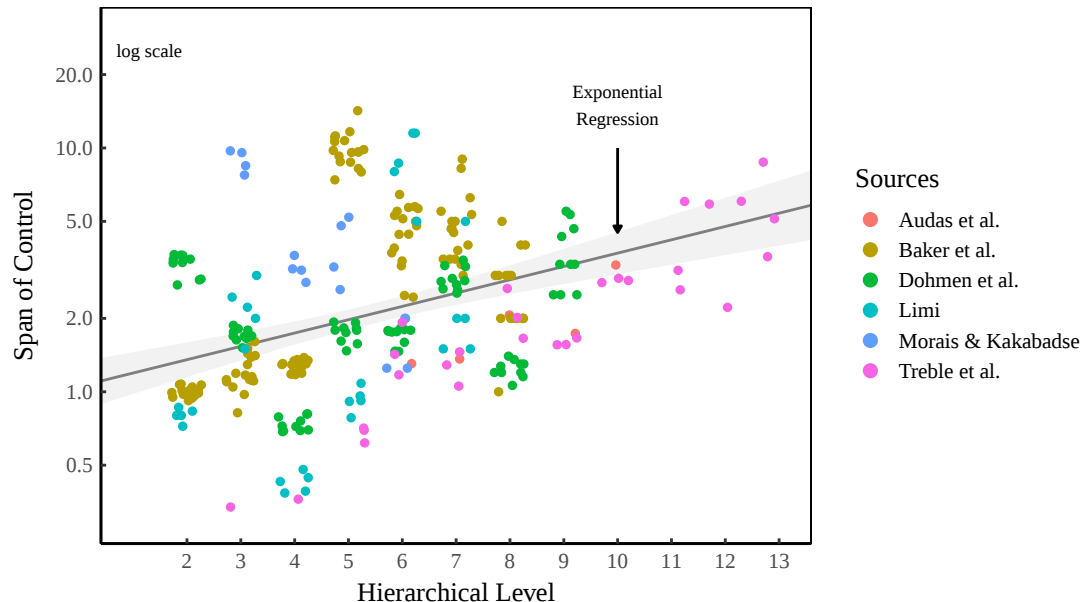


A. Span of Control vs. Hierarchical Level in Case Study Firms



B. Modeled Institutional Hierarchy (Determined by Case-Study Regression)

