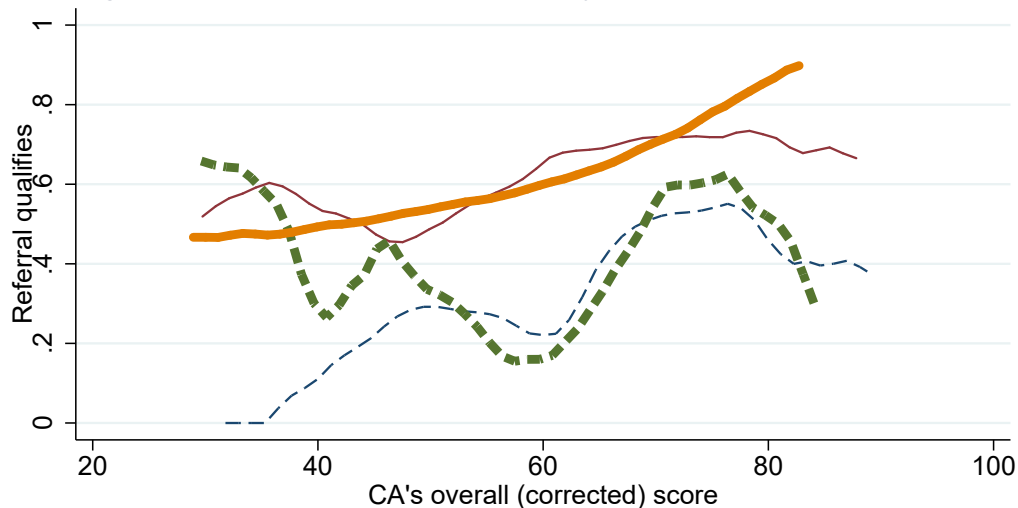


Figure A3: Referral Qualifies, by Female CA performance



- Women who must refer women, fixed fees
- Women who must refer women, performance pay
- Women who must refer men, fixed fees
- Women who must refer men, performance pay