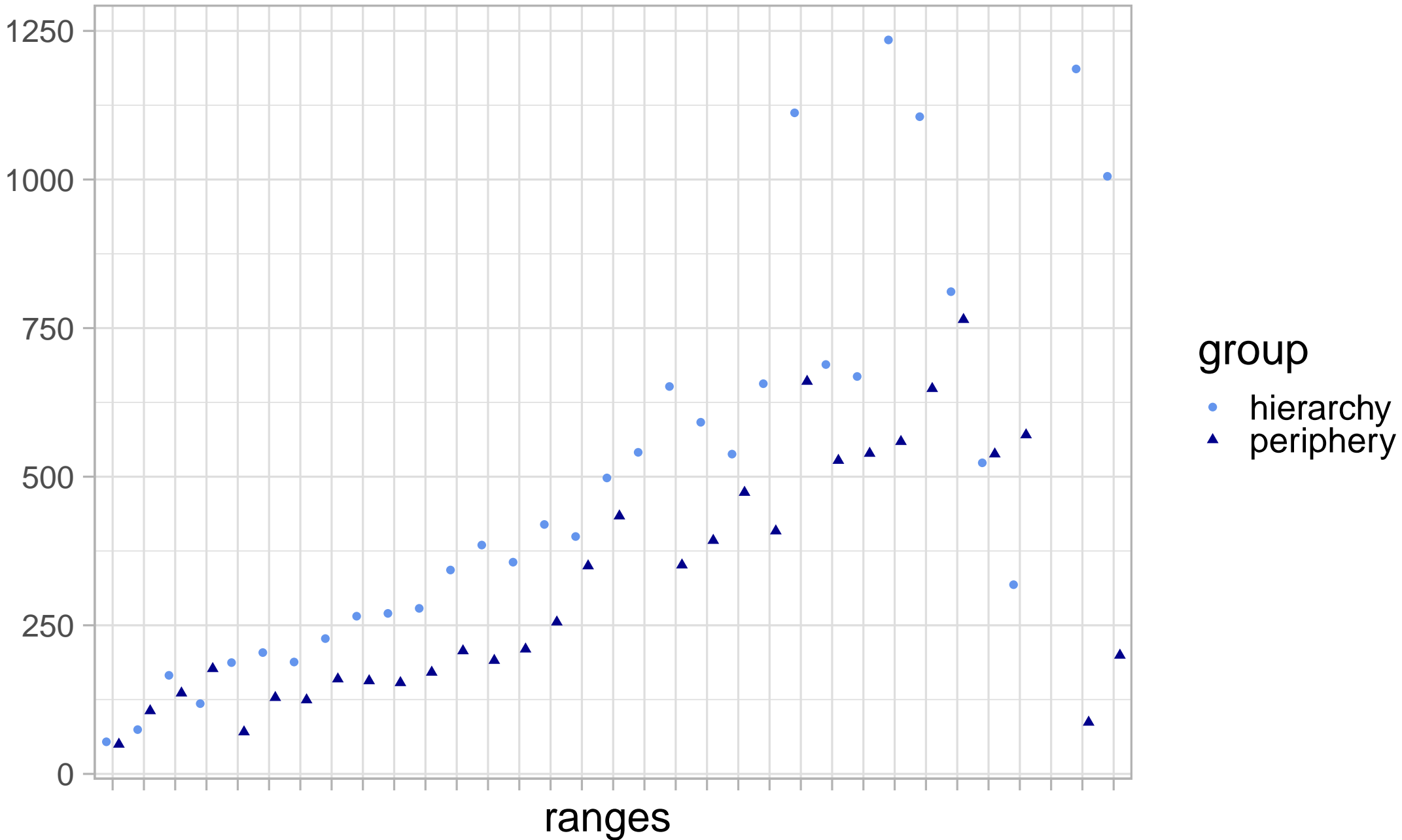


mean tenure (days)



group  
● hierarchy  
▲ periphery