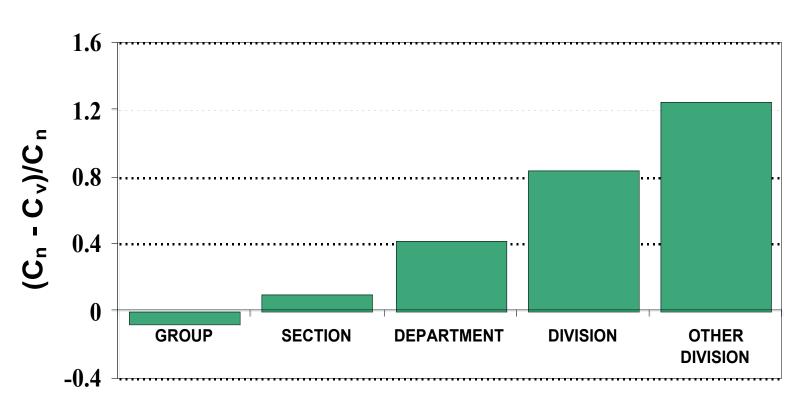
## Communication by New Hires Compared with Veteran Employees



**Organizational 'Distance'**