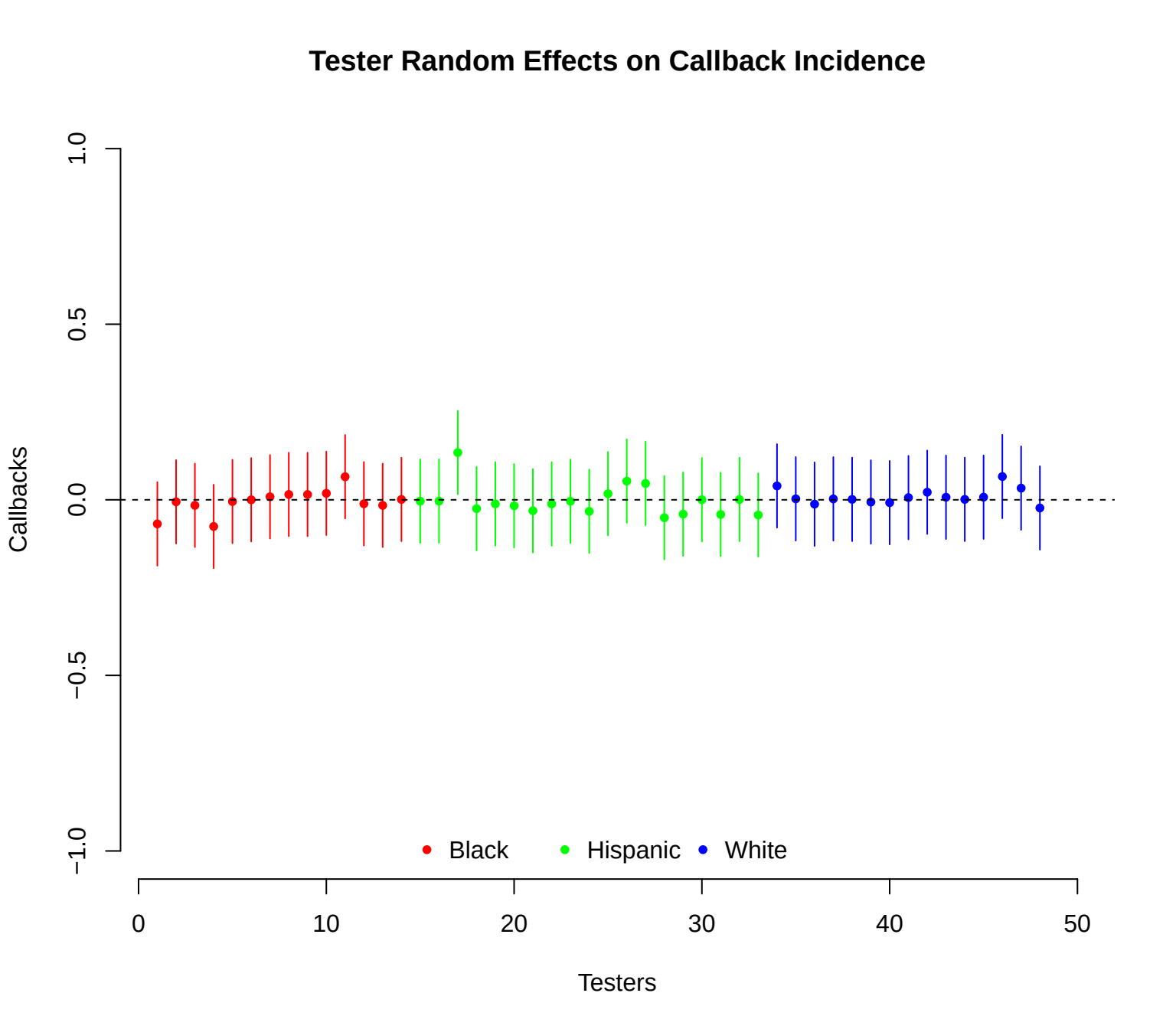
Tester Random Effects on Callback Incidence
Callbacks
1.0
0.5
0.0
−0.5
−1.0
Black
Hispanic
White
0
10
20
30
40
50
Testers