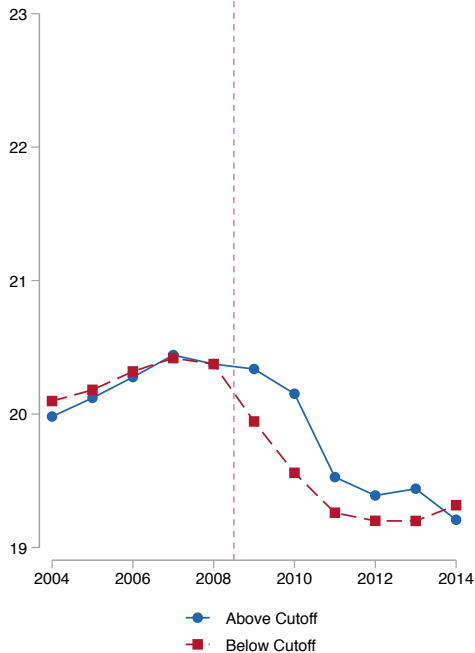


Panel A: Predicted Firers



Panel B: Predicted Hirers

