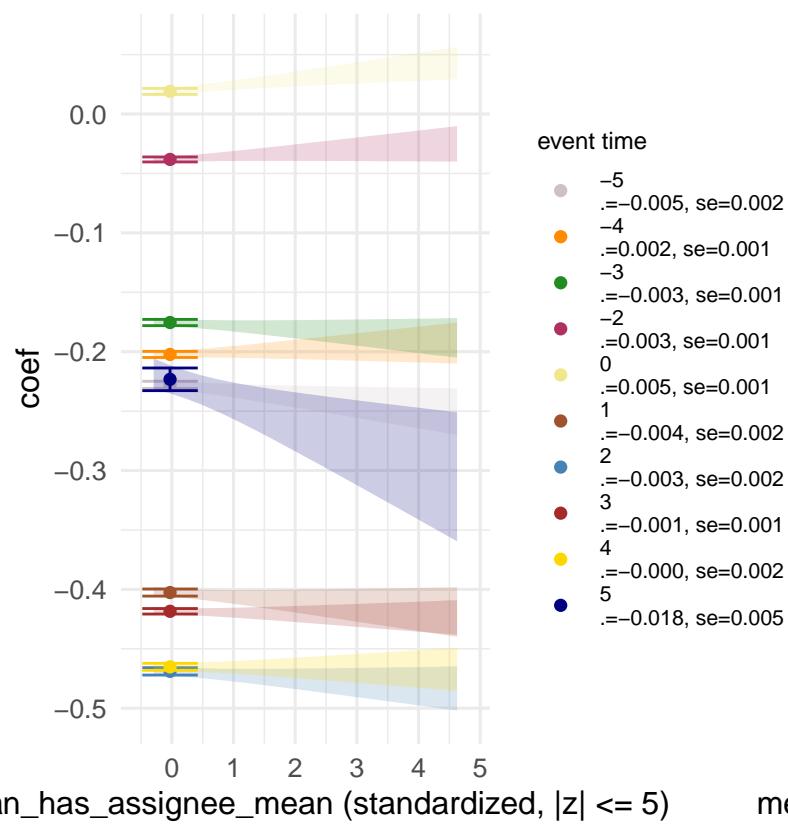
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

Rank: 26, Importance: 0.00528



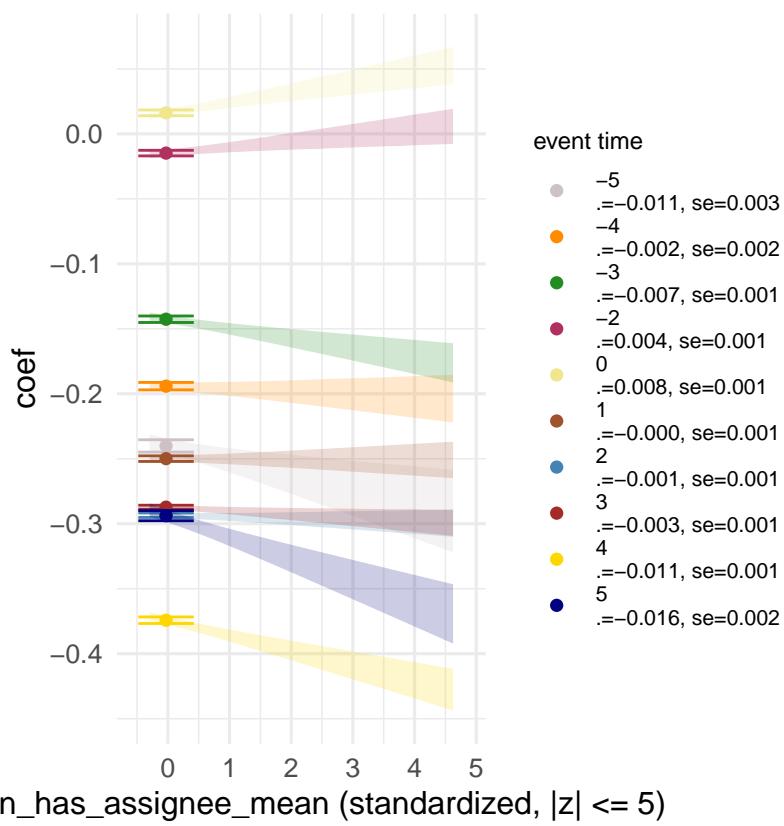
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro

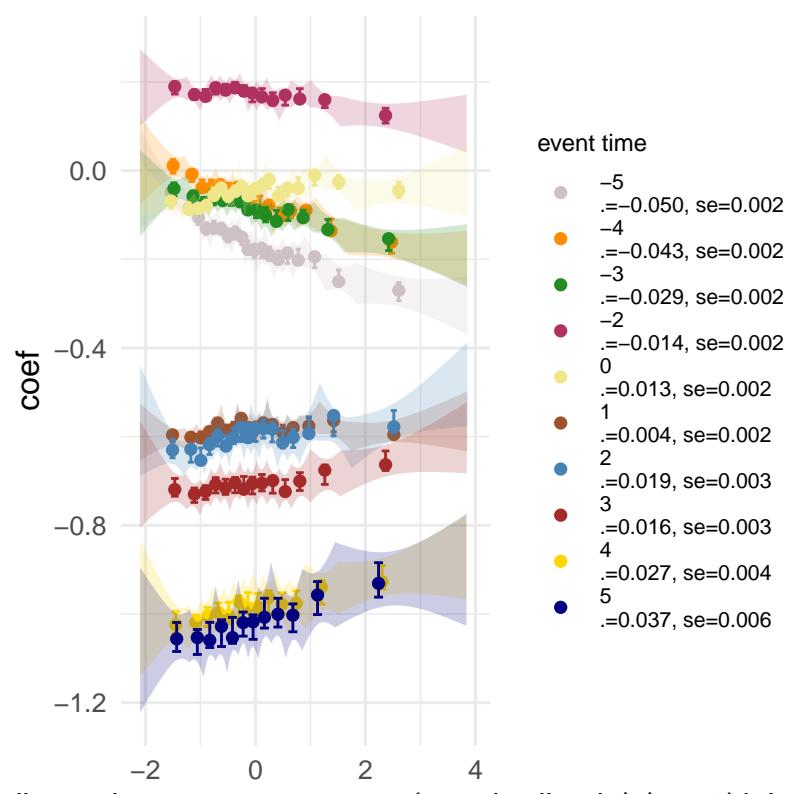
organizational\_routines → organized\_assignment

discussion\_assignees → mean\_has\_assignee

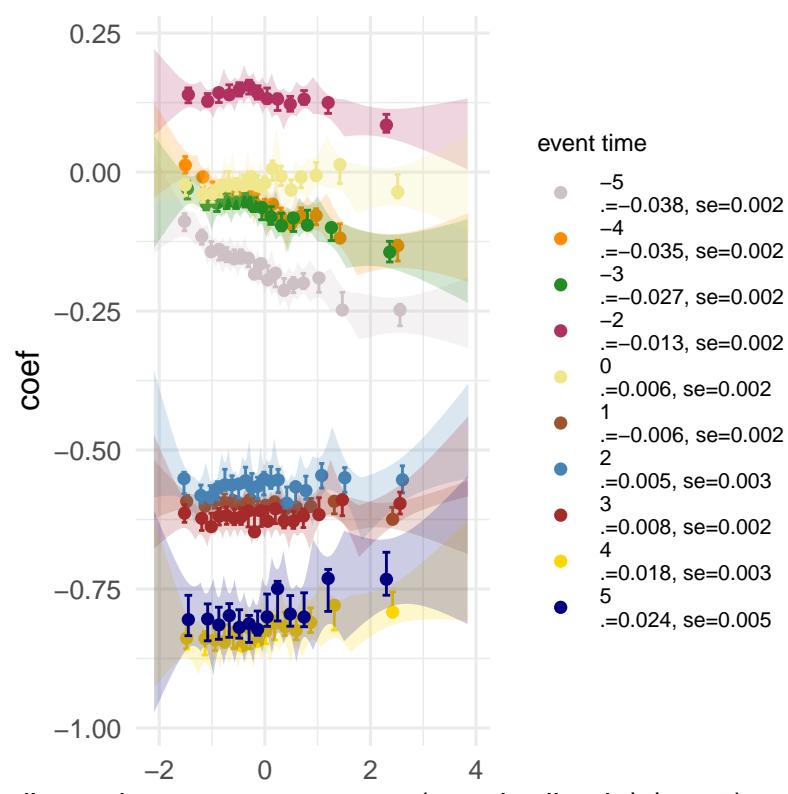
Rank: 21, Importance: 0.00929



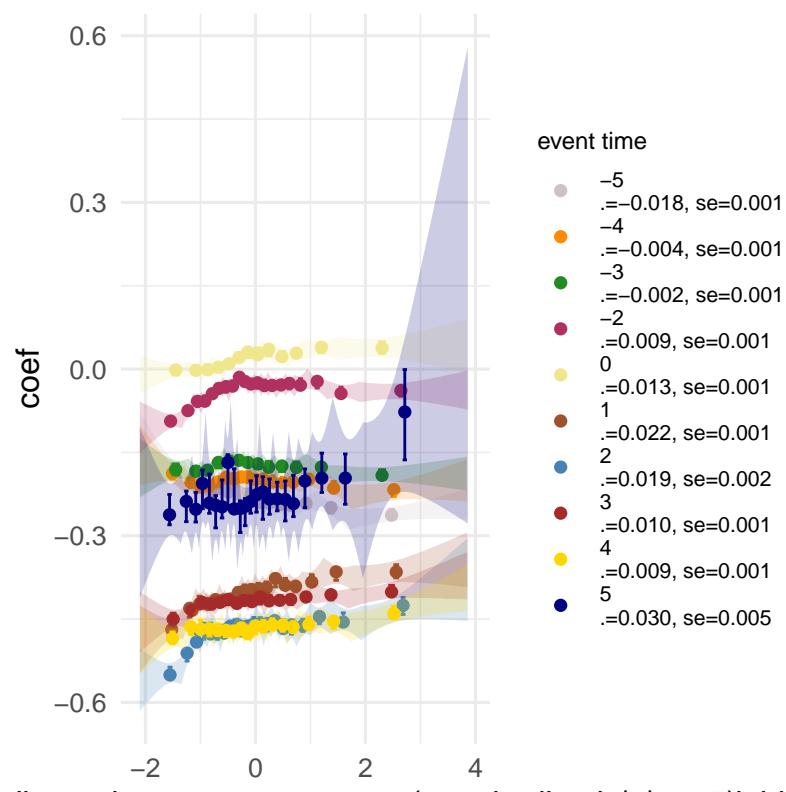
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 25, Importance: 0.00703



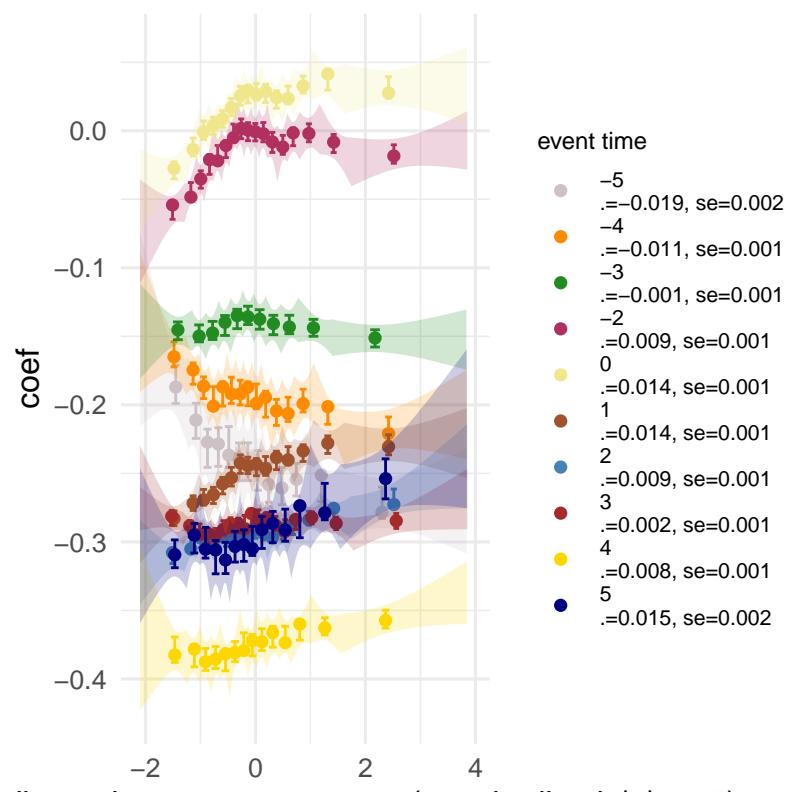
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 24, Importance: 0.0102



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 9, Importance: 0.0365



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → collaboration  
 hhi → proj\_hhi\_discussion\_comment  
 Rank: 17, Importance: 0.0112



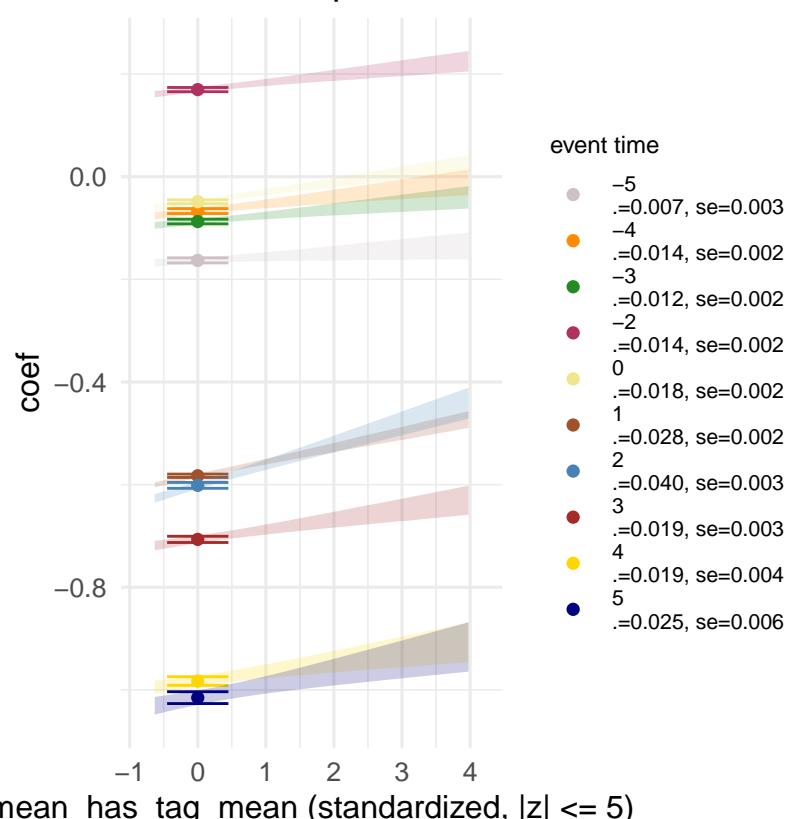
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 13, Importance: 0.033



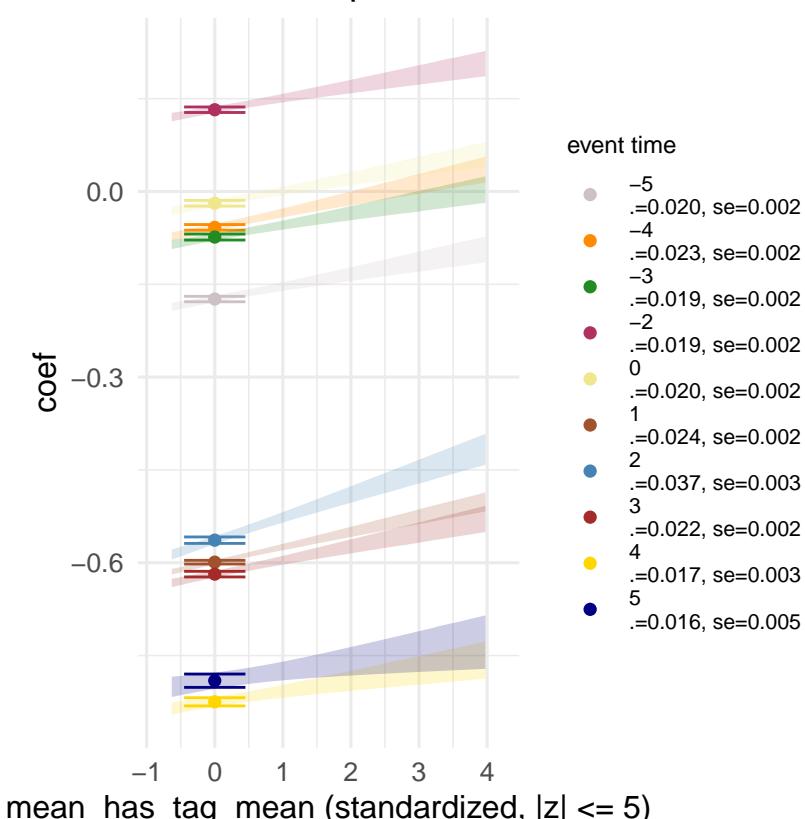
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 10, Importance: 0.0369



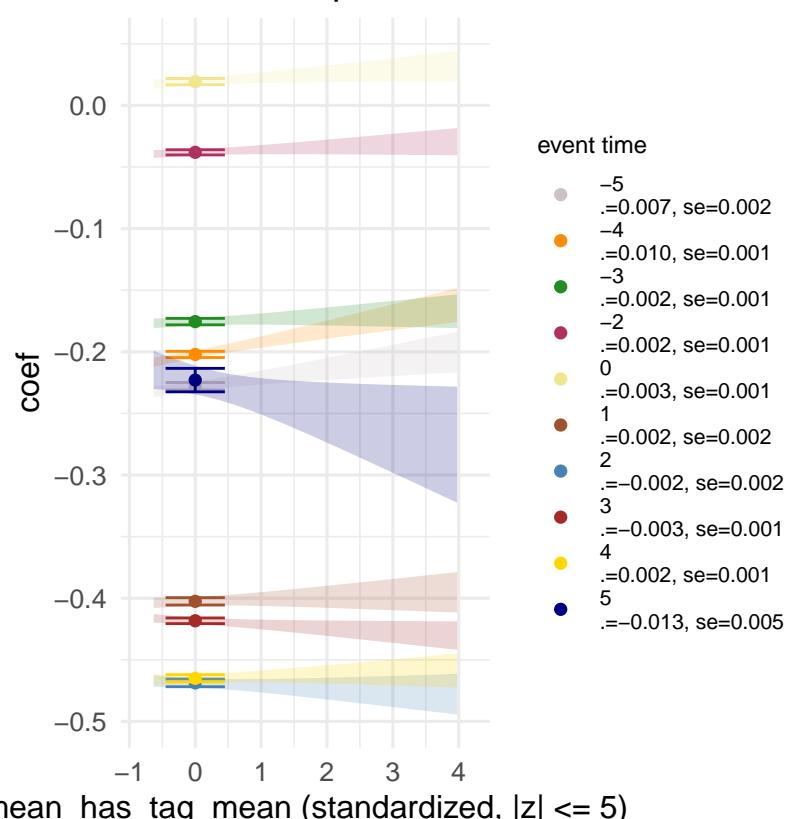
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 28, Importance: 0.00324



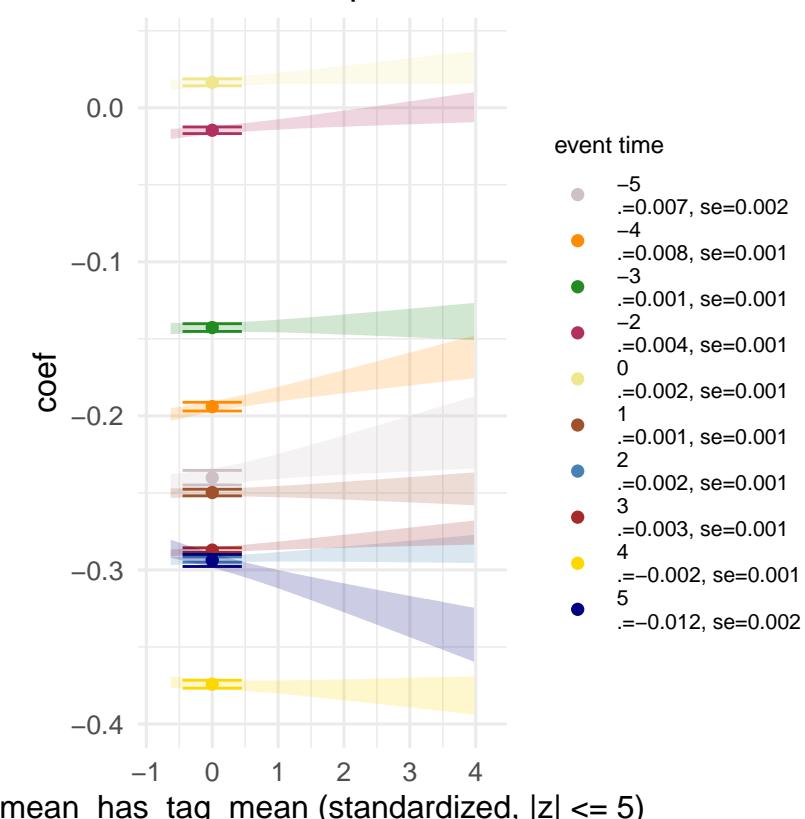
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (rol

organizational\_routines → organized\_assignment

discussion\_labels → mean\_has\_tag

Rank: 25, Importance: 0.00855



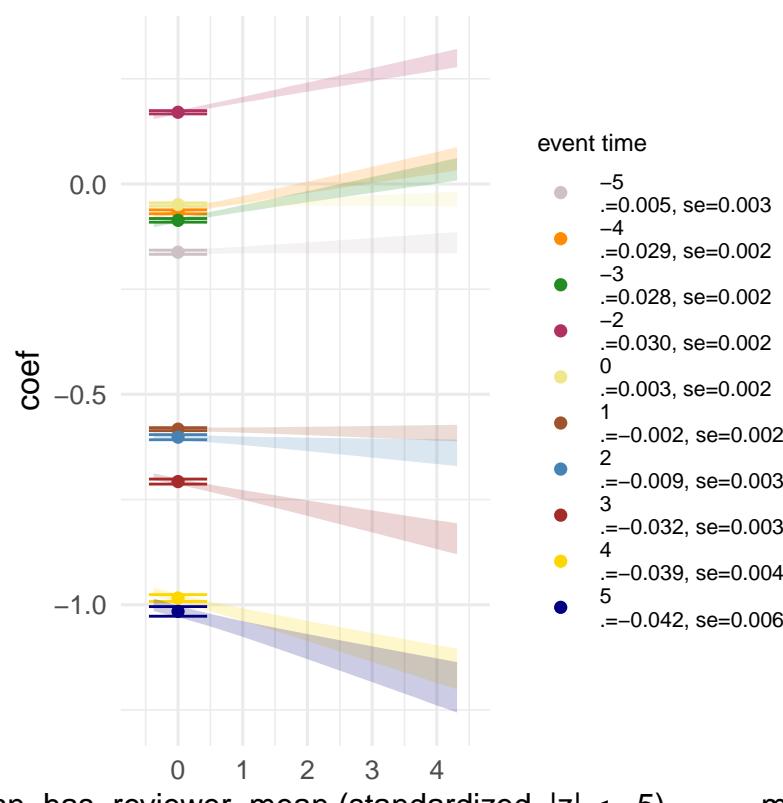
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

pr\_reviewers → mean\_has\_reviewer

Rank: 16, Importance: 0.0244



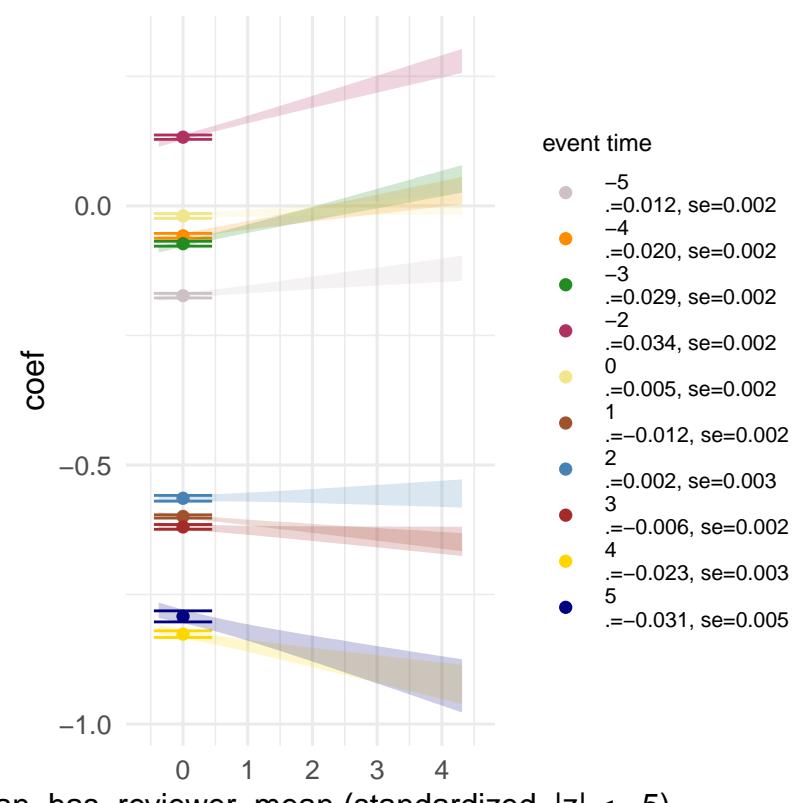
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

pr\_reviewers → mean\_has\_reviewer

Rank: 9, Importance: 0.0427



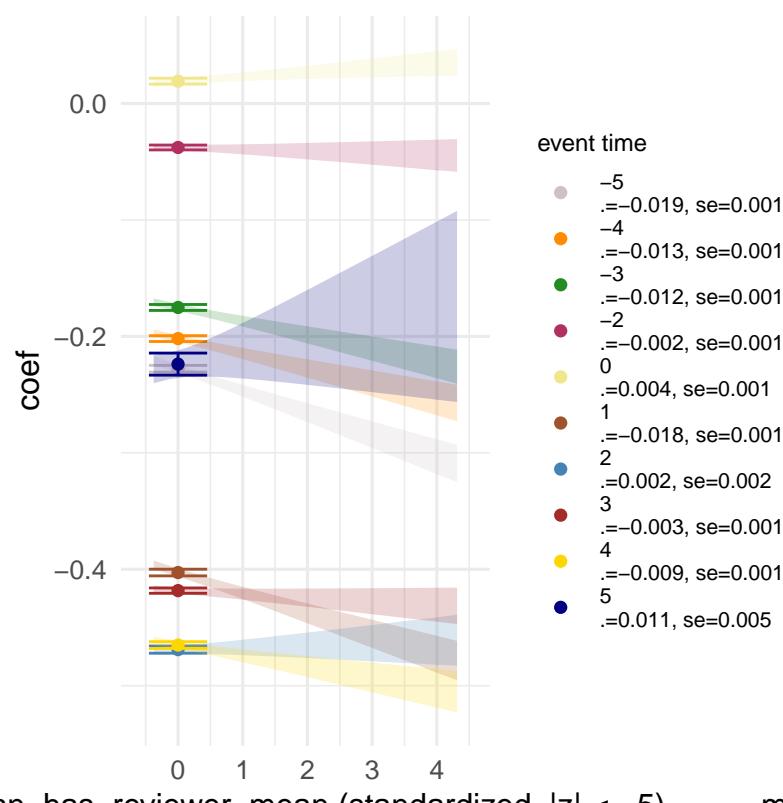
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

pr\_reviewers → mean\_has\_reviewer

Rank: 29, Importance: 0.00322



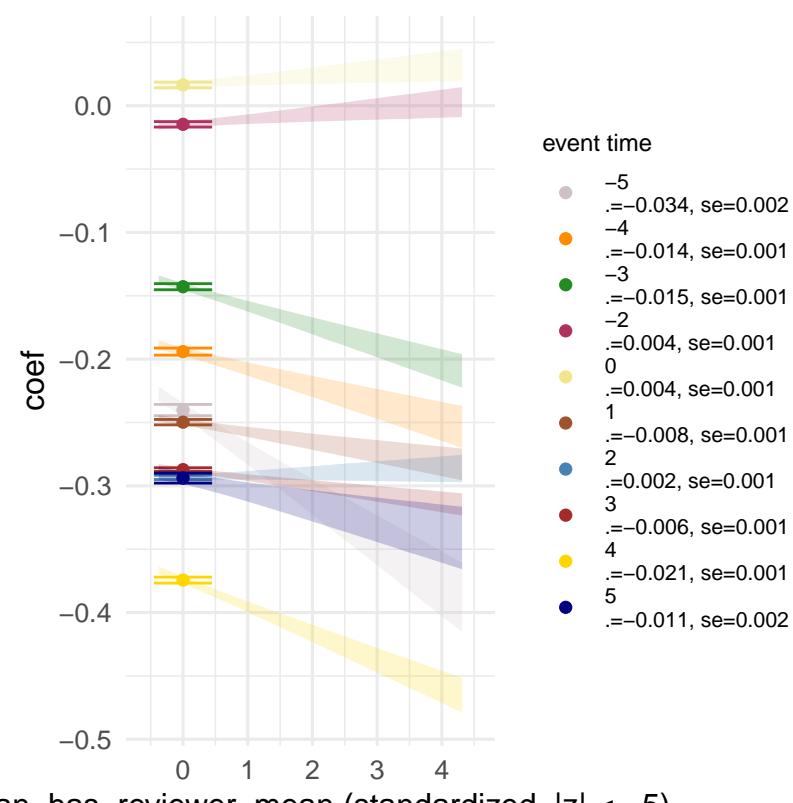
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro)

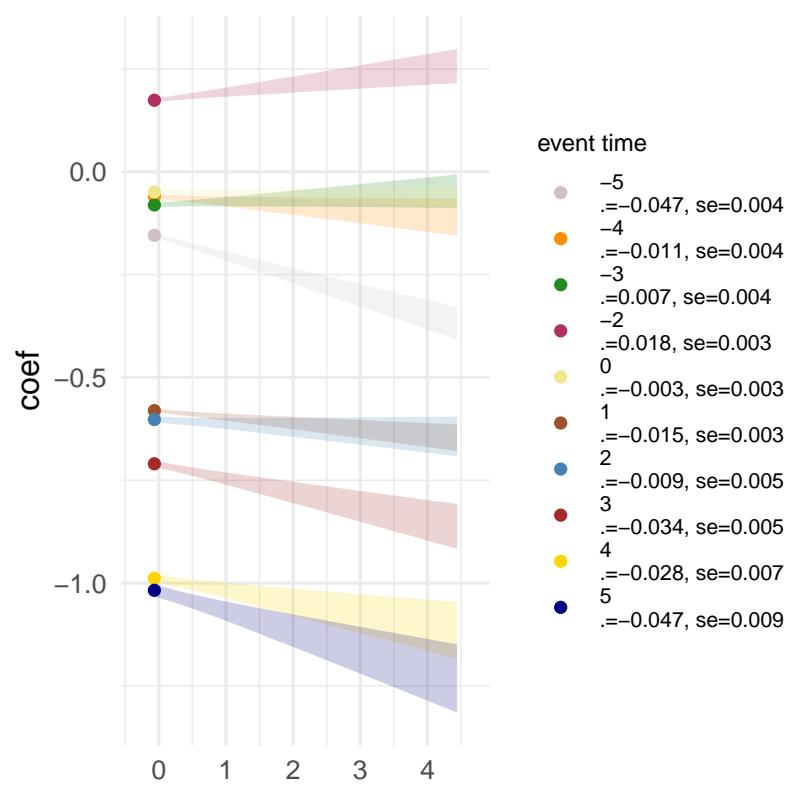
organizational\_routines → organized\_assignment

pr\_reviewers → mean\_has\_reviewer

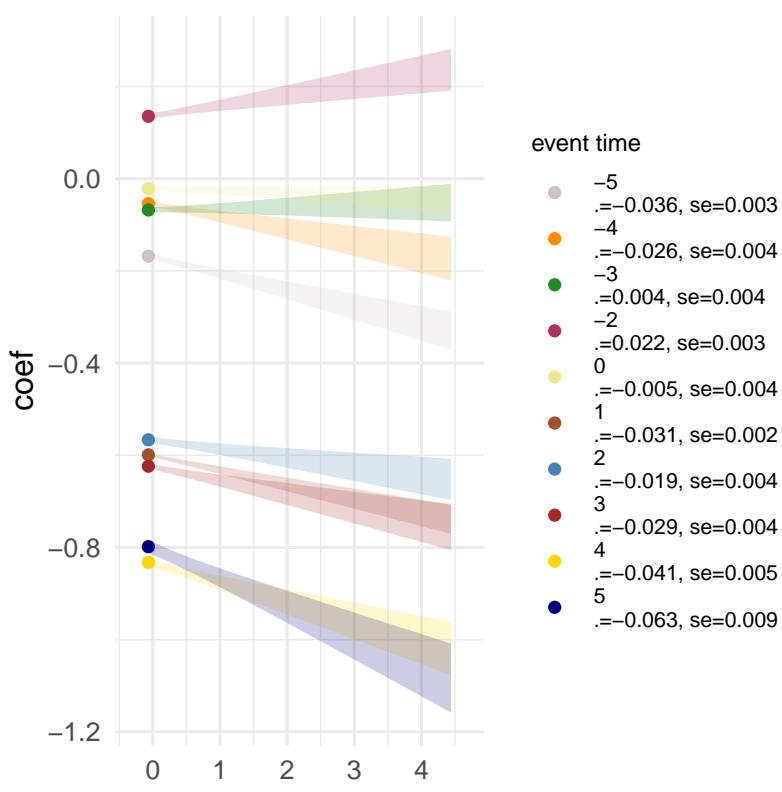
Rank: 23, Importance: 0.00874



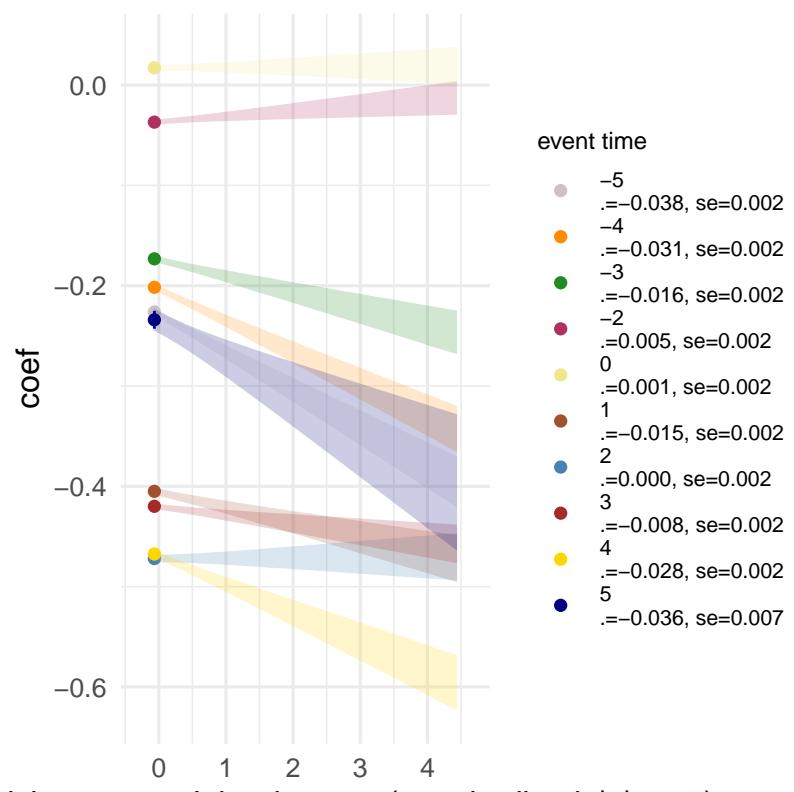
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 21, Importance: 0.0129



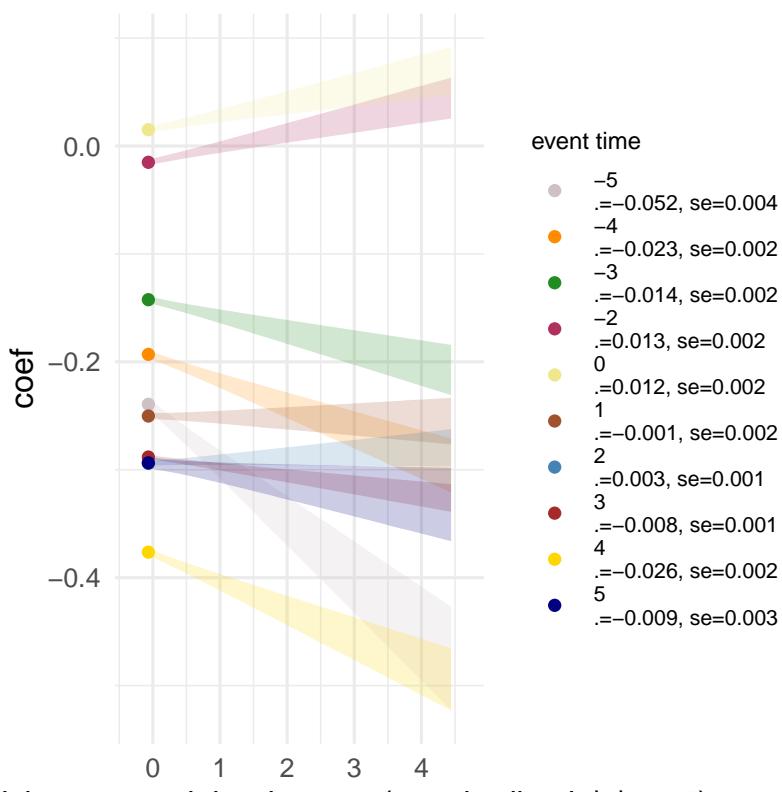
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 16, Importance: 0.0177



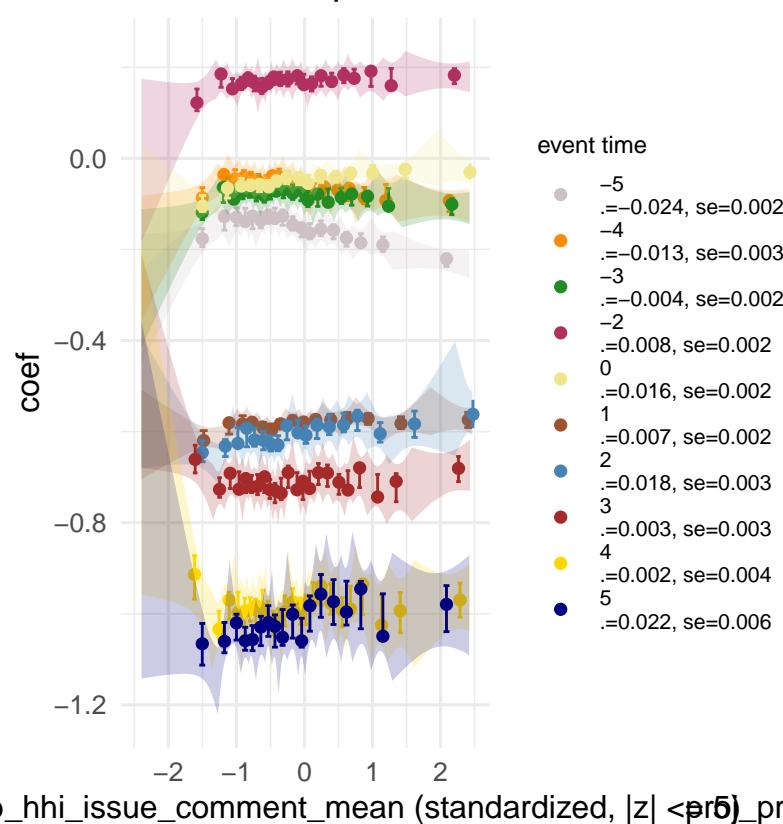
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 19, Importance: 0.014



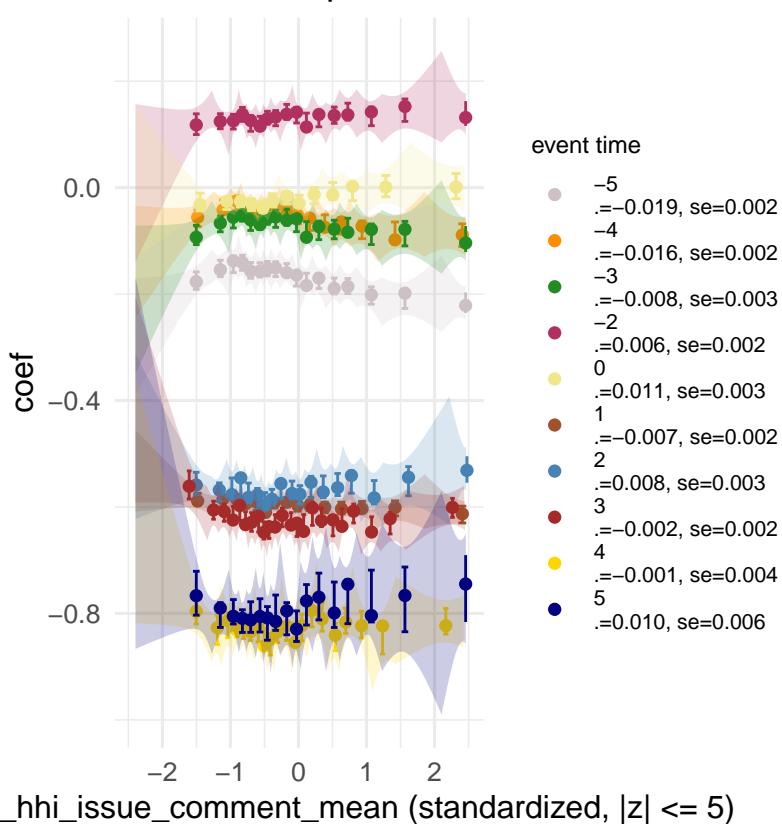
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → any\_activity\_rate\_weighted  
 Rank: 27, Importance: 0.00804



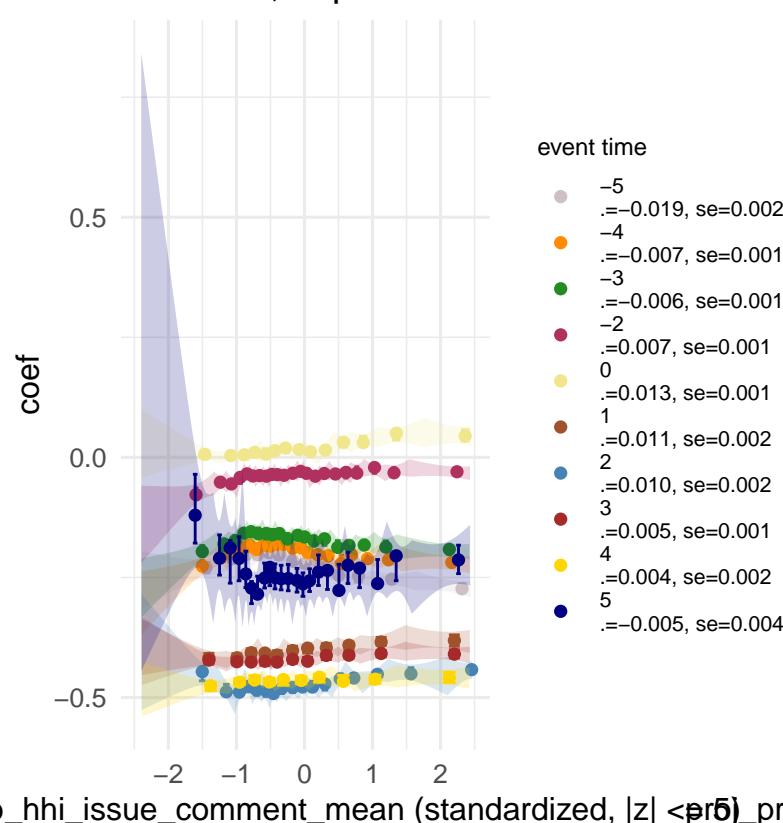
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_comment  
 Rank: 23, Importance: 0.0118



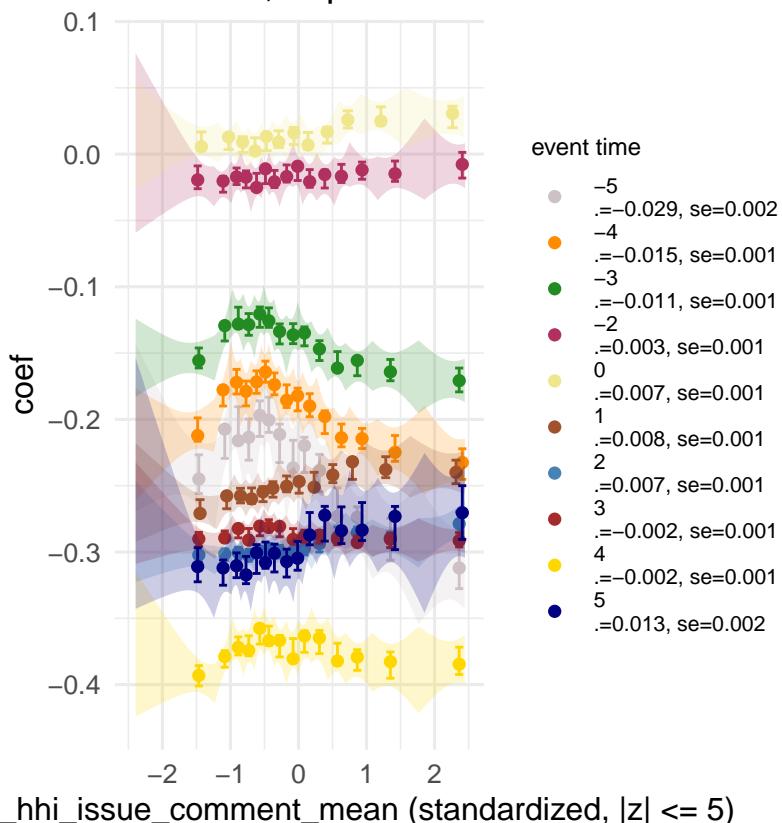
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_com  
 Rank: 26, Importance: 0.00665



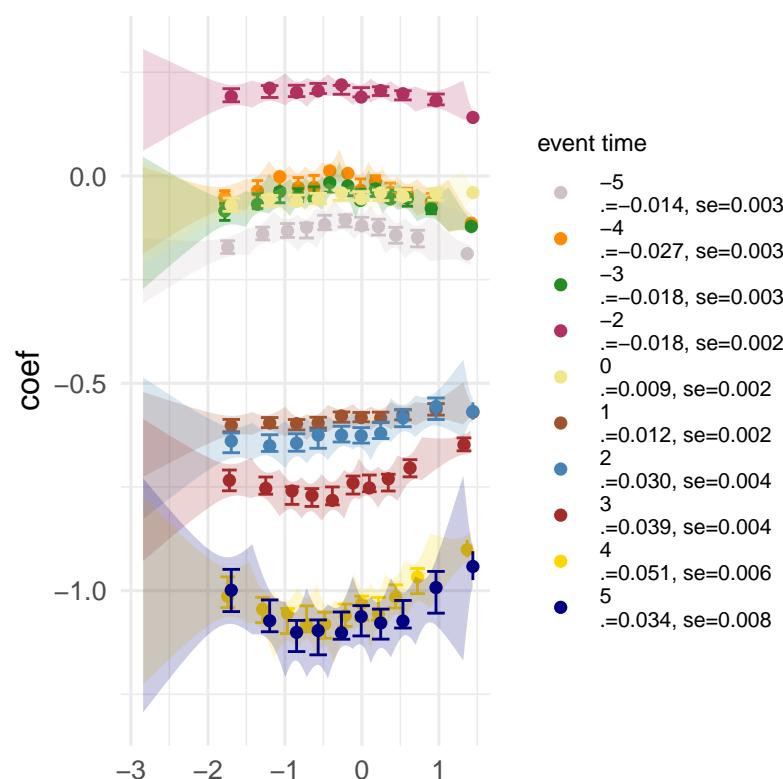
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_comment  
 Rank: 23, Importance: 0.00651



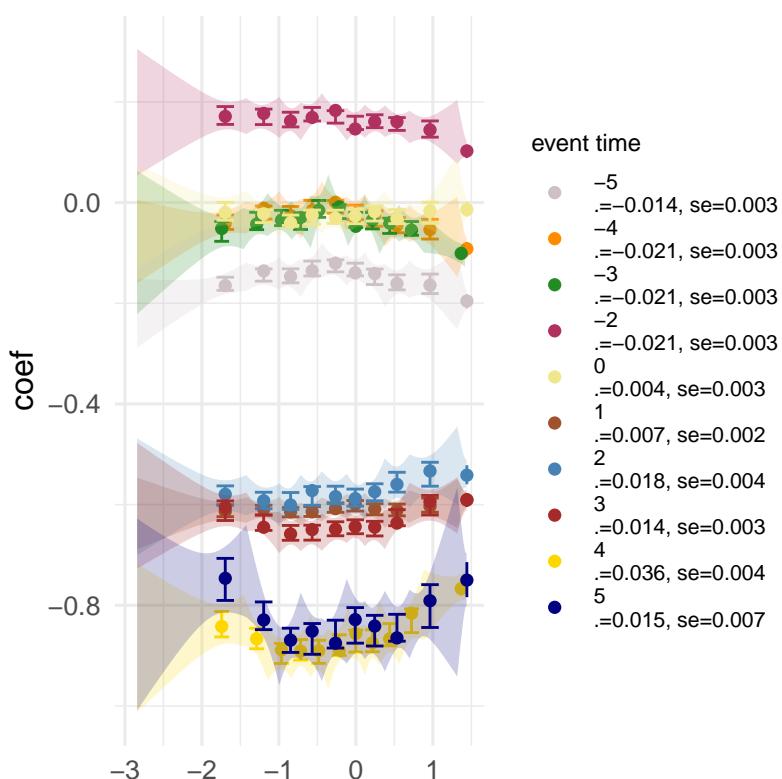
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rol)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_issue\_com  
 Rank: 14, Importance: 0.0175



Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review  
 Rank: 28, Importance: 0.00391

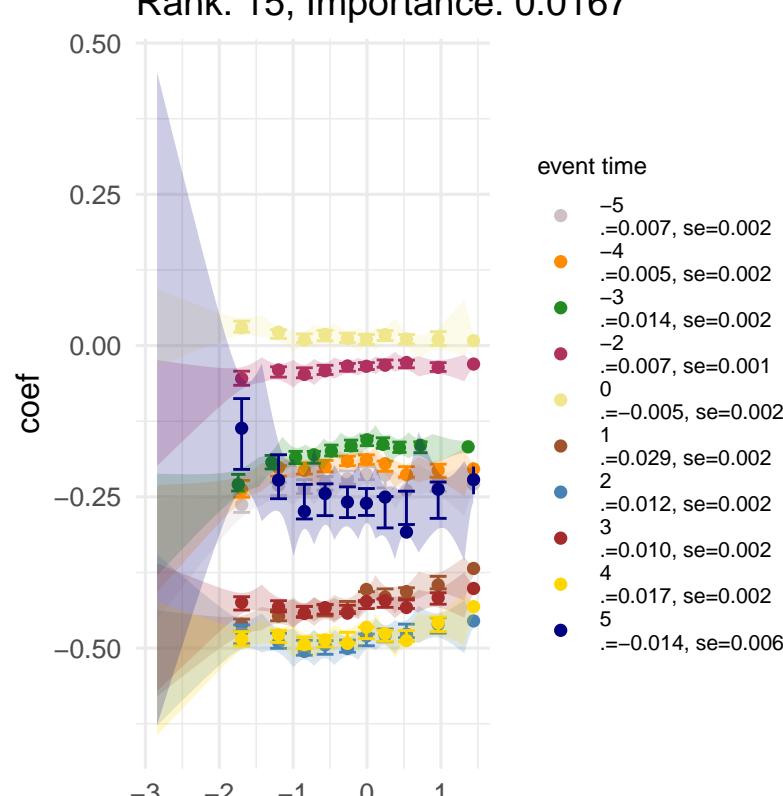


Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request  
 Rank: 18, Importance: 0.0135

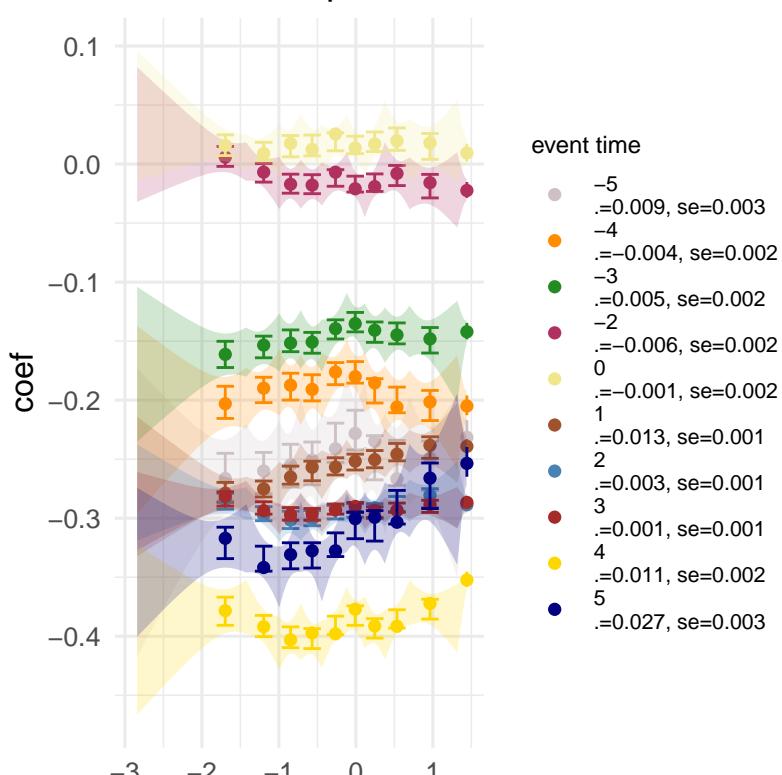


hh\_i\_pull\_request\_review\_mean (standardized, |z| <= 5) hh\_i\_pull\_request\_review\_mean (standardized, |z| <= 5)

Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, a)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request\_review  
 Rank: 15, Importance: 0.0167

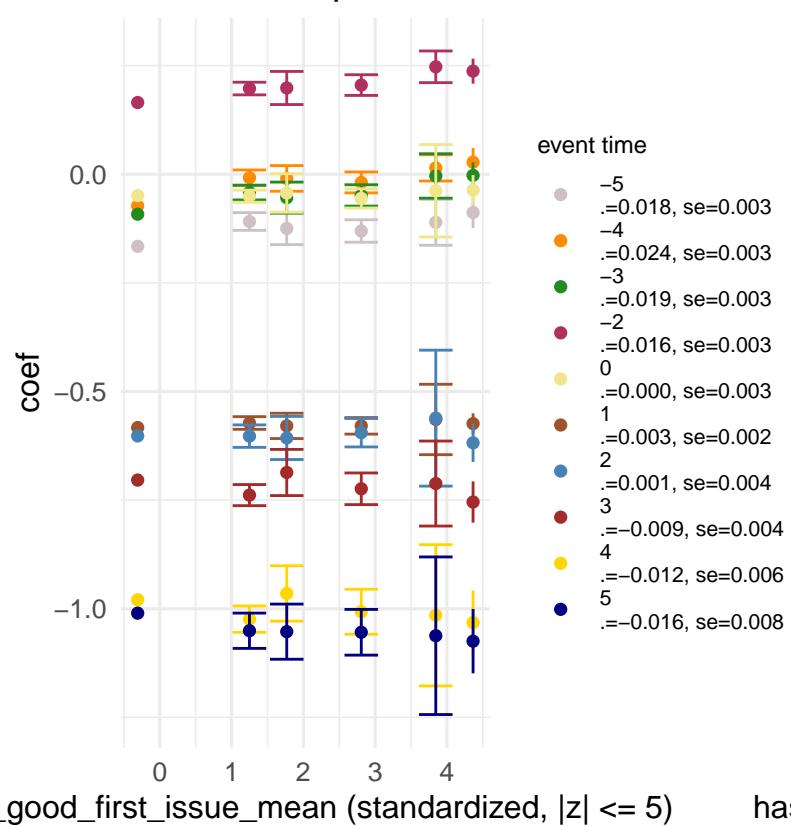


Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 knowledge\_redundancy → collaboration  
 problem\_hhi → proj\_prob\_hhi\_pull\_request  
 Rank: 26, Importance: 0.00843

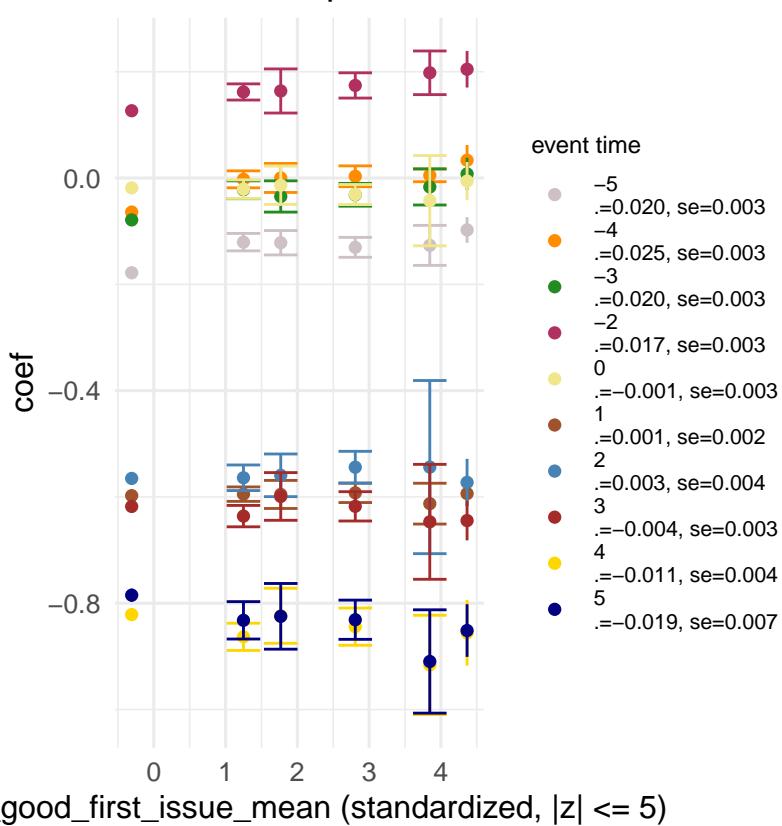


hh\_i\_pull\_request\_review\_mean (standardized, |z| <= 5) hh\_i\_pull\_request\_review\_mean (standardized, |z| <= 5)

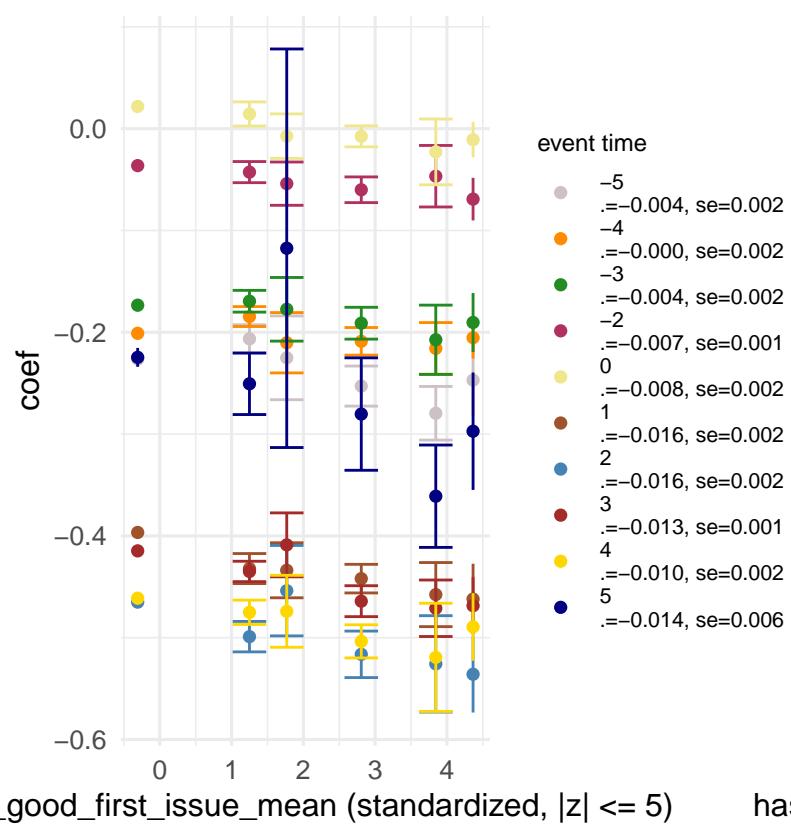
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → newcomer\_guidelines  
 good\_first\_issue → has\_good\_first\_issue  
 Rank: 26, Importance: 0.00692



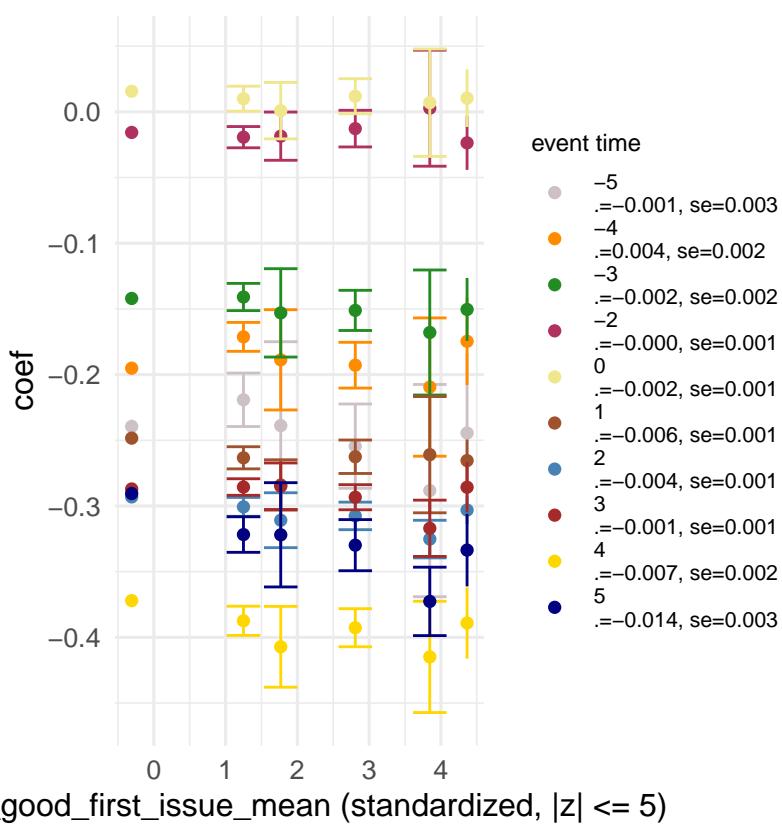
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a  
 organizational\_routines → newcomer\_guid  
 good\_first\_issue → has\_good\_first\_issue  
 Rank: 22, Importance: 0.0106



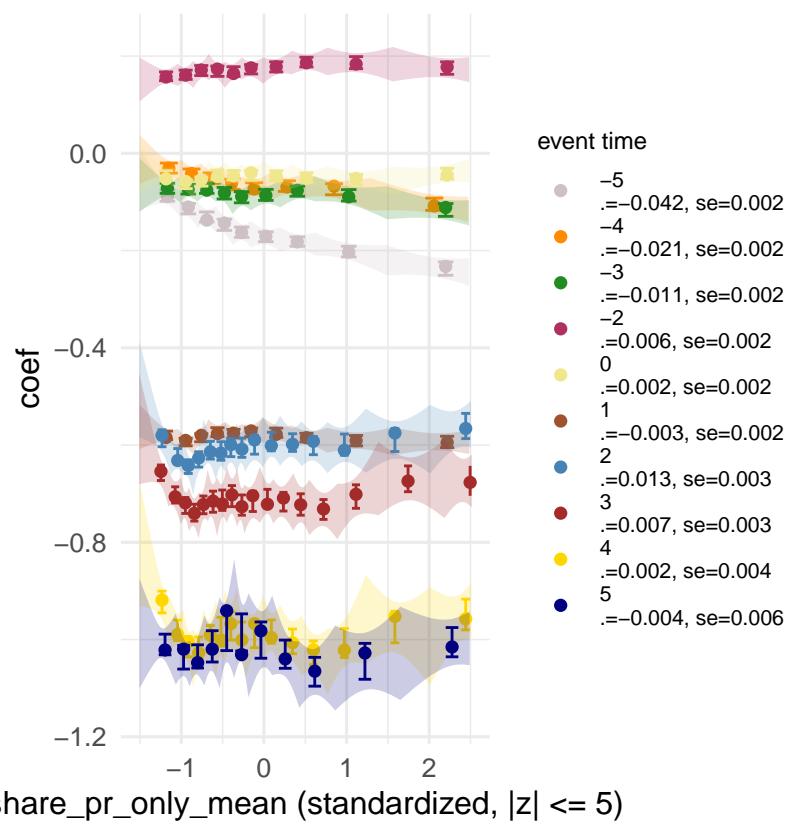
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al  
 organizational\_routines → newcomer\_guidelines  
 good\_first\_issue → has\_good\_first\_issue  
 Rank: 12, Importance: 0.0218



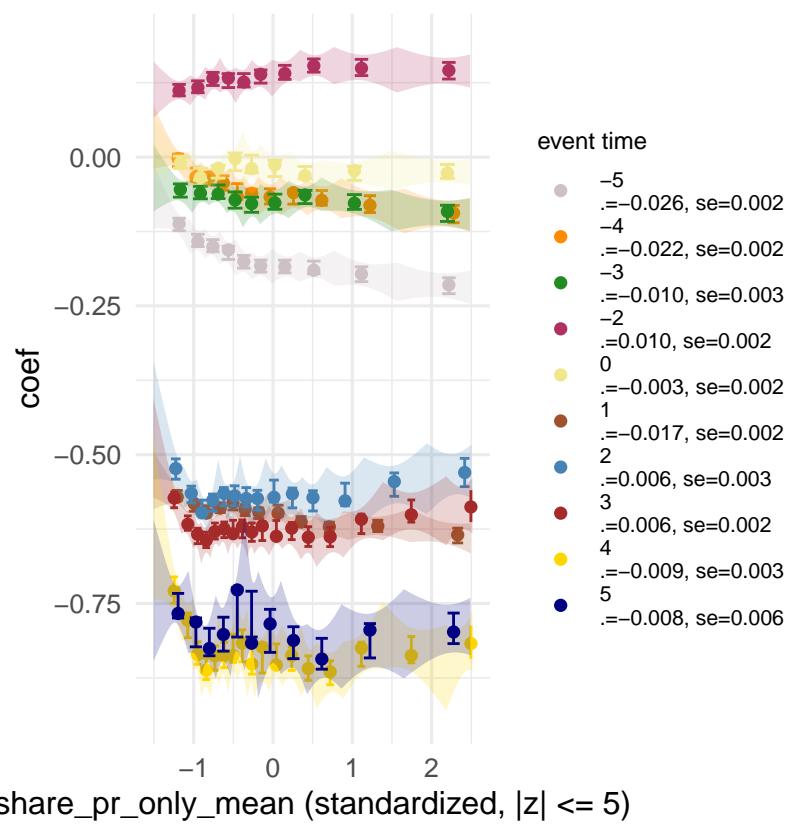
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro  
 organizational\_routines → newcomer\_guid  
 good\_first\_issue → has\_good\_first\_issue  
 Rank: 32, Importance: 0.00354



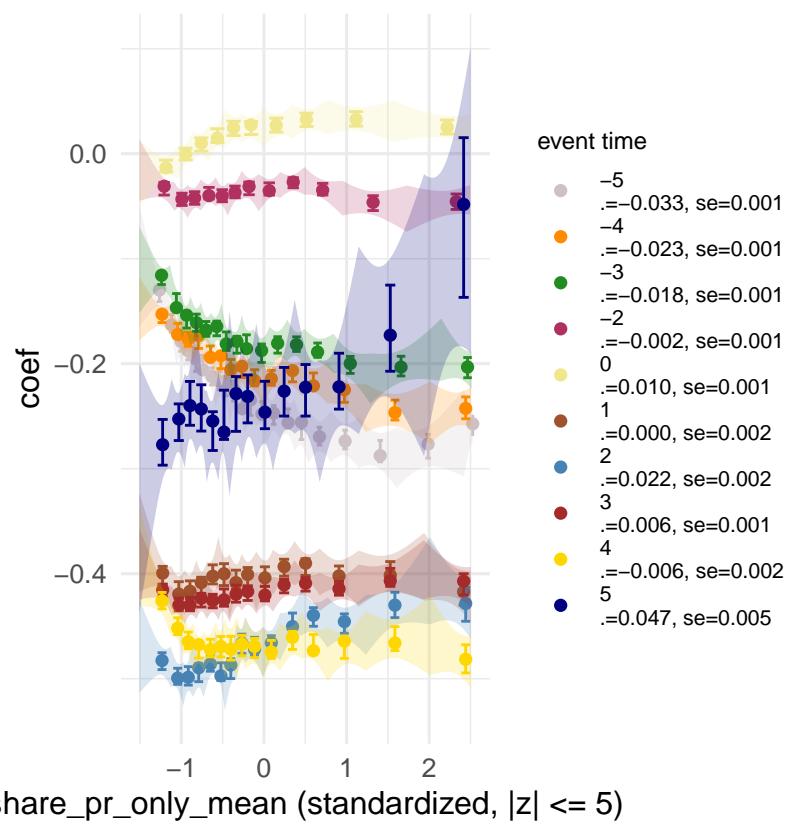
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 29, Importance: 0.00354



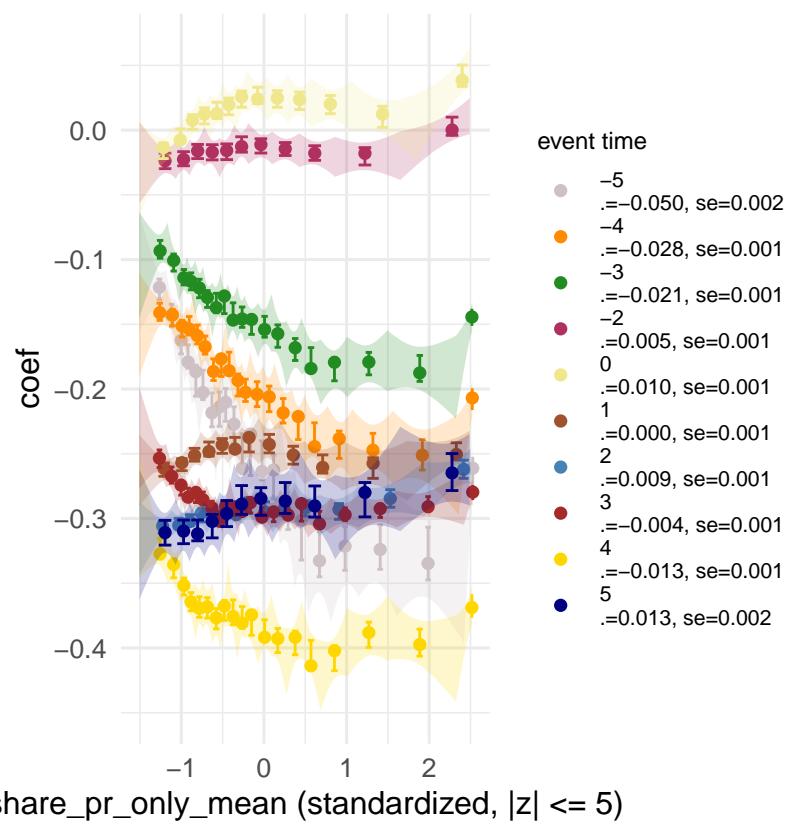
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 28, Importance: 0.00241



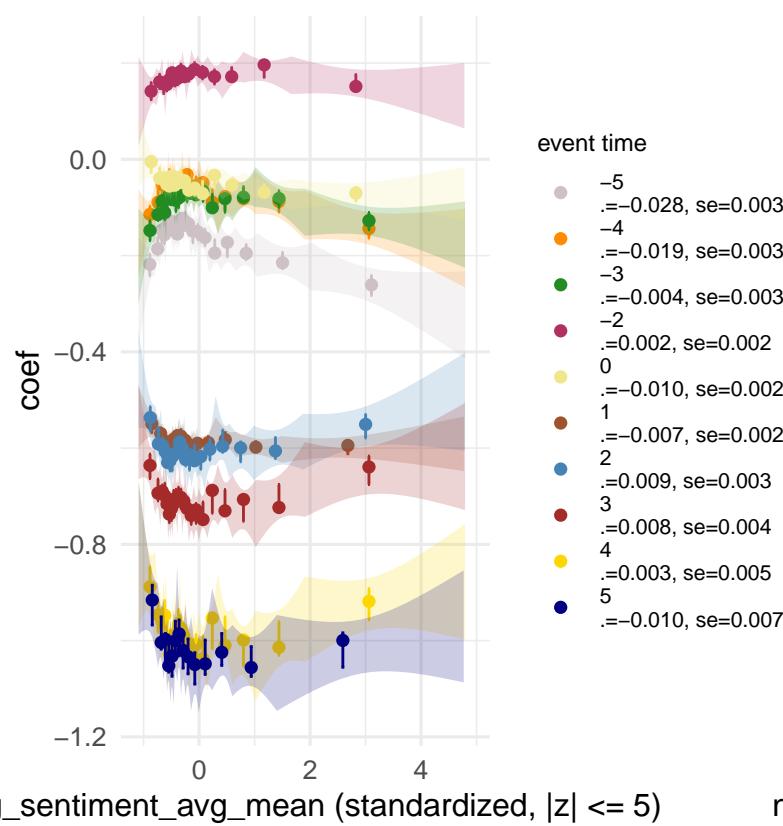
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 20, Importance: 0.0135



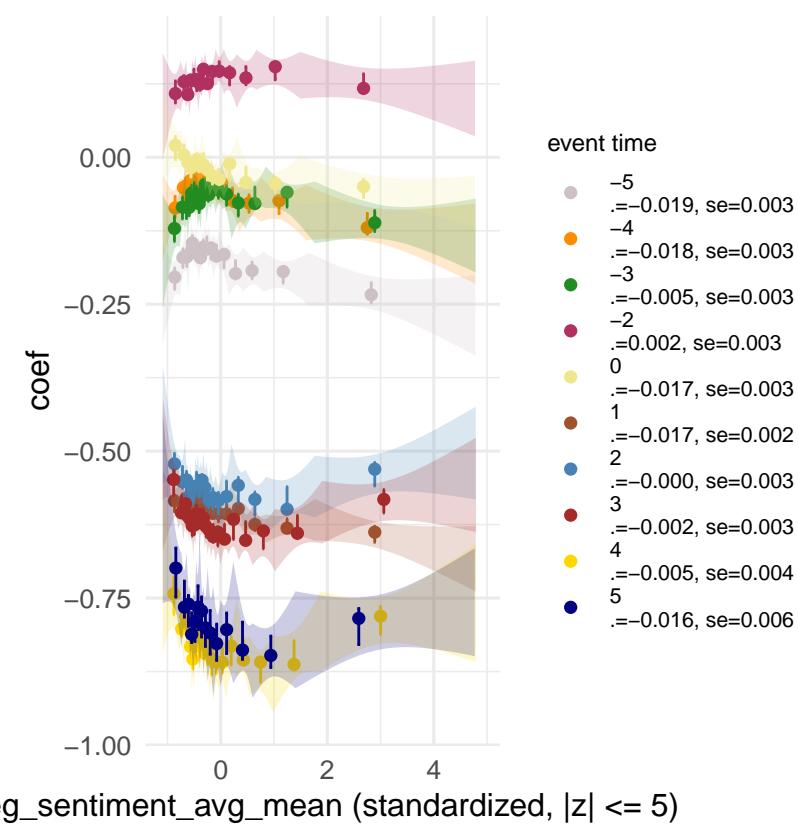
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → broad\_expertise  
 issue\_pr\_share → share\_pr\_only  
 Rank: 16, Importance: 0.0128



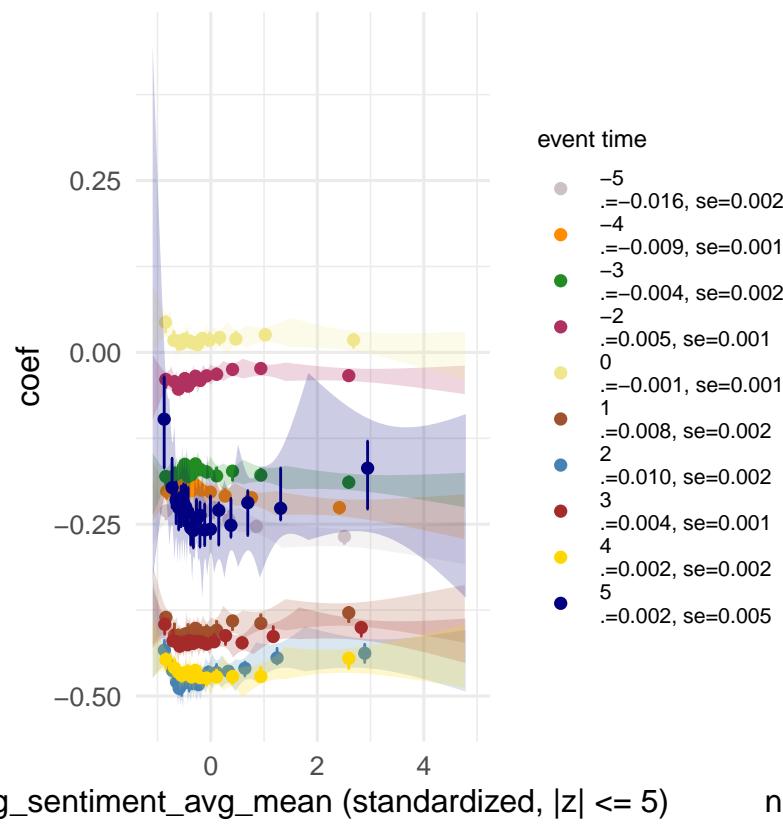
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 19, Importance: 0.0178



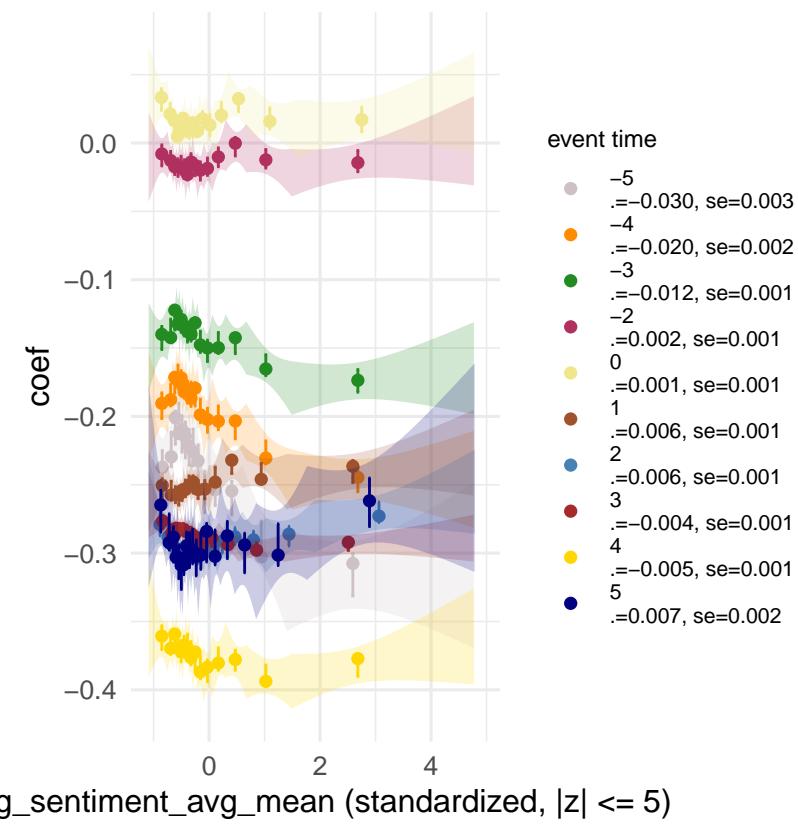
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 23, Importance: 0.0104



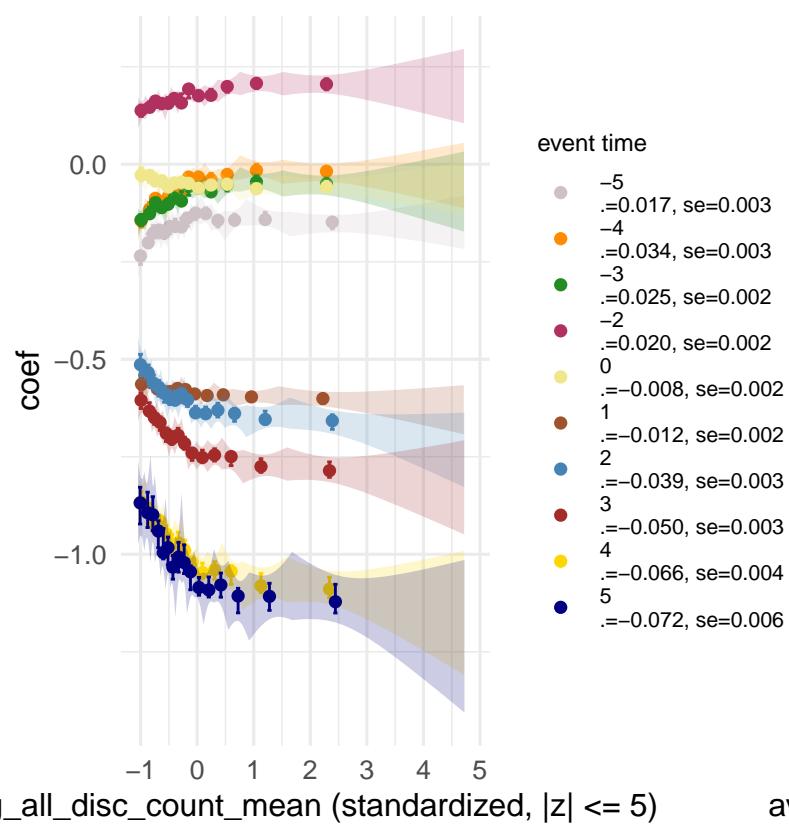
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 24, Importance: 0.00586



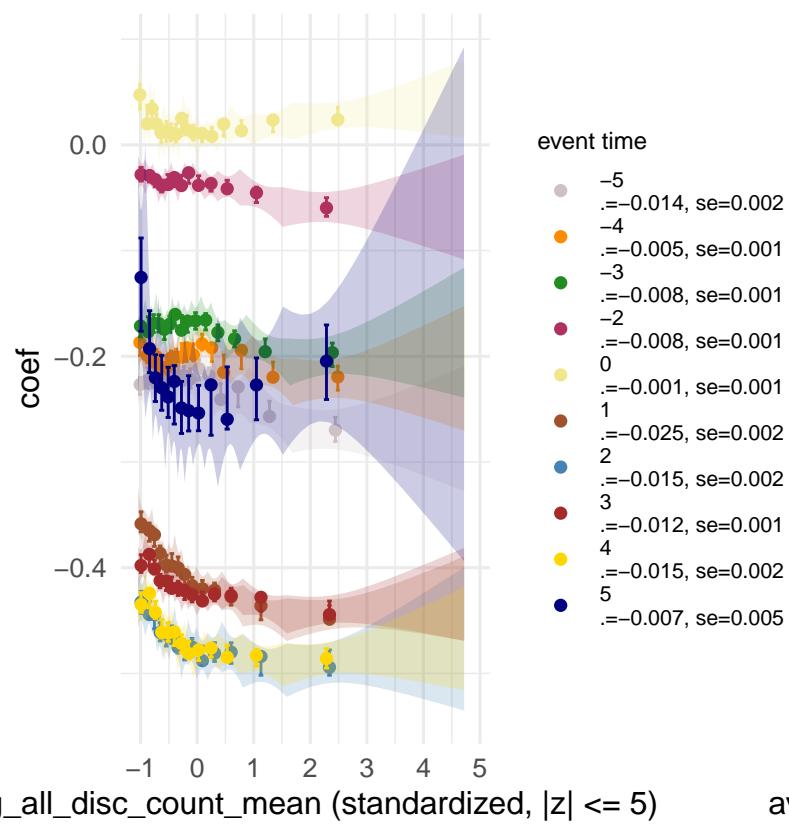
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 response\_sentiment → neg\_sentiment\_avg  
 Rank: 28, Importance: 0.00566



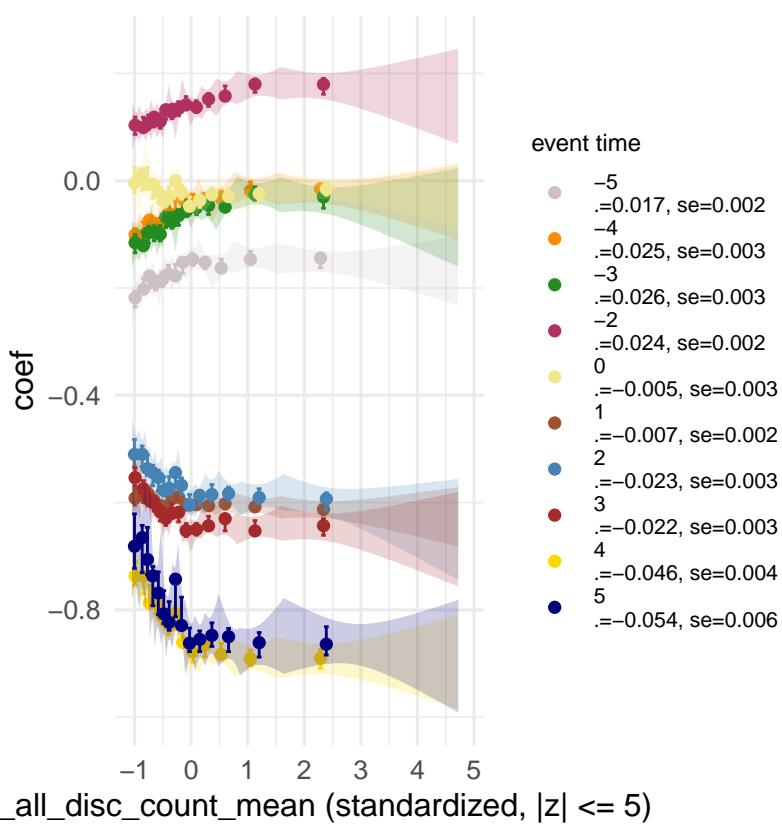
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 31, Importance: 0.00217



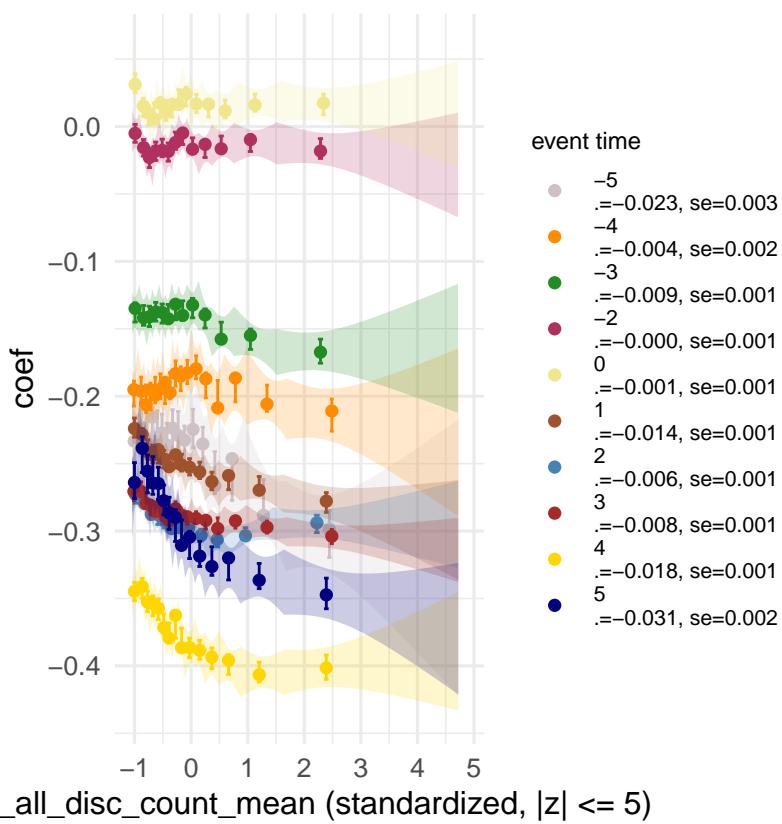
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 22, Importance: 0.00786



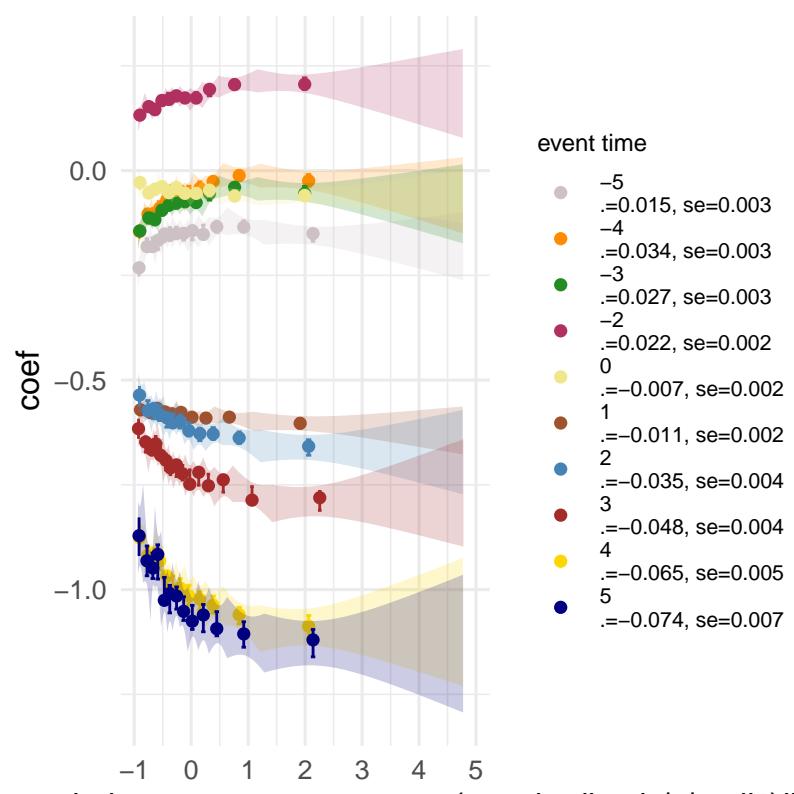
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 27, Importance: 0.00333



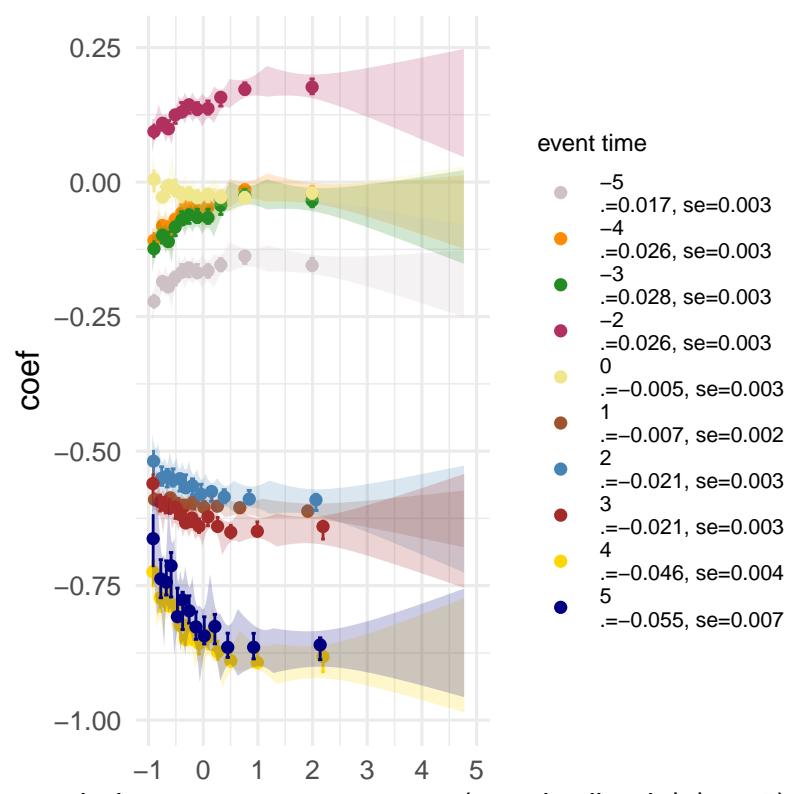
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → supervision  
 discussion\_quantity → avg\_all\_disc\_count  
 Rank: 22, Importance: 0.00888



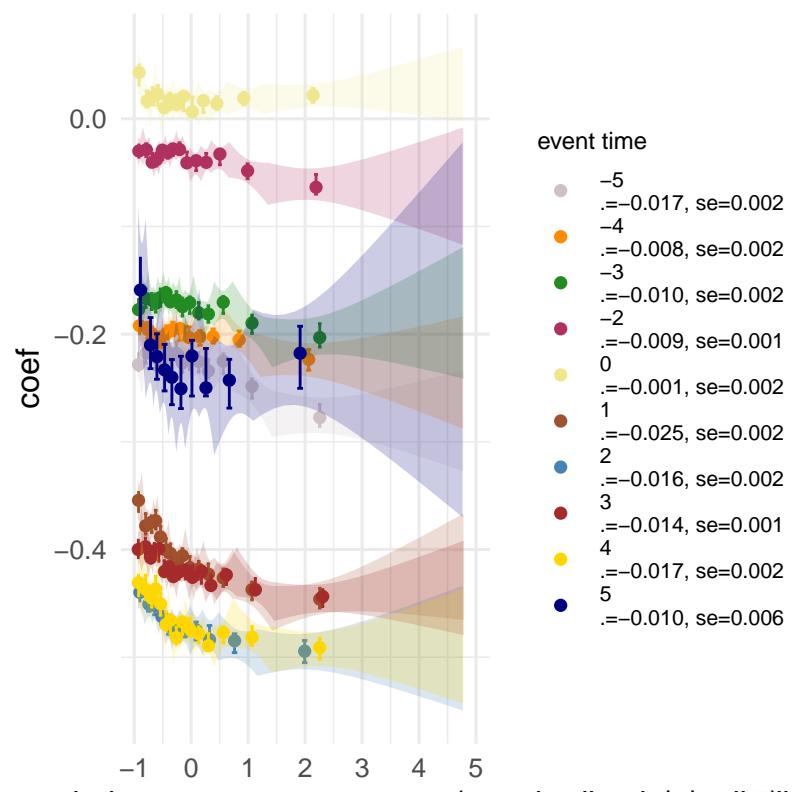
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean (standardized, |z| <= 5)  
 Rank: 32, Importance: 0.00109



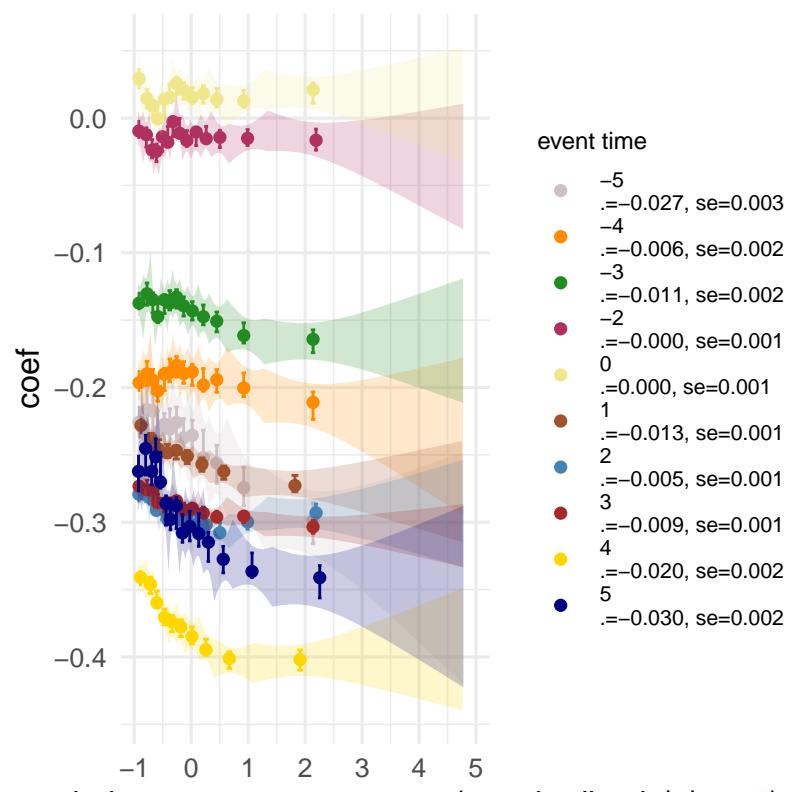
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean (standardized, |z| <= 5)  
 Rank: 30, Importance: 0.00175



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean (standardized, |z| <= 5)  
 Rank: 18, Importance: 0.0141



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → feedback  
 feedback\_quantity → avg\_all\_disc\_exclude\_opener\_count\_mean (standardized, |z| <= 5)  
 Rank: 24, Importance: 0.0086



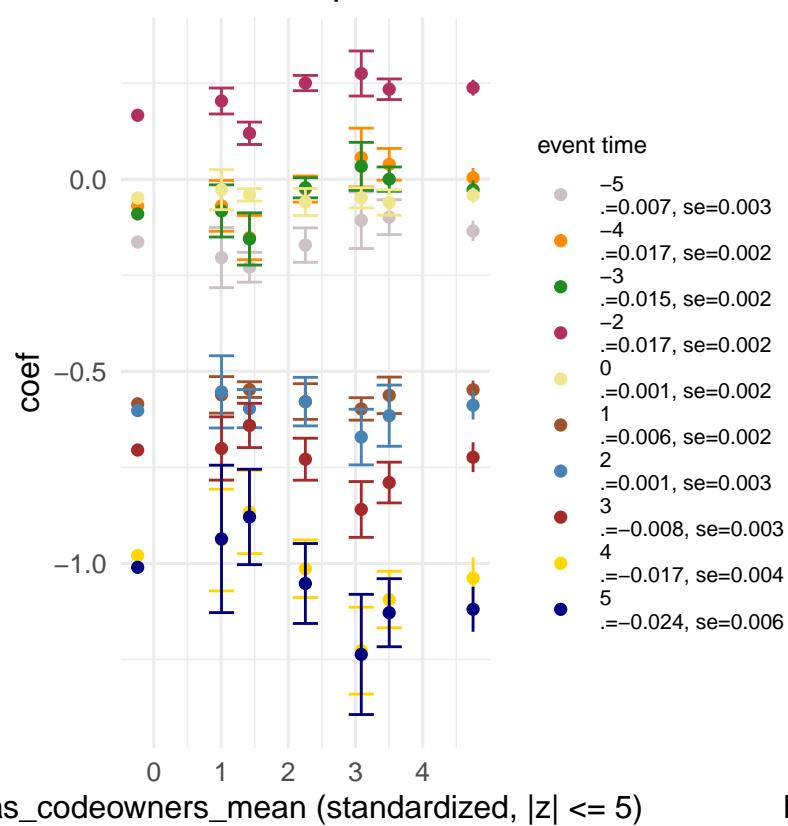
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 24, Importance: 0.0115



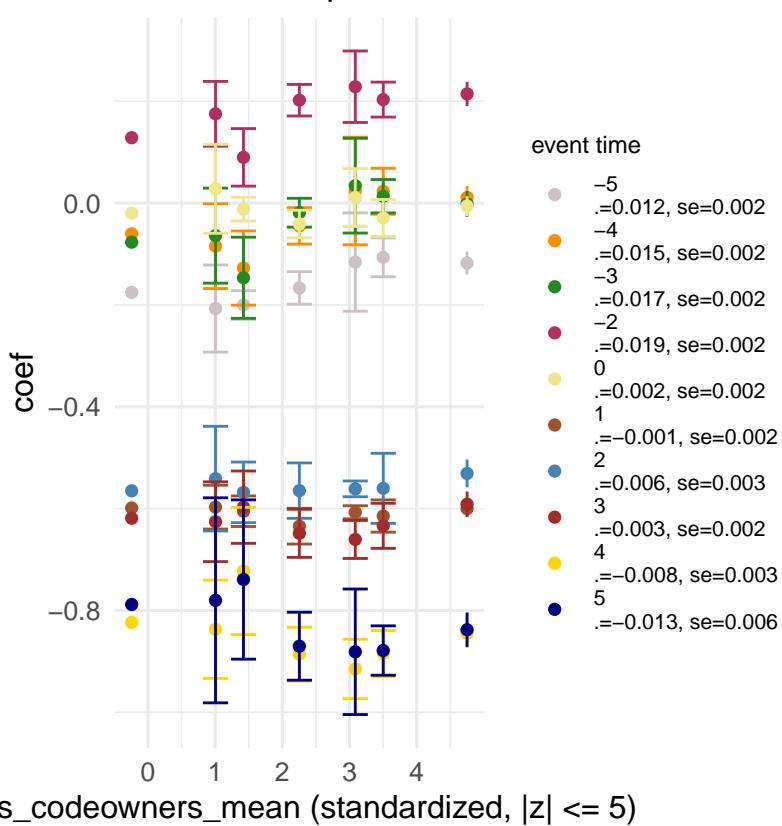
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 29, Importance: 0.00204



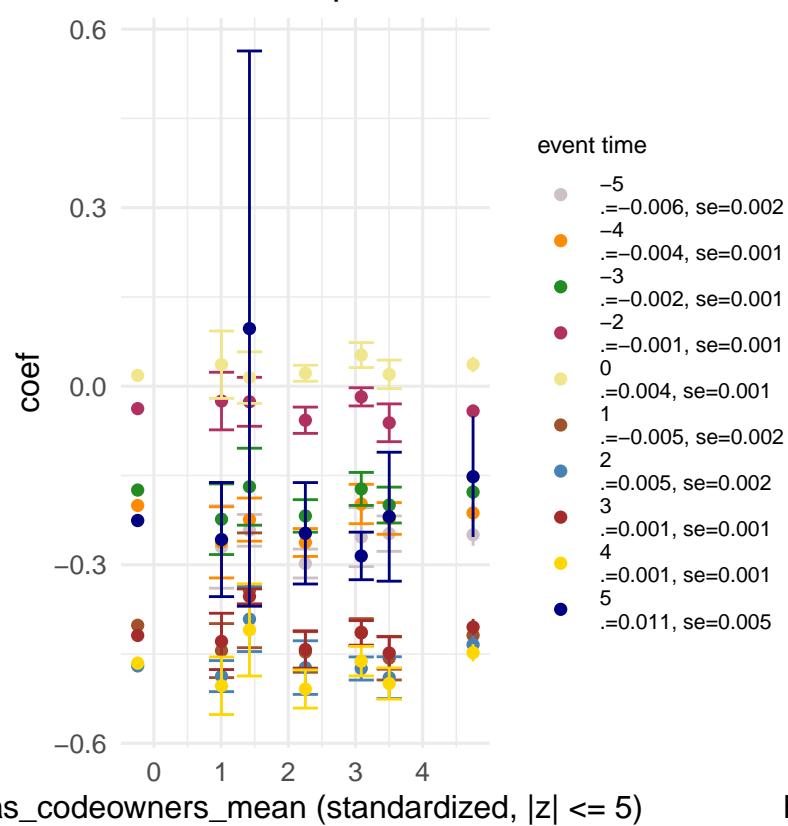
### Binscatter of Event-study Coefficients

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

organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

Rank: 34, Importance: 0.00073



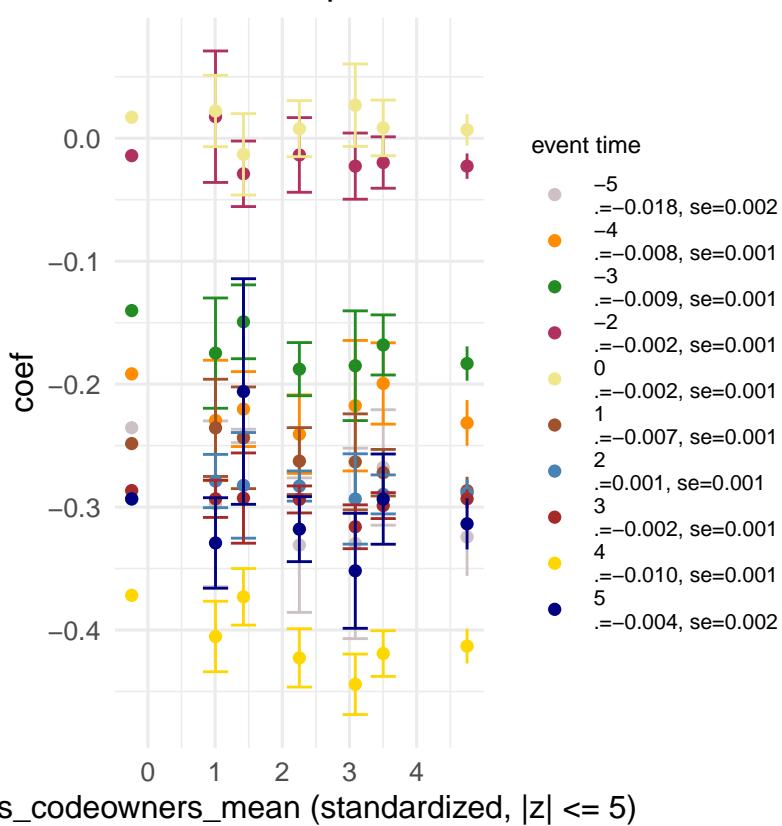
### Binscatter of Event-study Coefficients

Outcome: major\_minor\_release\_count (ro)

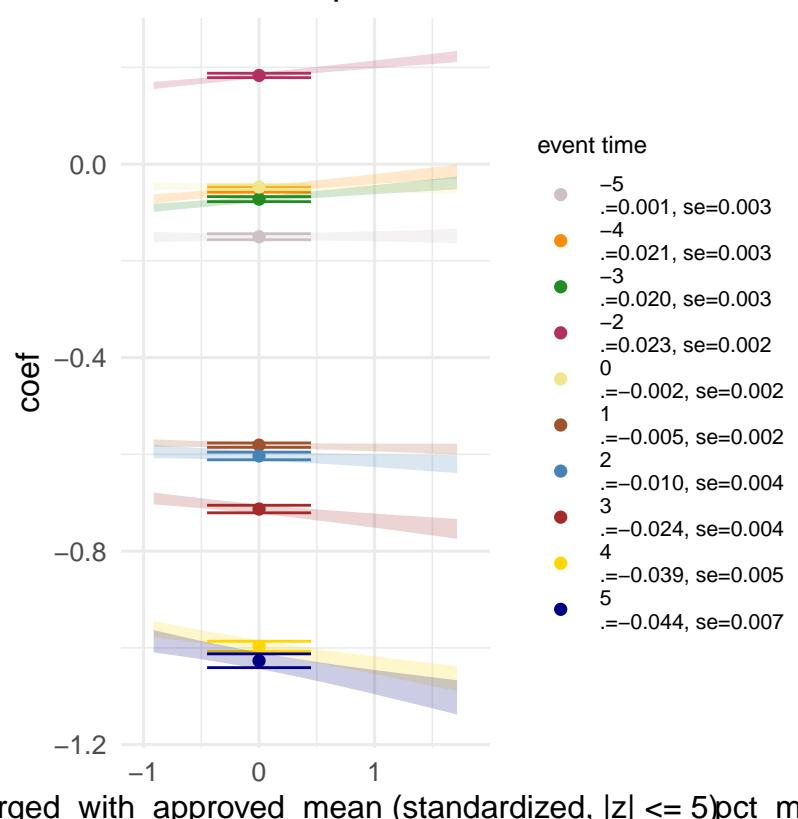
organizational\_routines → organized\_assignment

codeowners\_file → has\_codeowners

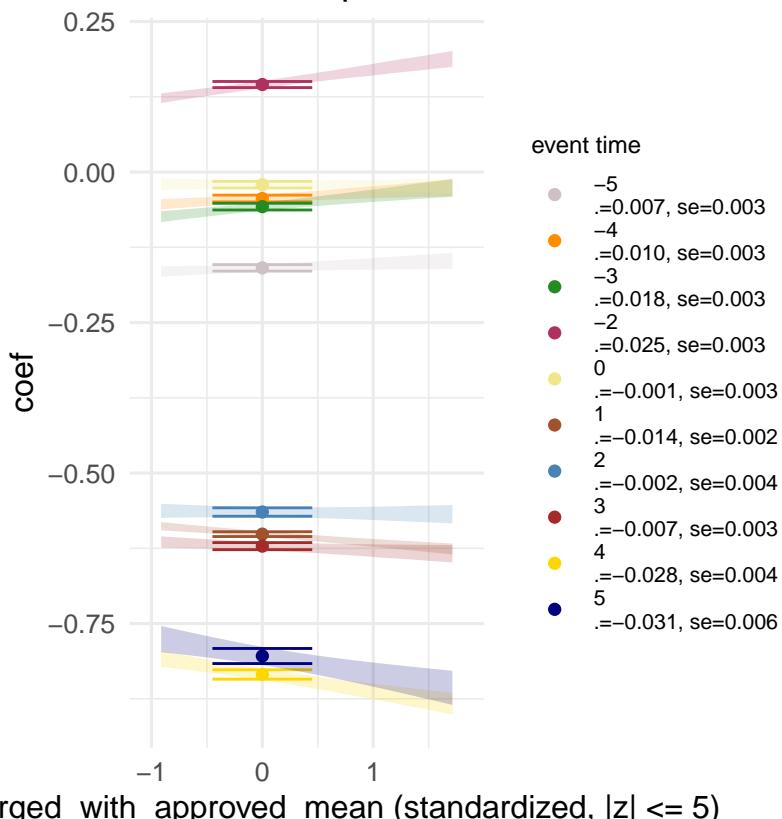
Rank: 33, Importance: 0.00201



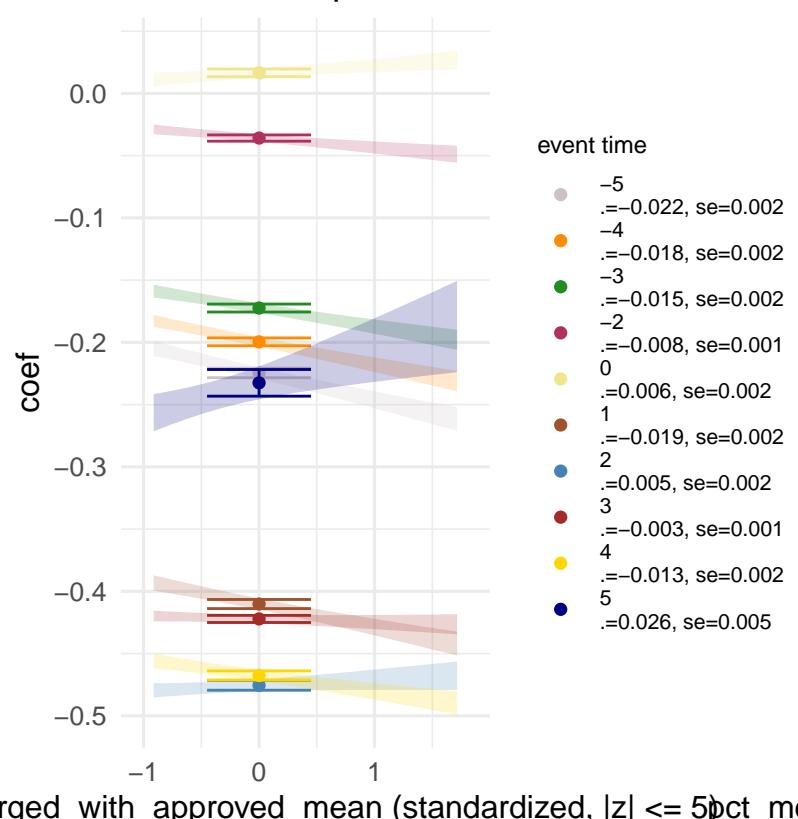
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 27, Importance: 0.00544



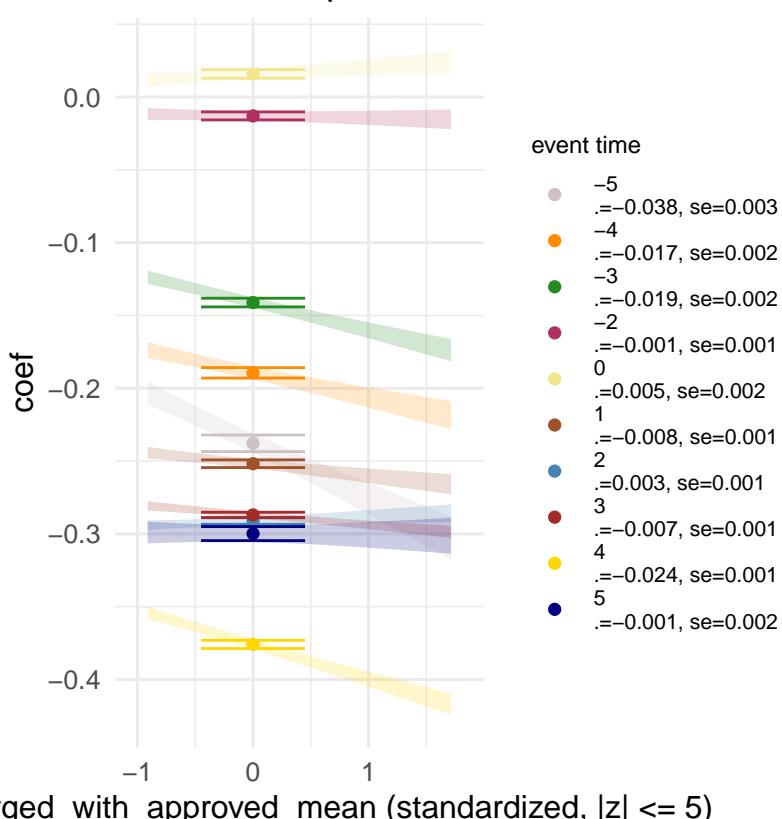
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 35, Importance: 0.000196



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 30, Importance: 0.00144

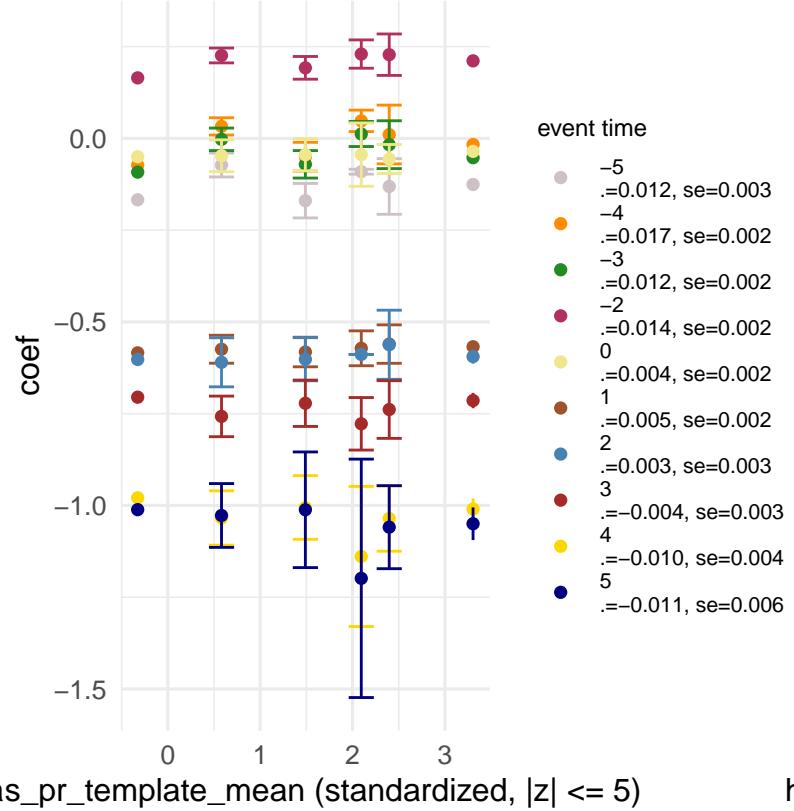


Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_approved  
 Rank: 30, Importance: 0.00406



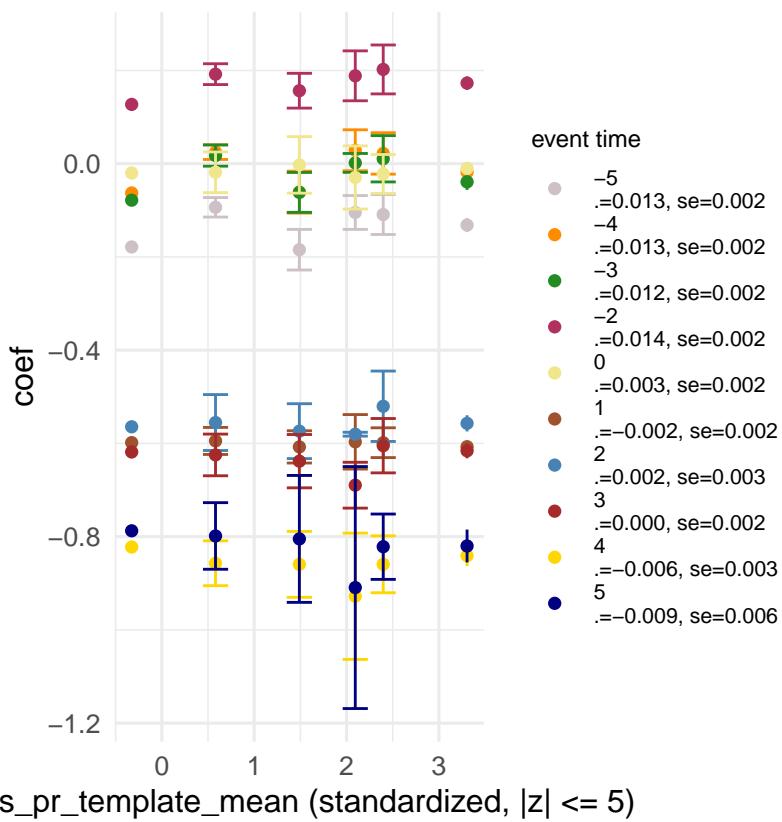
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 33, Importance: 0.000438



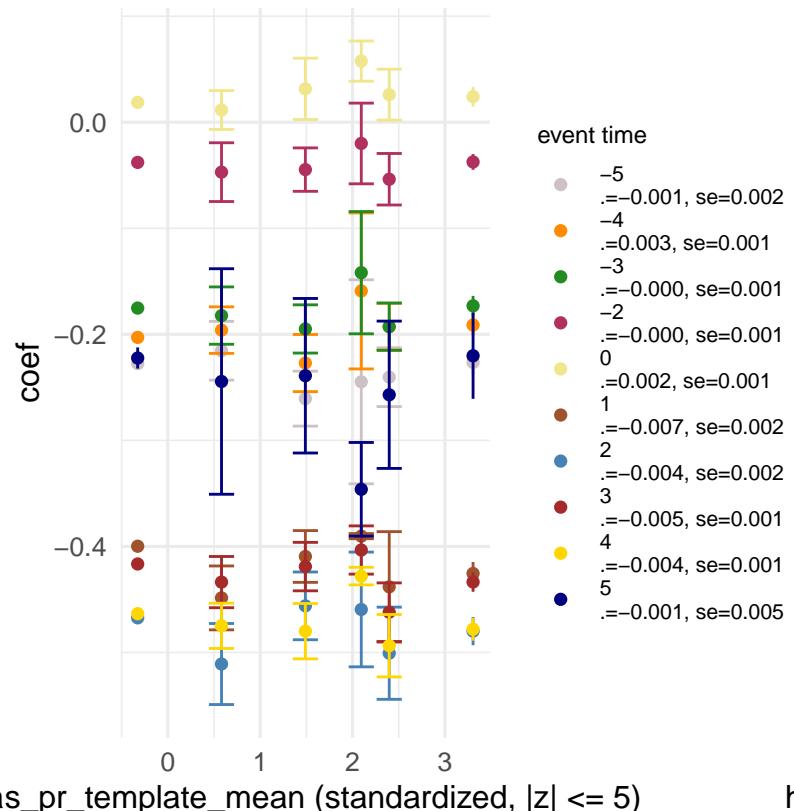
### Binscatter of Event-study Coefficients

Outcome: pull\_request\_merged (rolling1, a)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 32, Importance: 0.000572



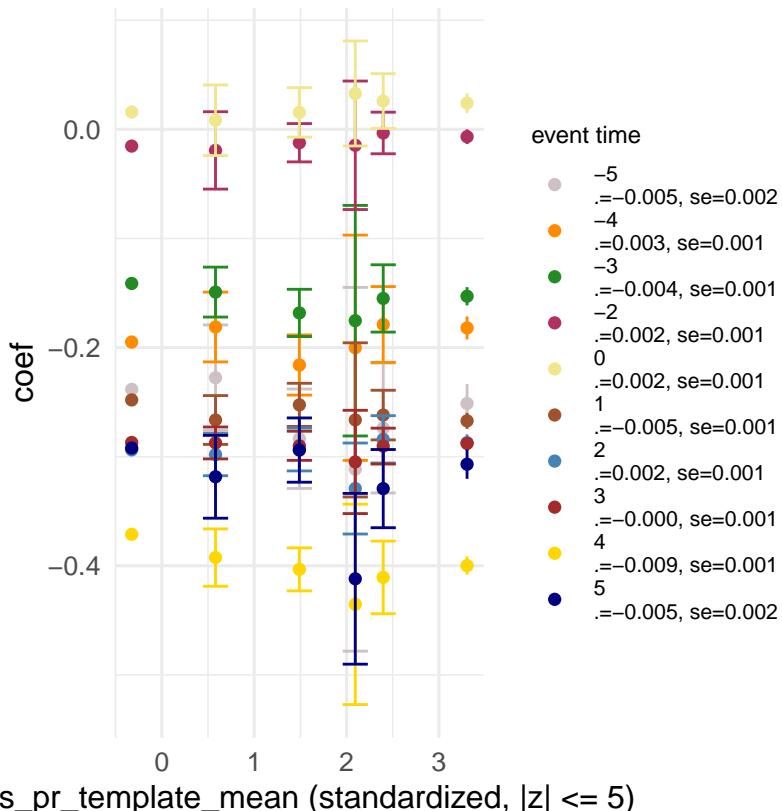
### Binscatter of Event-study Coefficients

Outcome: overall\_new\_release\_count (rolling1, all)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 32, Importance: 0.00113

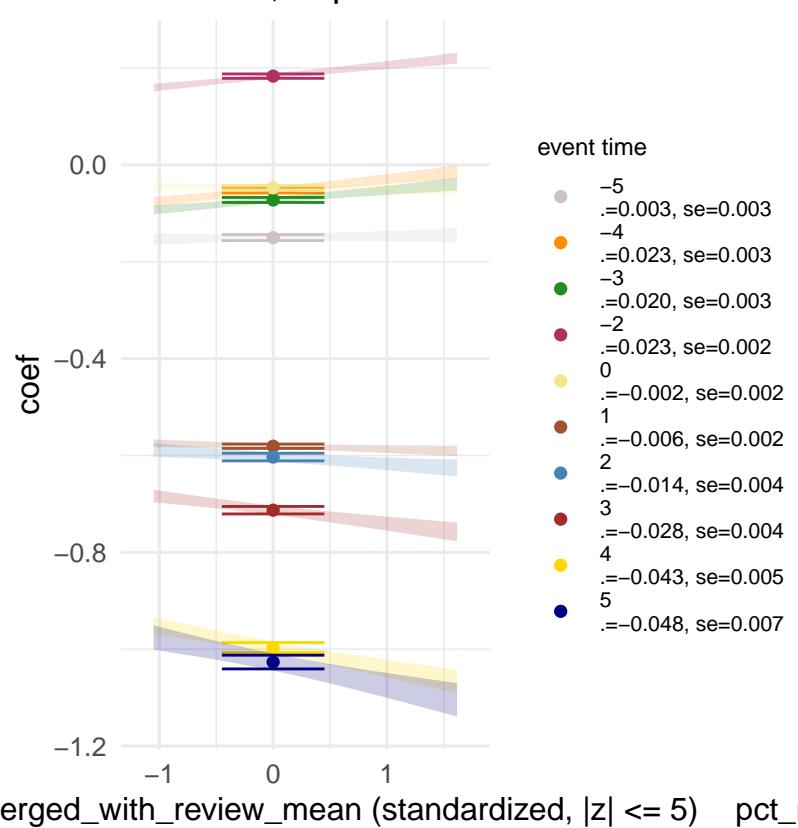


### Binscatter of Event-study Coefficients

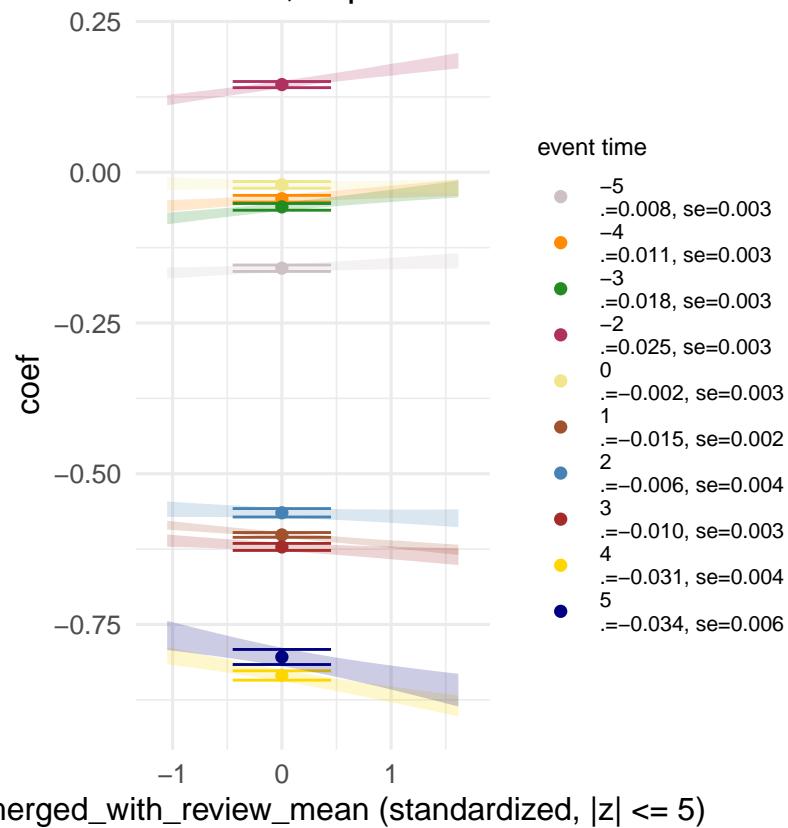
Outcome: major\_minor\_release\_count (rolling1, all)  
 organizational\_routines → organized\_inquiries  
 pr\_template → has\_pr\_template  
 Rank: 29, Importance: 0.00489



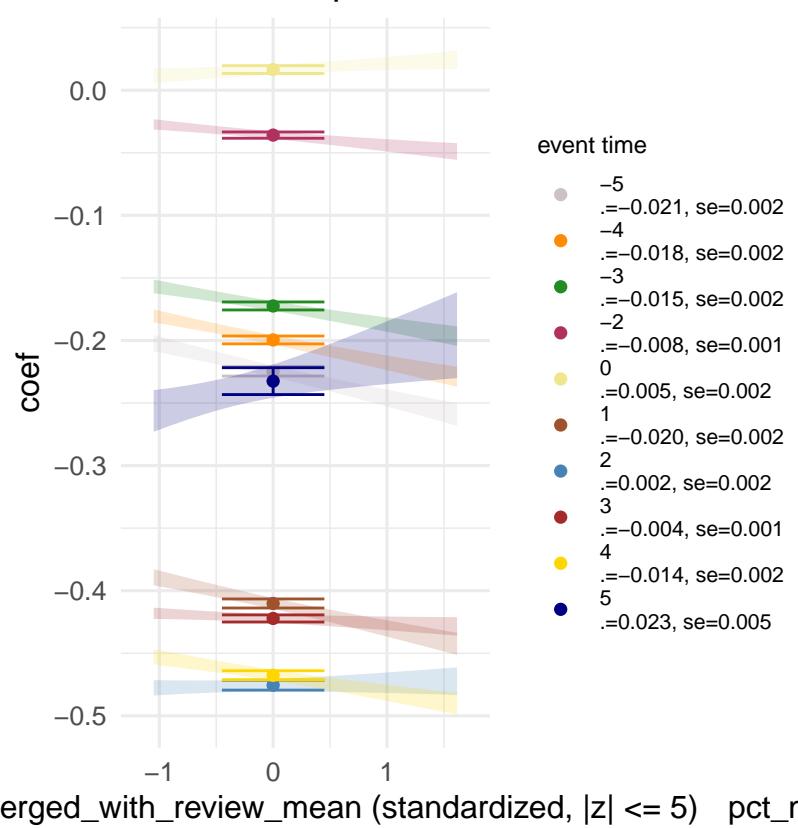
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 30, Importance: 0.00245



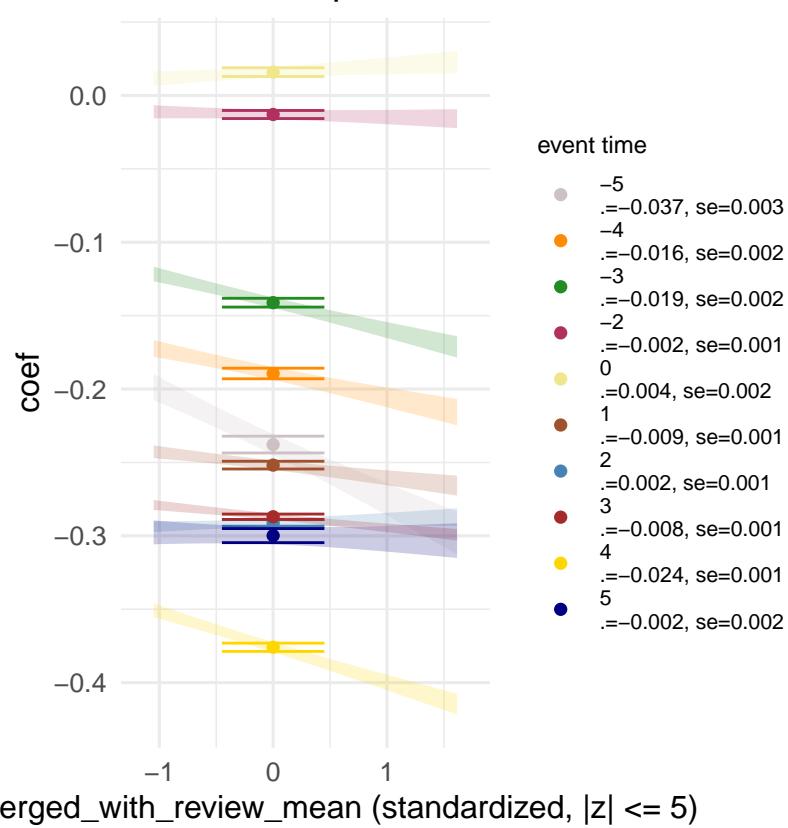
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 31, Importance: 0.000716



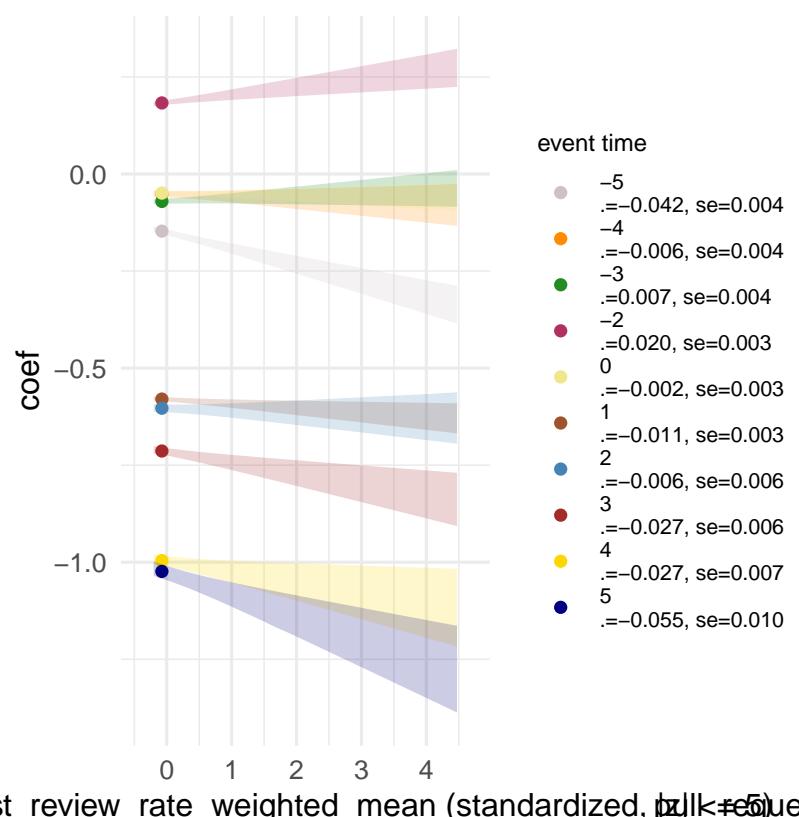
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 31, Importance: 0.0013



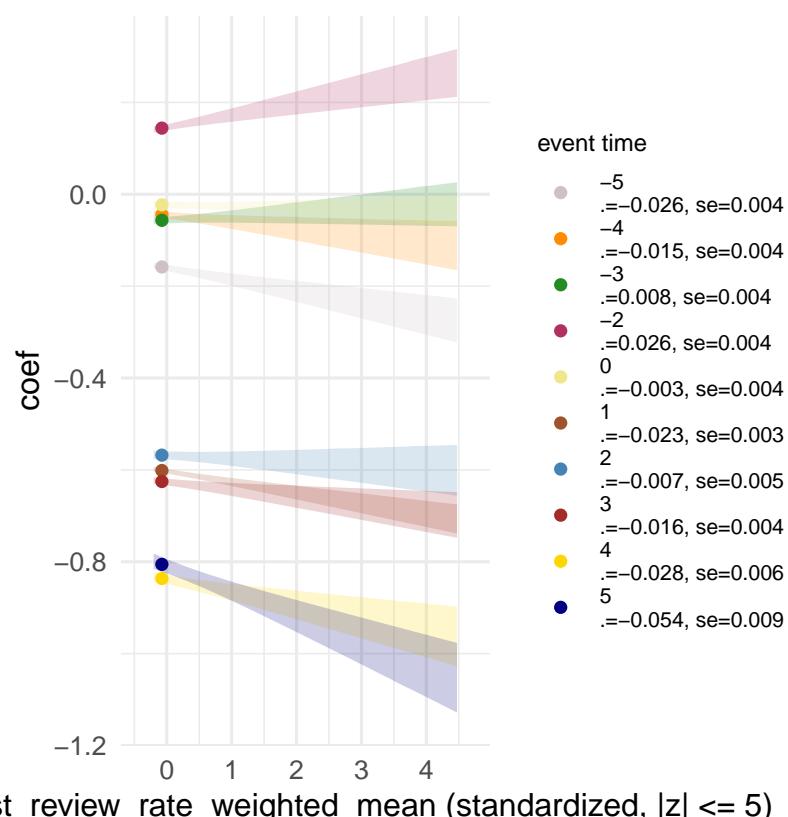
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 knowledge\_redundancy → supervision  
 merged\_with\_review → pct\_merged\_with\_review  
 Rank: 35, Importance: 0.0018



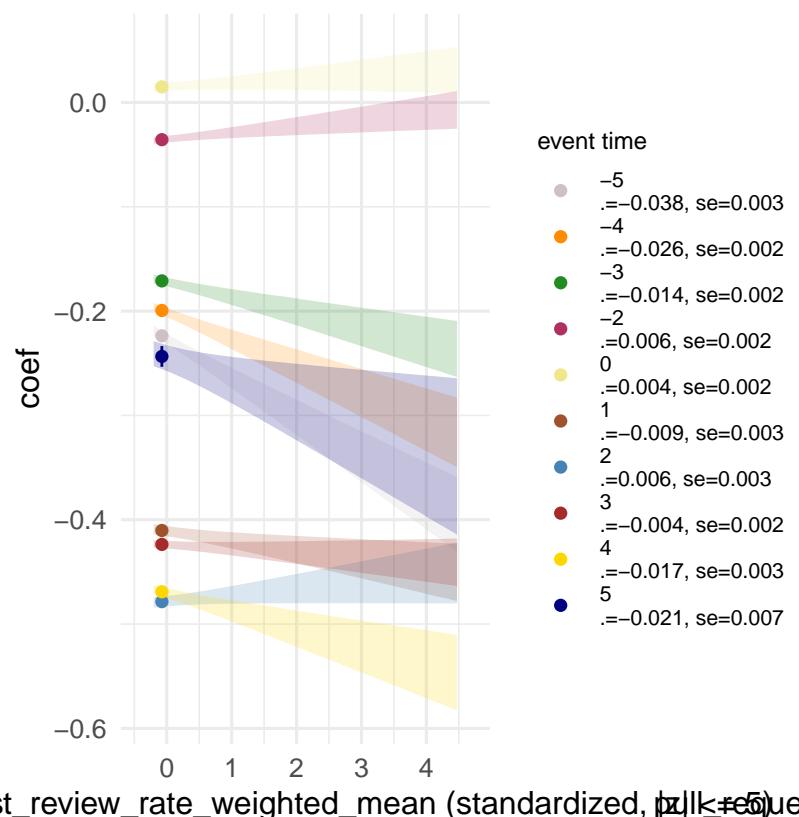
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted\_mean  
 Rank: 35, Importance: 0.000314



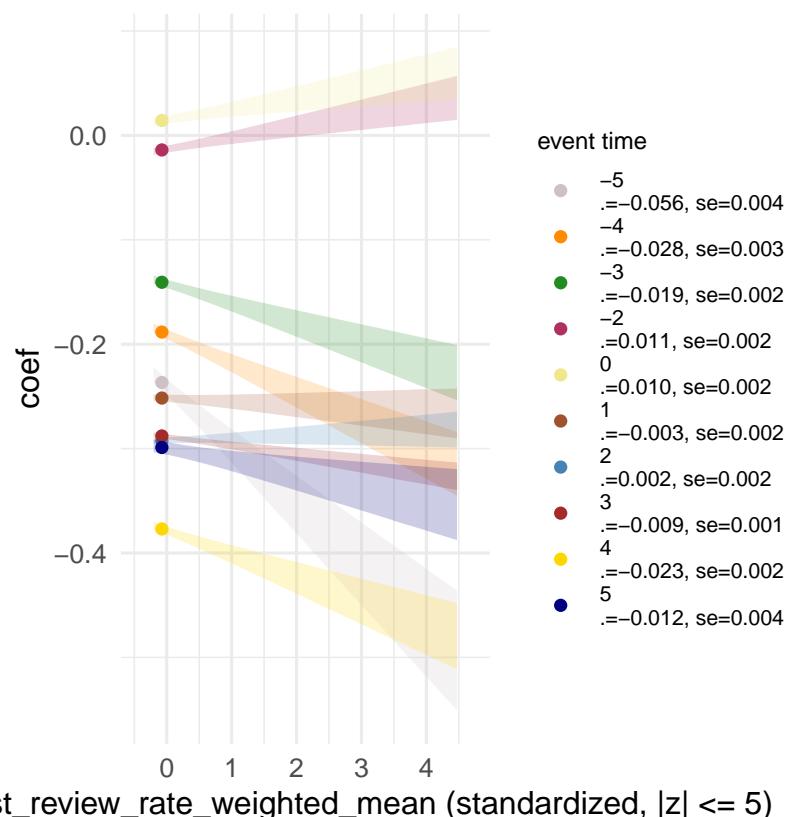
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted\_mean  
 Rank: 33, Importance: 0.000484



Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted\_mean  
 Rank: 35, Importance: 0.000676



Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (rolling1, all)  
 talent\_investment → growth\_opportunity  
 merge\_review\_pr → pull\_request\_review\_rate\_weighted\_mean  
 Rank: 31, Importance: 0.00379



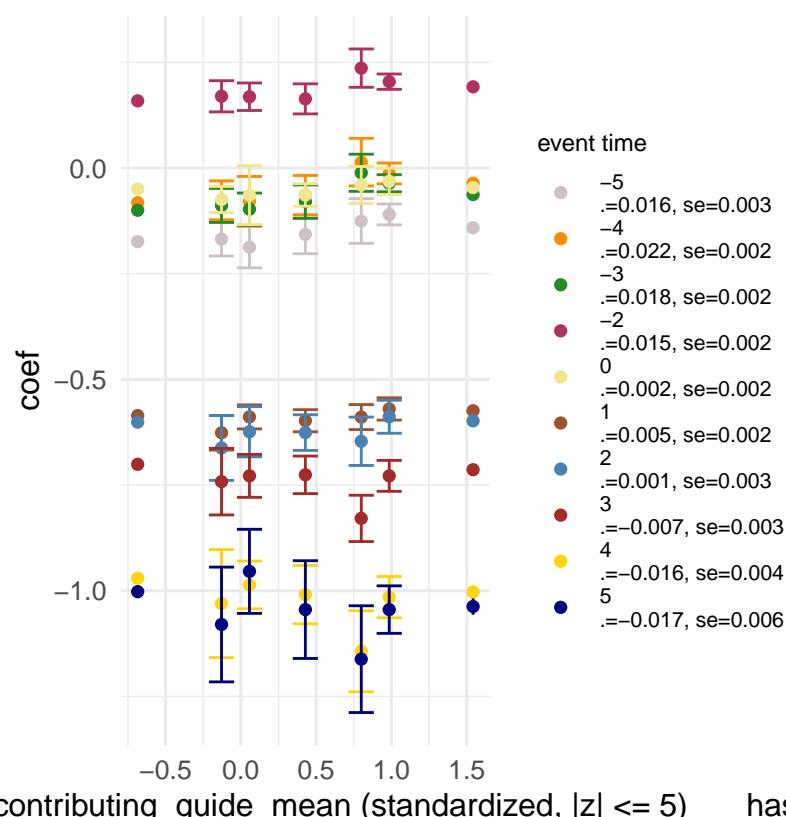
### Binscatter of Event-study Coefficients

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

organizational\_routines → newcomer\_guidelines

contributing\_guide → has\_contributing\_guide

Rank: 34, Importance: 0.000424



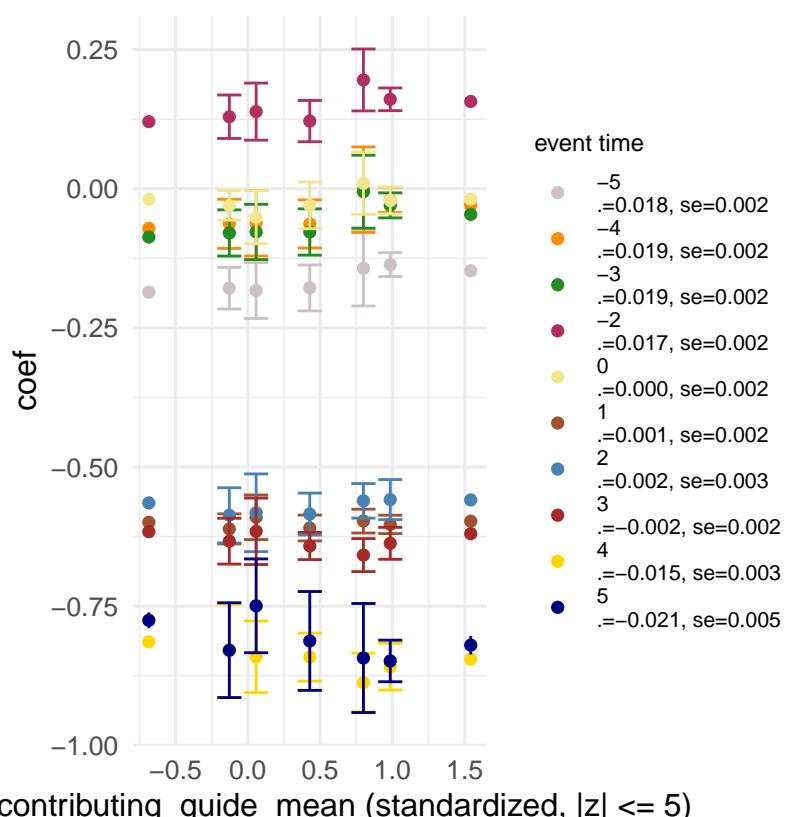
### Binscatter of Event-study Coefficients

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

organizational\_routines → newcomer\_guidelines

contributing\_guide → has\_contributing\_guide

Rank: 34, Importance: 0.000241



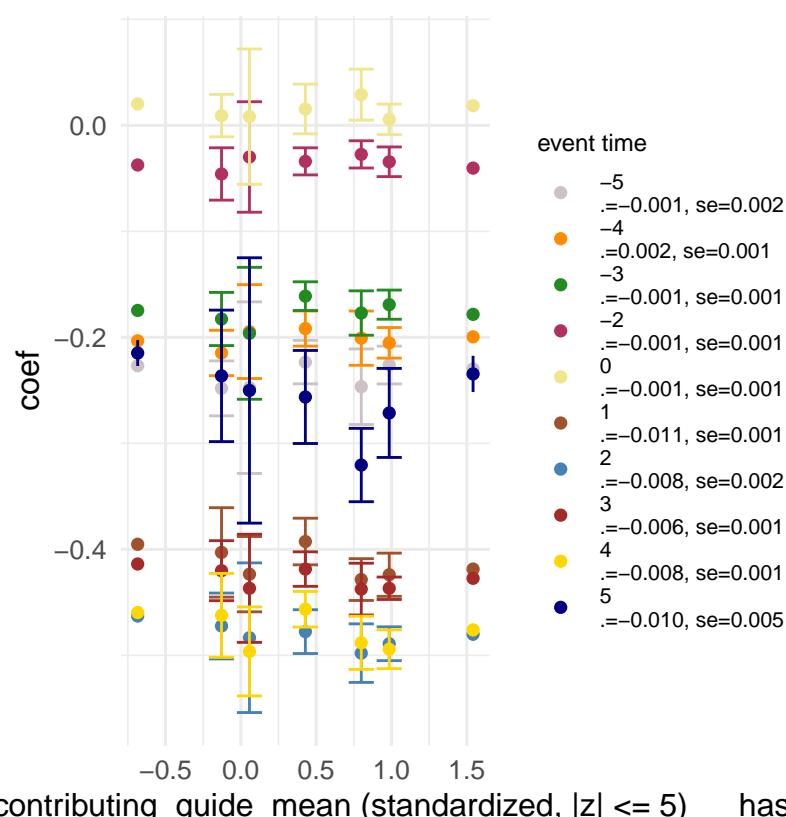
### Binscatter of Event-study Coefficients

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

organizational\_routines → newcomer\_guidelines

contributing\_guide → has\_contributing\_guide

Rank: 33, Importance: 0.00105



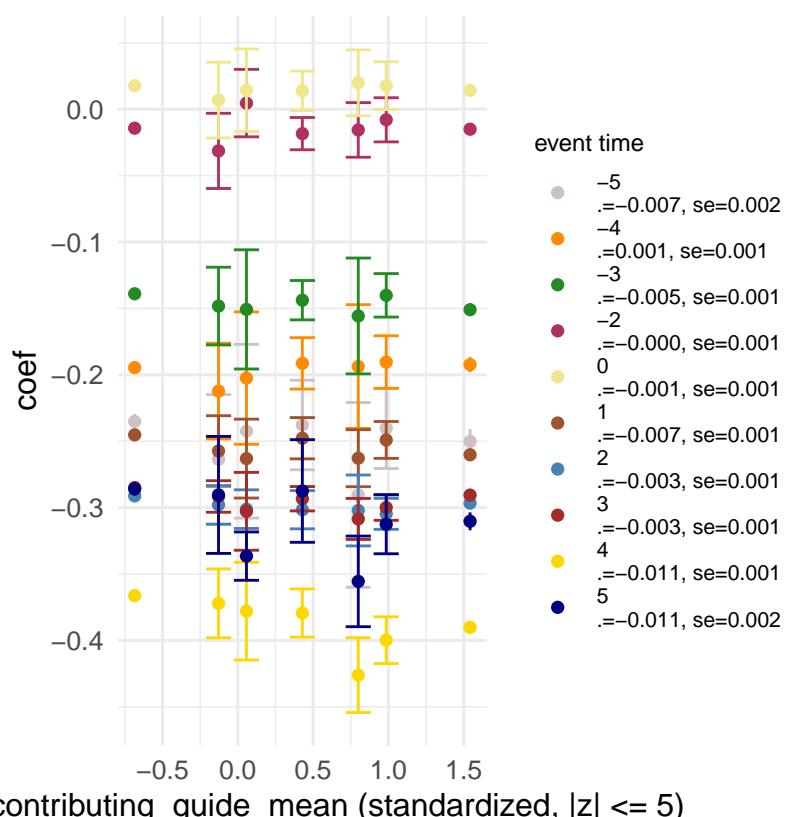
### Binscatter of Event-study Coefficients

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

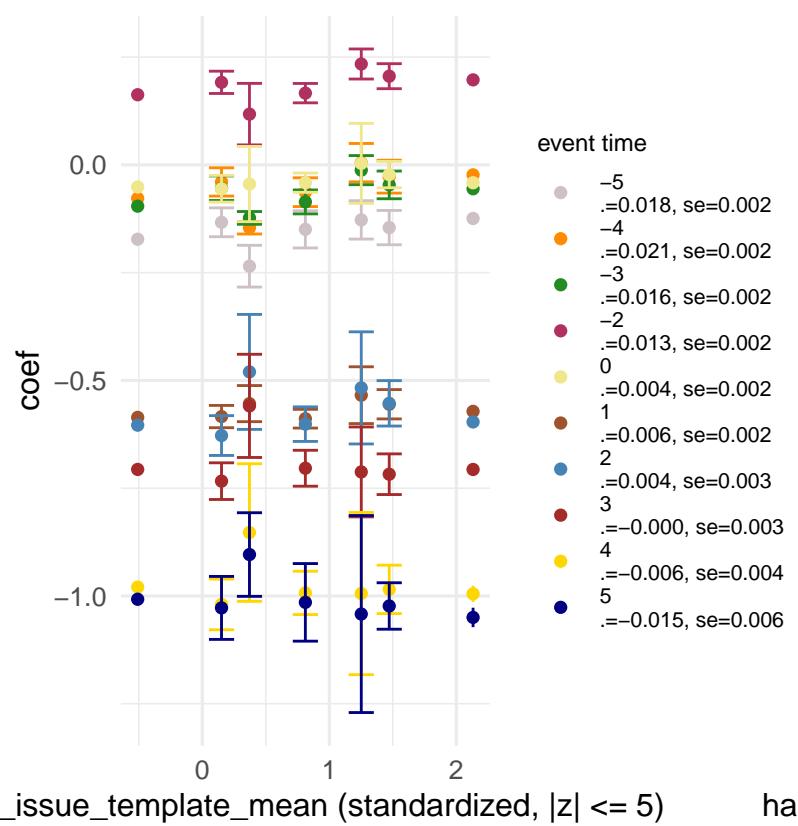
organizational\_routines → newcomer\_guidelines

contributing\_guide → has\_contributing\_guide

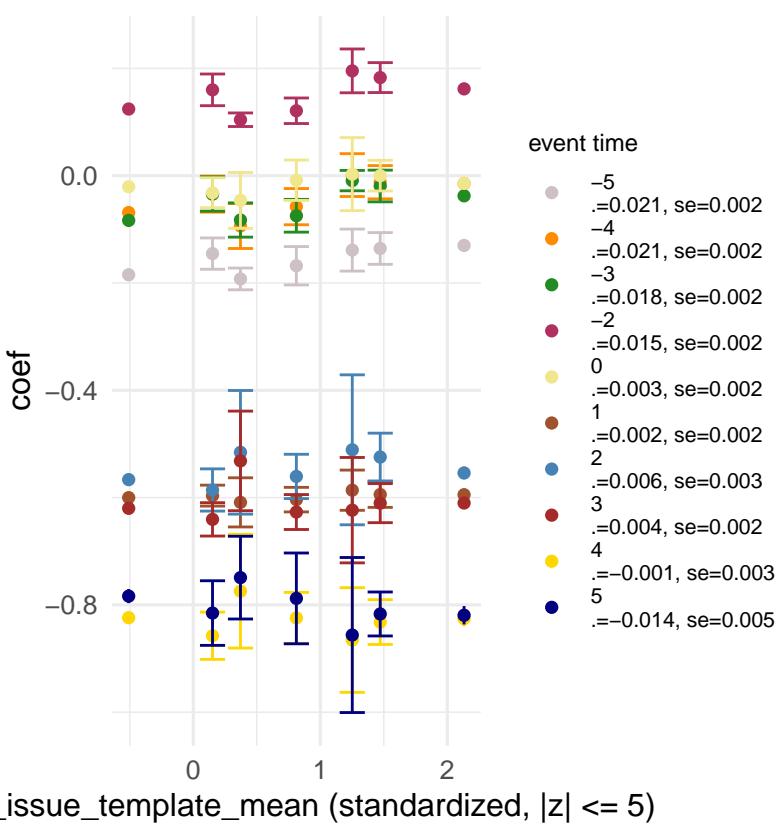
Rank: 34, Importance: 0.00195



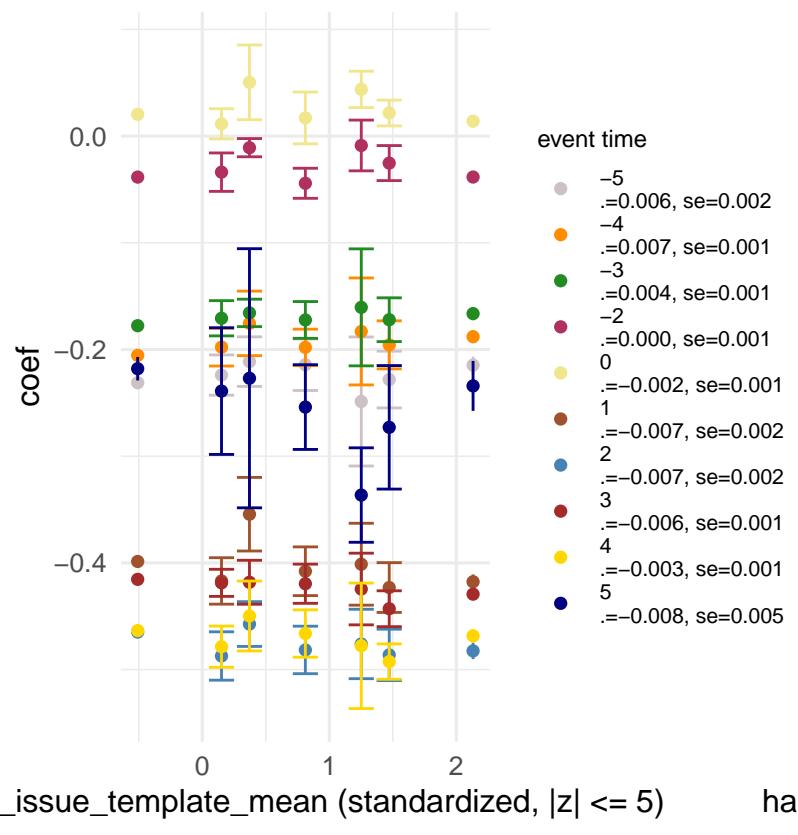
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 37, Importance: 8.86e-05



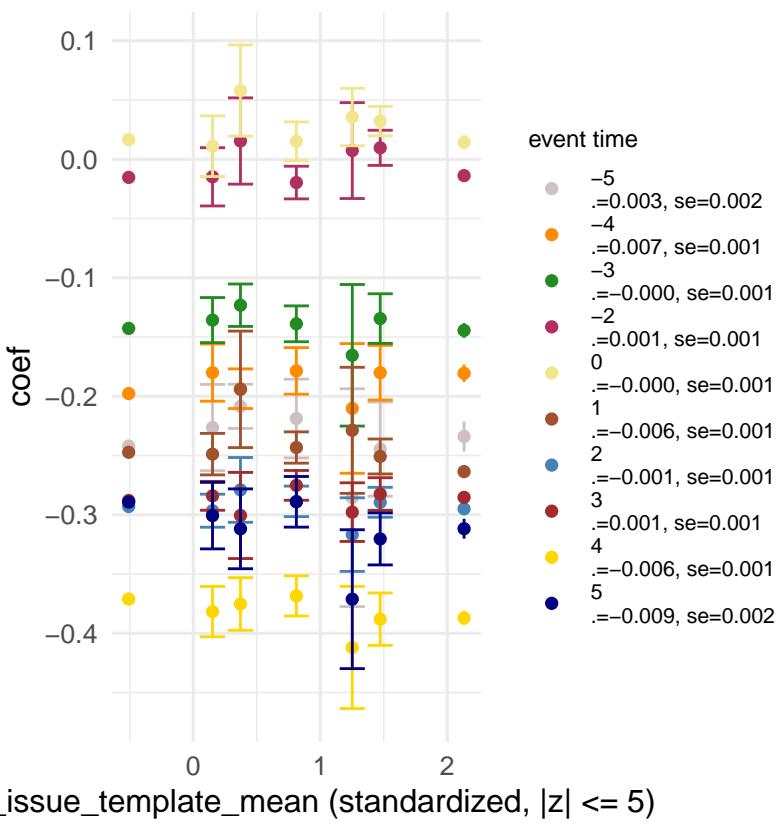
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 36, Importance: 0.000147



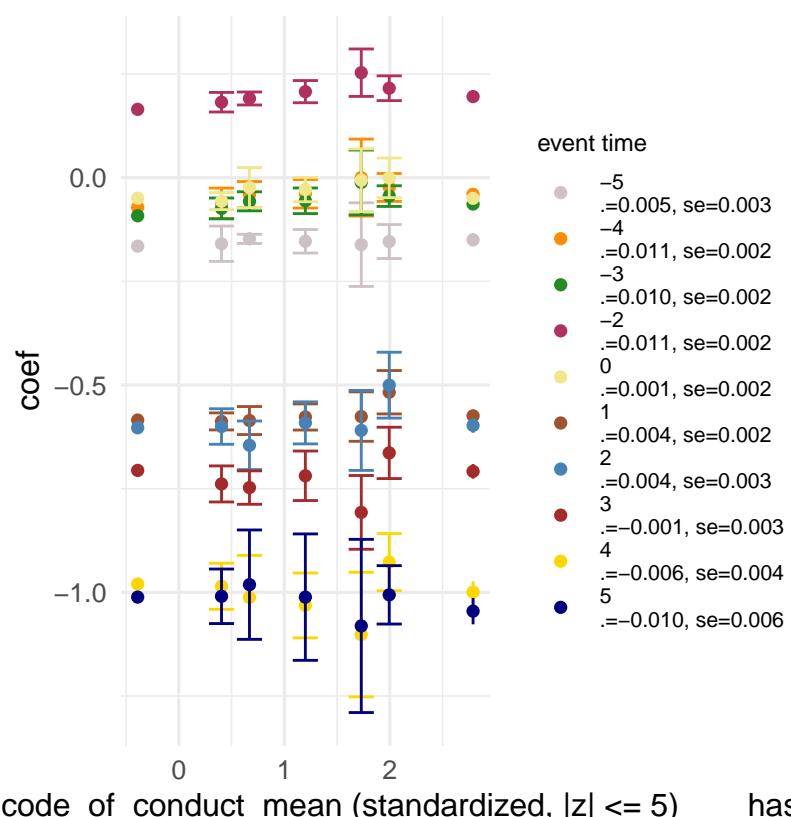
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 36, Importance: 0.000203



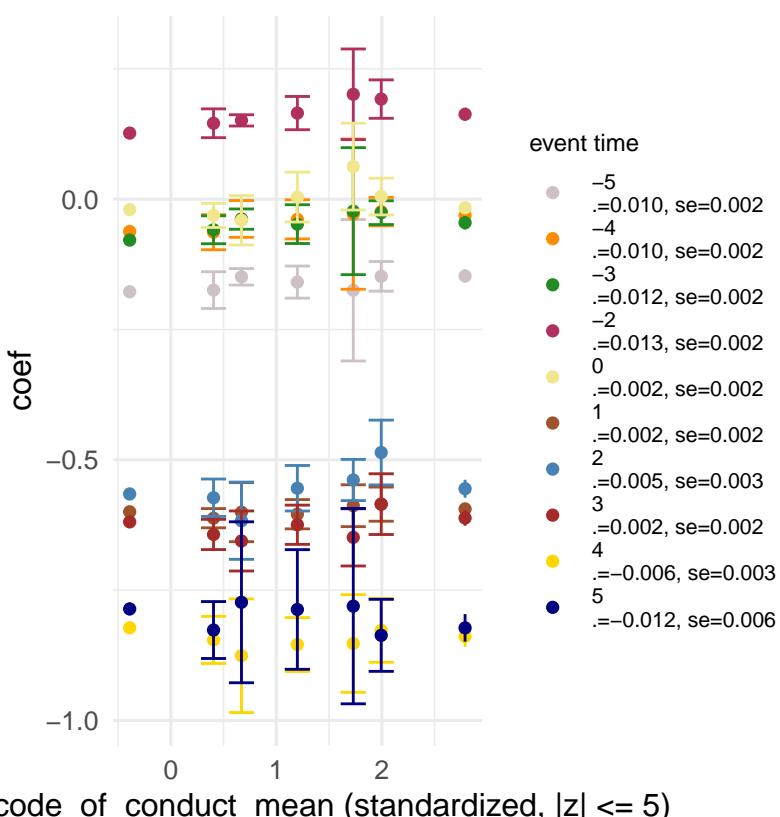
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 organizational\_routines → organized\_inquiries  
 issue\_template → has\_issue\_template  
 Rank: 36, Importance: 0.00113



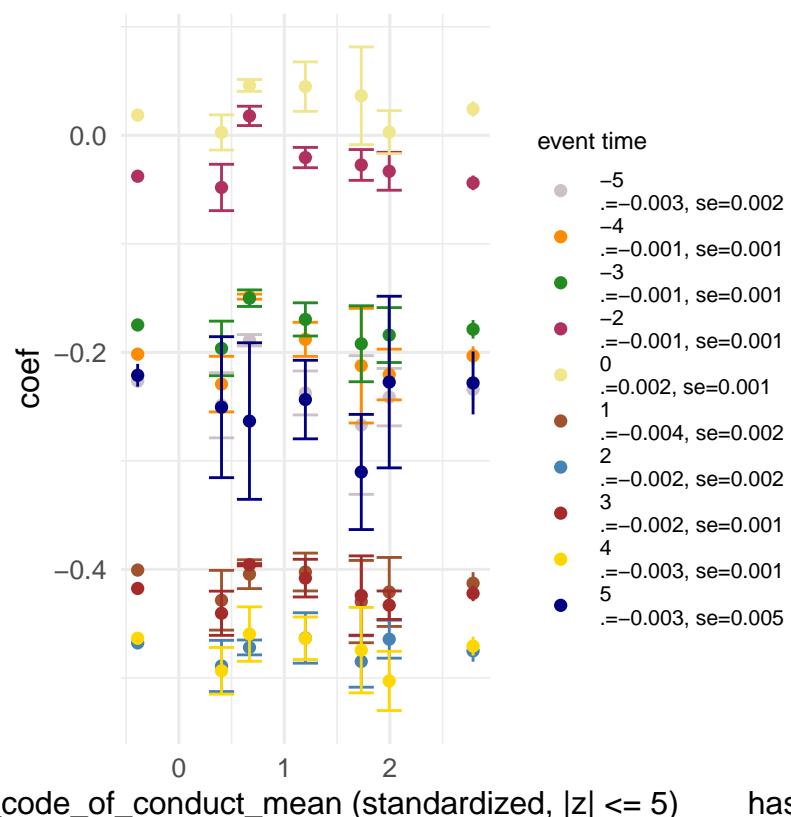
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → newcomer\_guidelines  
 code\_of\_conduct → has\_code\_of\_conduct  
 Rank: 36, Importance: 0.00017



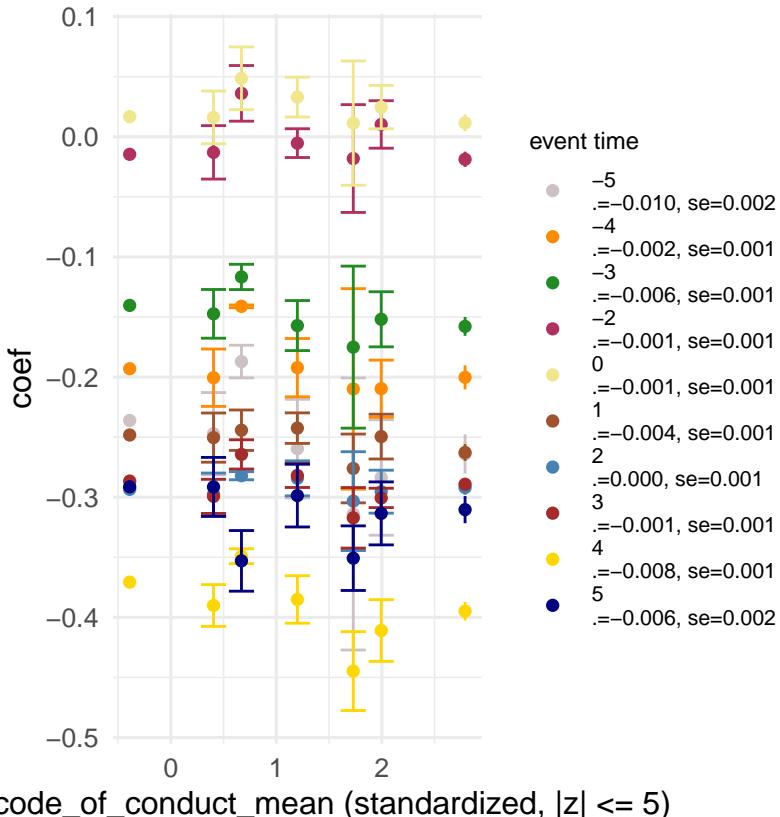
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_merged (rolling1, a)  
 organizational\_routines → newcomer\_guidelines  
 code\_of\_conduct → has\_code\_of\_conduct  
 Rank: 37, Importance: 4.94e-05



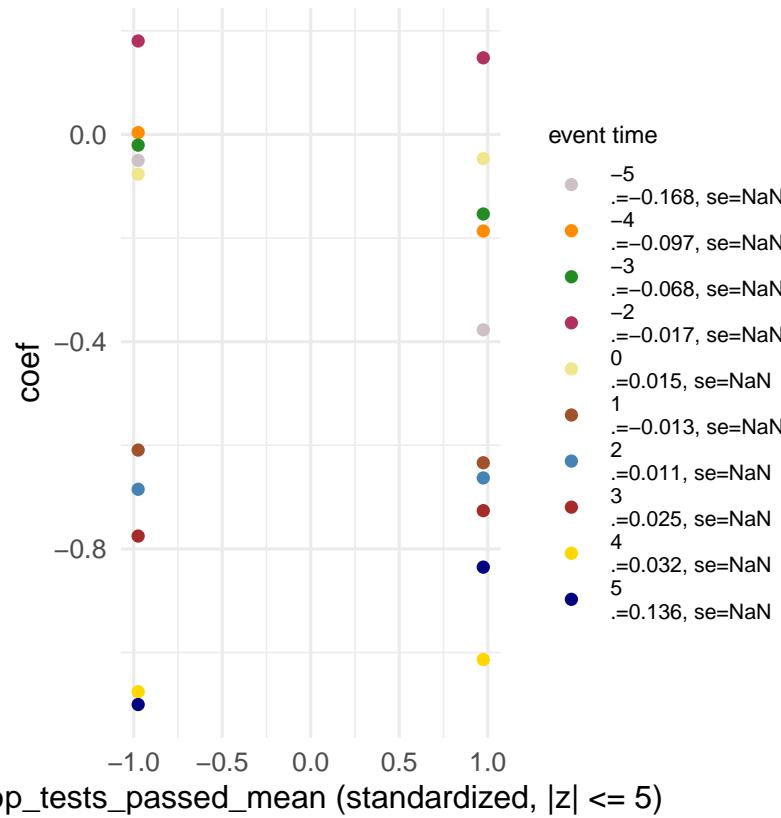
Binscatter of Event-study Coefficients  
 Outcome: overall\_new\_release\_count (rolling1, al)  
 organizational\_routines → newcomer\_guidelines  
 code\_of\_conduct → has\_code\_of\_conduct  
 Rank: 37, Importance: 0.000142



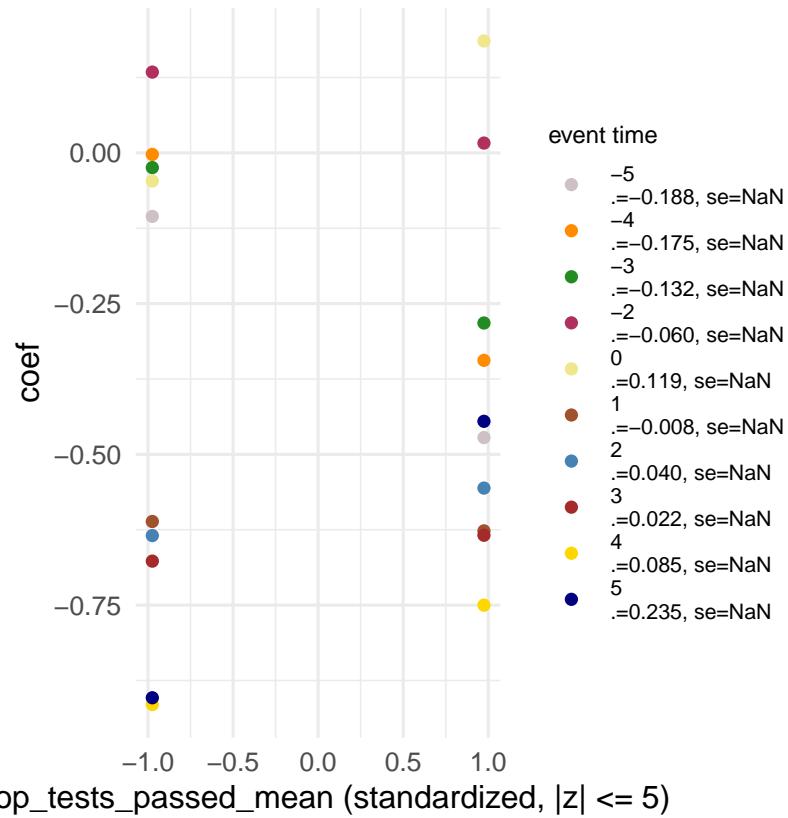
Binscatter of Event-study Coefficients  
 Outcome: major\_minor\_release\_count (ro)  
 organizational\_routines → newcomer\_guidelines  
 code\_of\_conduct → has\_code\_of\_conduct  
 Rank: 37, Importance: 0.000666



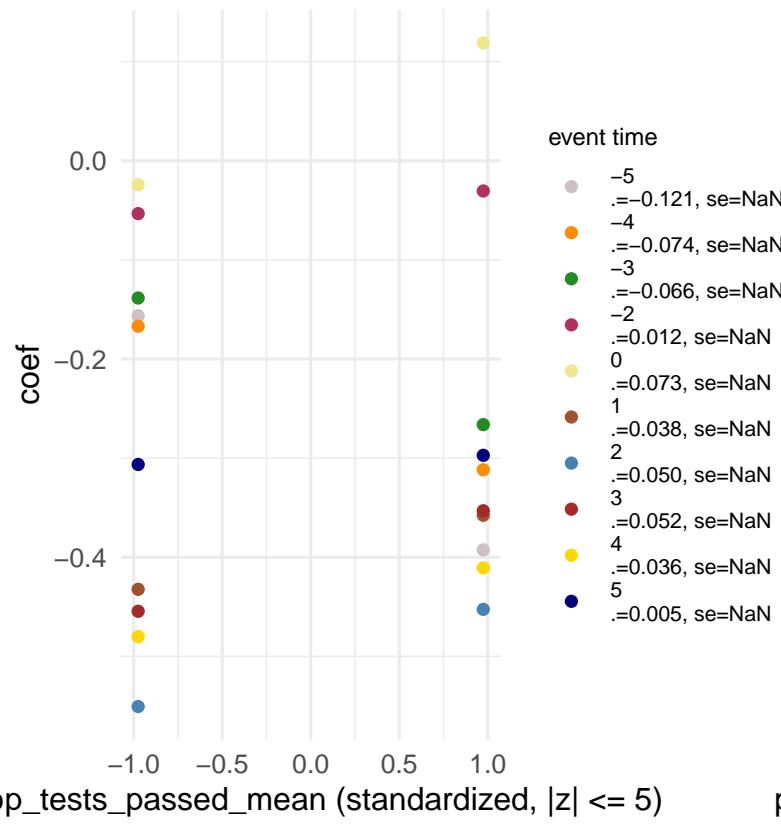
Binscatter of Event-study Coefficients  
 Outcome: pull\_request\_opened (rolling1, all)  
 organizational\_routines → pull\_standards  
 merge\_commit\_tests → prop\_tests\_passed  
 Rank: 38, Importance: 0



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



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

