**Firm performance**
Log employment (108)
Sales / emp (108)
Profit / emp (105)
GD score (108)

**Legal compliance**
DOL viols / emp (108)
Empl-discr cases / emp (108)
Federal contractor (108)

**Firm diversity**
% board Black (107)
% board female (107)
% managers non-white (106)
% managers female (106)
Has chief diversity officer (108)
GD diversity score (108)

**Callback patterns**
Callback centralization (106)

-.01          0          .01          .02
Effect on job under-over 40 contact gap

● Bivariate     ● Multivariate

P-value for joint significance: 0.341