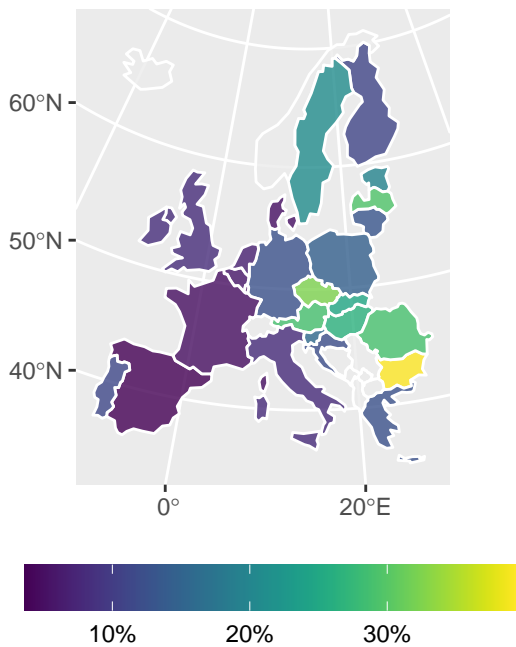
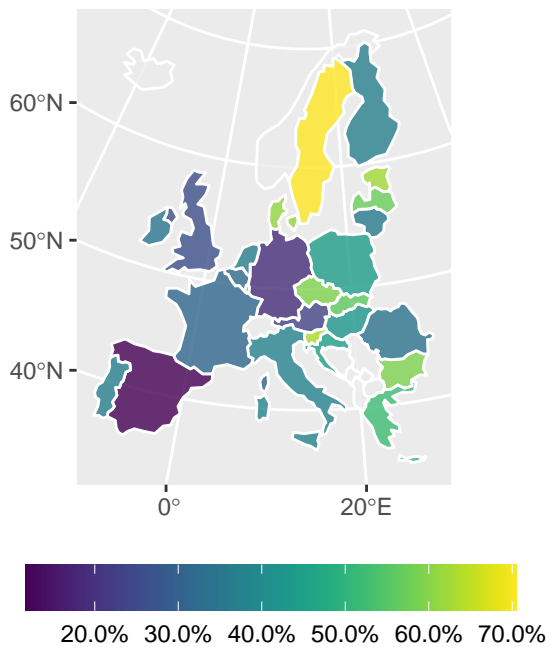


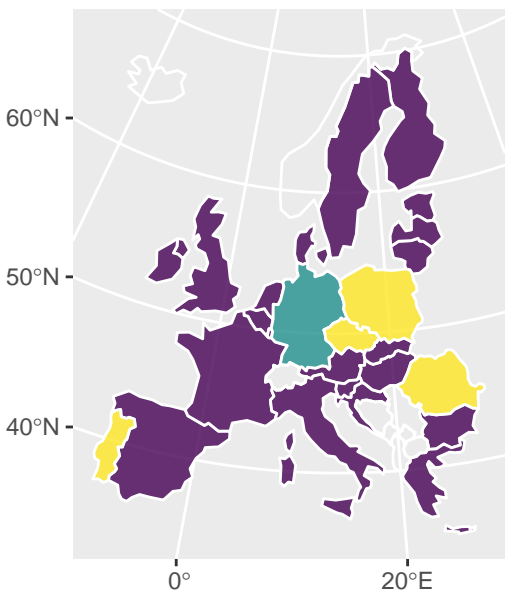
A Social norm regarding financial incentives



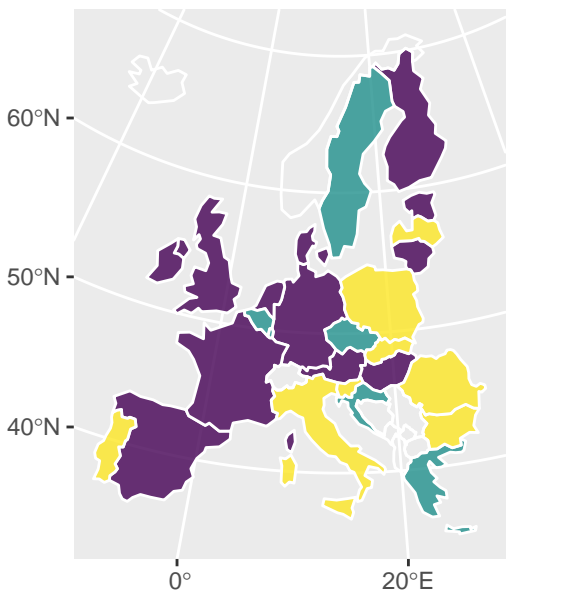
B Social norm regarding time incentives



C Financial incentives offered



D Time incentives offered



no blood operators some blood operators all blood operators

no blood operators dependent on employer all blood operators