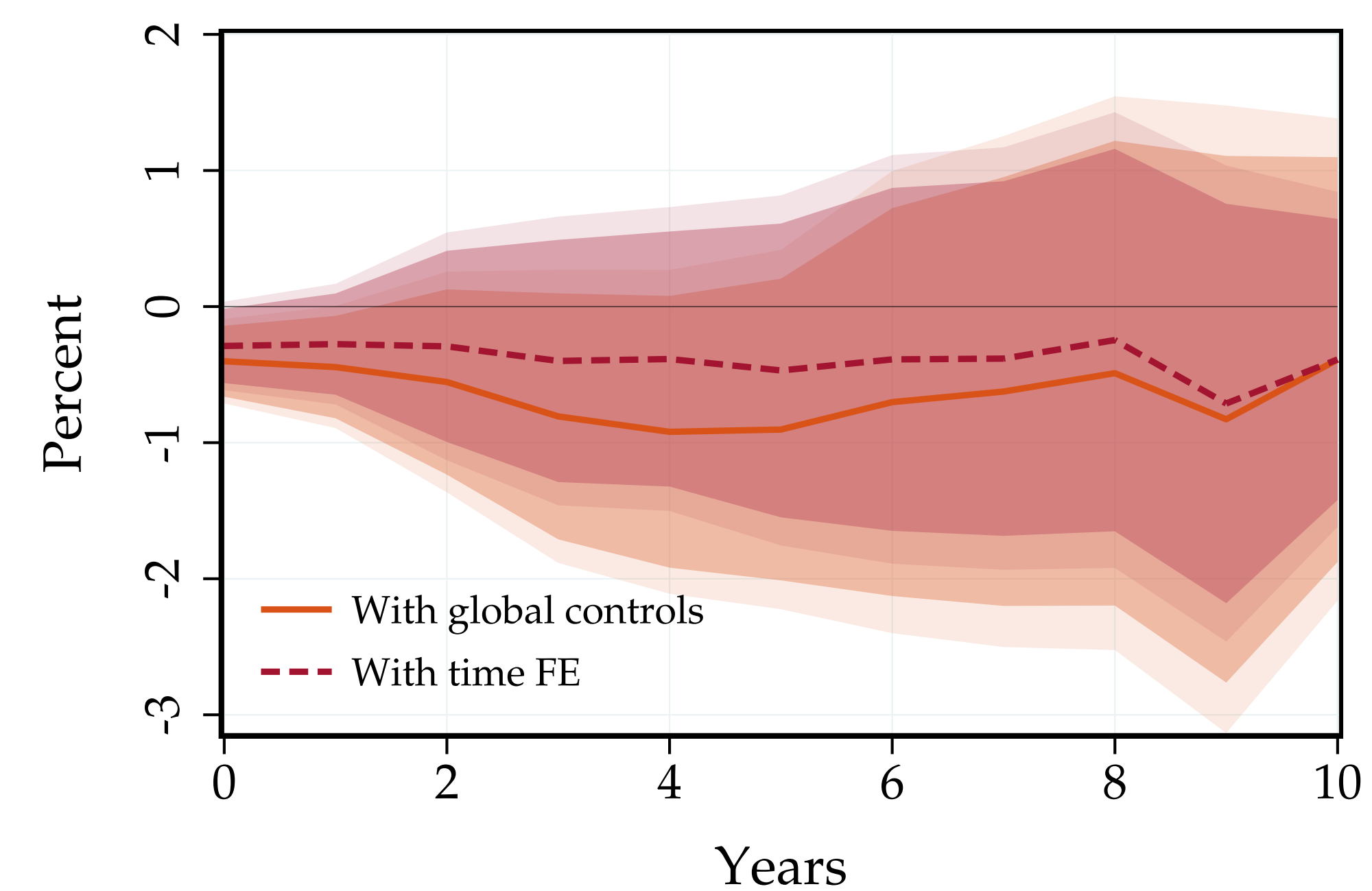
Percent
2
1
0
-1
-2
-3
With global controls
With time FE
0
2
4
6
8
10
Years