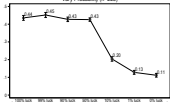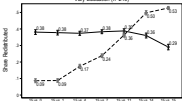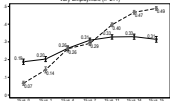Vary-Probability (n=225)

Vary-Education (n=210)

Vary-Employment (n=211)

Share redistributed

— Share redistributed to the disadvantaged worker
- - Belief about disadvantaged worker's winning probability