

**Table S1: Updated documentation**

Updated Documentation	Entrepreneurial Culture OR (.95 CI)	Hierarchical Culture OR (.95 CI)	Task Climate OR (.95 CI)	Relational Climate OR (.95 CI)
Immediate vs. Delayed EREP	0.20 (0.05,0.73)	0.16 (0.04,0.62)	0.15 (0.04,0.56)	0.16 (0.04,0.60)
Culture/Climate (standardized)	0.53 (0.26,1.08)	0.45 (0.21,0.96)	0.68 (0.34,1.33)	0.69 (0.35,1.34)
Immediate vs. Delayed EREP × Culture/Climate	1.00 (0.37,2.71)	1.94 (0.71,5.33)	0.78 (0.27,2.24)	0.94 (0.33,2.68)
Time				
6 months (vs. 0 months)	4.18* (3.36,5.20)	4.18* (3.36,5.20)	4.33* (3.46,5.43)	4.25* (3.39,5.32)
12 months (vs. 0 months)	19.74* (15.62,24.95)	20.14* (15.91,25.49)	19.67* (15.44,25.04)	19.23* (15.11,24.47)
Immediate vs. Delayed EREP × Time				
6 months (vs. 0 months)	8.24* (5.74,11.83)	8.88* (6.14,12.83)	9.69* (6.58,14.27)	10.10* (6.83,14.95)
12 months (vs. 0 months)	5.91* (3.99,8.76)	7.03* (4.68,10.56)	7.05* (4.63,10.73)	7.72* (5.04,11.84)
Culture/Climate × Time				
6 months (vs. 0 months)	1.09 (0.87,1.37)	1.38 (1.10,1.73)	0.86 (0.69,1.08)	0.94 (0.74,1.18)
12 months (vs. 0 months)	1.11 (0.88,1.40)	1.53* (1.22,1.92)	1.02 (0.81,1.28)	1.09 (0.86,1.37)
Immediate vs. Delayed EREP × Culture/Climate × Time				
6 months (vs. 0 months)	2.81* (1.98,3.98)	2.26* (1.59,3.23)	3.05* (2.05,4.55)	2.56* (1.72,3.81)
12 months (vs. 0 months)	2.05* (1.41,2.97)	2.20* (1.51,3.20)	2.00 (1.30,3.08)	1.94 (1.27,2.98)
Baseline Age (centered at 21 years)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)
Male (vs. Female)	1.11 (0.90,1.37)	1.11 (0.90,1.37)	1.11 (0.90,1.37)	1.11 (0.89,1.37)
Black race (vs. other races)	1.03 (0.86,1.22)	1.02 (0.86,1.22)	1.02 (0.86,1.22)	1.02 (0.86,1.22)
Married (vs. Unmarried)	0.79* (0.68,0.92)	0.79 (0.68,0.92)	0.80 (0.69,0.92)	0.80 (0.69,0.92)
Patient is Service Connected (vs. not Connected)	0.98 (0.85,1.13)	0.98 (0.85,1.13)	0.98 (0.85,1.12)	0.98 (0.85,1.12)
Homeless (vs. not Homeless)	1.32* (1.10,1.59)	1.32 (1.10,1.59)	1.32 (1.10,1.59)	1.32 (1.10,1.59)
Serious Mental Illness (vs. not Serious)	1.02 (0.89,1.17)	1.02 (0.89,1.17)	1.02 (0.89,1.17)	1.02 (0.89,1.17)
Last VA use was inpatient (vs. other service)	3.05* (2.24,4.16)	3.04* (2.24,4.14)	3.01* (2.21,4.10)	3.00* (2.20,4.08)
Comorbidity				
1	0.96 (0.81,1.14)	0.96 (0.81,1.14)	0.96 (0.81,1.13)	0.96 (0.81,1.13)
2	1.08 (0.91,1.29)	1.08 (0.91,1.30)	1.08 (0.91,1.29)	1.08 (0.91,1.29)
3 or more	1.43* (1.21,1.70)	1.44* (1.21,1.71)	1.43* (1.21,1.70)	1.43* (1.21,1.70)
Facility is CBOC (vs. not CBOC)	0.67 (0.13,3.56)	0.86 (0.15,5.00)	0.57 (0.10,3.16)	0.65 (0.12,3.60)
Total number of patients for site (median centered)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)
Total number of eligible patients on patient list for site (median centered)	0.99 (0.97,1.01)	0.99 (0.97,1.02)	0.99 (0.97,1.01)	0.99 (0.97,1.01)
Bayesian Information Criterion (BIC)	7241.7	7218.6	7271.8	7727.7

\**p* < 0.01

**Table S2: Attempted Contact**

Attempted Contact	Entrepreneurial Culture OR (.95 CI)	Hierarchical Culture OR (.95 CI)	Task Climate OR (.95 CI)	Relational Climate OR (.95 CI)
Immediate vs. Delayed EREP	0.41 (0.15,1.17)	0.36 (0.12,1.02)	0.34* (0.12,0.99)	0.36 (0.12,1.03)
Culture/Climate (standardized)	0.56 (0.31,1.02)	0.56 (0.31,1.03)	0.73 (0.41,1.30)	0.71 (0.40,1.25)
Immediate vs. Delayed EREP × Culture/Climate	1.63 (0.70,3.79)	2.13 (0.95,4.80)	1.30 (0.53,3.21)	1.59 (0.66,3.86)
Time				
6 months (vs. 0 months)	3.71* (2.93,4.69)	3.65* (2.89,4.61)	3.80* (2.99,4.84)	3.71* (2.92,4.71)
12 months (vs. 0 months)	12.86* (10.16,16.28)	12.70* (10.04,16.07)	12.78* (10.02,16.30)	12.35* (9.70,15.73)
Immediate vs. Delayed EREP × Time				
6 months (vs. 0 months)	3.38* (2.42,4.74)	3.37* (2.41,4.72)	3.73* (2.64,5.27)	3.72* (2.64,5.25)
12 months (vs. 0 months)	2.35* (1.67,3.31)	2.44* (1.73,3.44)	2.52* (1.76,3.59)	2.58* (1.81,3.68)
Culture/Climate × Time				
6 months (vs. 0 months)	1.19 (0.94,1.51)	1.36 (1.06,1.74)	0.89 (0.71,1.13)	0.99 (0.77,1.27)
12 months (vs. 0 months)	1.15 (0.90,1.45)	1.35 (1.06,1.71)	1.02 (0.81,1.29)	1.15 (0.90,1.47)
Immediate vs. Delayed EREP × Culture/Climate × Time				
6 months (vs. 0 months)	1.59* (1.12,2.25)	1.15 (0.82,1.63)	1.65* (1.14,2.38)	1.27 (0.88,1.84)
12 months (vs. 0 months)	0.99 (0.69,1.41)	0.94 (0.67,1.34)	0.98 (0.67,1.43)	0.79 (0.55,1.16)
Baseline Age (centered at 21 years)	0.99* (0.98,0.99)	0.99* (0.98,0.99)	0.99* (0.98,0.99)	0.99* (0.98,0.99)
Male (vs. Female)	0.99 (0.81,1.21)	0.99 (0.81,1.21)	0.99 (0.81,1.21)	0.99 (0.81,1.21)
Black race (vs. other races)	1.03 (0.87,1.23)	1.03 (0.87,1.23)	1.03 (0.87,1.23)	1.03 (0.87,1.22)
Married (vs. Unmarried)	1.04 (0.90,1.20)	1.04 (0.90,1.20)	1.04 (0.90,1.20)	1.04 (0.90,1.20)
Patient is Service Connected (vs. not Connected)	1.00 (0.87,1.15)	1.00 (0.87,1.15)	1.00 (0.87,1.15)	1.00 (0.87,1.15)
Homeless (vs. not Homeless)	0.93 (0.78,1.12)	0.93 (0.78,1.12)	0.93 (0.78,1.12)	0.93 (0.78,1.12)
Serious Mental Illness (vs. not Serious)	0.87 (0.76,1.00)	0.87 (0.76,1.00)	0.87 (0.76,1.00)	0.87 (0.76,1.00)
Last VA use was inpatient (vs. other service)	1.99* (1.48,2.69)	2.00* (1.48,2.69)	1.98* (1.47,2.67)	1.98* (1.47,2.67)
Comorbidity				
1	0.88 (0.75,1.03)	0.88 (0.75,1.04)	0.88 (0.75,1.03)	0.88 (0.75,1.03)
2	0.99 (0.83,1.17)	0.99 (0.83,1.17)	0.99 (0.83,1.17)	0.99 (0.83,1.17)
3 or more	0.88 (0.74,1.04)	0.88 (0.74,1.04)	0.88 (0.74,1.04)	0.88 (0.74,1.04)
Facility is CBOC (vs. not CBOC)	0.43 (0.10,1.80)	0.50 (0.12,2.09)	0.40 (0.09,1.71)	0.42 (0.10,1.80)
Total number of patients for site (median centered)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)
Total number of eligible patients on patient list for site (median centered)	0.99 (0.97,1.01)	1.00 (0.98,1.01)	0.99 (0.97,1.01)	1.00 (0.98,1.02)
Bayesian Information Criterion	7511.1	7524.0	7531.0	7536.5

\* $p < 0.01$

**Table S3: Completed Contact**

Completed Contact	Entrepreneurial Culture OR (.95 CI)	Hierarchical Culture OR (.95 CI)	Task Climate OR (.95 CI)	Relational Climate OR (.95 CI)
Immediate vs. Delayed EREP	1.00 (0.44,2.28)	0.97 (0.43,2.19)	0.91 (0.39,2.14)	0.92 (0.40,2.15)
Culture/Climate (standardized)	0.67 (0.40,1.10)	0.66 (0.40,1.10)	0.96 (0.59,1.57)	0.91 (0.55,1.49)
Immediate vs. Delayed EREP × Culture/Climate	1.31 (0.65,2.64)	1.84 (0.95,3.60)	0.85 (0.39,1.82)	0.98 (0.46,2.08)
Time				
6 months (vs. 0 months)	2.57* (1.76,3.74)	2.54* (1.74,3.70)	2.60* (1.76,3.85)	2.51* (1.71,3.68)
12 months (vs. 0 months)	5.44* (3.82,7.75)	5.43* (3.82,7.73)	5.66* (3.92,8.16)	5.45* (3.81,7.81)
Immediate vs. Delayed EREP × Time				
6 months (vs. 0 months)	1.59 (0.96,2.63)	1.58 (0.95,2.62)	1.64 (0.97,2.79)	1.66 (0.98,2.78)
12 months (vs. 0 months)	1.22 (0.76,1.98)	1.24 (0.76,2.00)	1.15 (0.69,1.90)	1.18 (0.72,1.94)
Culture/Climate × Time				
6 months (vs. 0 months)	1.23 (0.85,1.78)	1.33 (0.91,1.93)	0.91 (0.63,1.32)	1.03 (0.70,1.53)
12 months (vs. 0 months)	1.07 (0.76,1.52)	1.15 (0.81,1.62)	0.83 (0.58,1.17)	0.94 (0.65,1.35)
Immediate vs. Delayed EREP × Culture/Climate × Time				
6 months (vs. 0 months)	1.07 (0.65,1.77)	0.83 (0.52,1.34)	1.29 (0.74,2.23)	1.01 (0.59,1.75)
12 months (vs. 0 months)	0.92 (0.58,1.48)	0.81 (0.52,1.26)	1.11 (0.66,1.88)	0.96 (0.57,1.63)
Baseline Age (centered at 21 years)	1.00 (0.99,1.00)	1.00 (0.99,1.00)	1.00 (0.99,1.00)	1.00 (0.99,1.00)
Male (vs. Female)	0.89 (0.69,1.16)	0.89 (0.69,1.16)	0.89 (0.69,1.15)	0.89 (0.69,1.15)
Black race (vs. other races)	0.96 (0.76,1.22)	0.96 (0.76,1.23)	0.96 (0.76,1.22)	0.96 (0.76,1.22)
Married (vs. Unmarried)	1.41* (1.18,1.68)	1.41* (1.18,1.69)	1.41* (1.18,1.68)	1.41* (1.18,1.68)
Patient is Service Connected (vs. not Connected)	1.29* (1.08,1.54)	1.29* (1.08,1.54)	1.29* (1.08,1.54)	1.29* (1.08,1.54)
Homeless (vs. not Homeless)	0.48* (0.35,0.65)	0.48* (0.35,0.65)	0.48* (0.35,0.65)	0.48* (0.35,0.65)
Serious Mental Illness (vs. not Serious)	0.73* (0.61,0.88)	0.73* (0.61,0.88)	0.73* (0.61,0.88)	0.73* (0.61,0.88)
Last VA use was inpatient (vs. other service)	0.69 (0.43,1.10)	0.69 (0.43,1.10)	0.69 (0.43,1.10)	0.69 (0.43,1.10)
Comorbidity				
1	0.90 (0.73,1.13)	0.91 (0.73,1.13)	0.90 (0.72,1.13)	0.90 (0.72,1.13)
2	1.22 (0.98,1.51)	1.22 (0.98,1.51)	1.22 (0.98,1.51)	1.22 (0.98,1.51)
3 or more	1.00 (0.80,1.26)	1.00 (0.80,1.26)	1.00 (0.79,1.26)	1.00 (0.79,1.26)
Facility is CBOC (vs. not CBOC)	0.61 (0.21,1.78)	0.66 (0.23,1.95)	0.55 (0.18,1.64)	0.57 (0.19,1.70)
Total number of patients for site (median centered)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)	1.00 (1.00,1.00)
Total number of eligible patients on patient list for site (median centered)	0.99 (0.98,1.01)	0.99 (0.98,1.01)	0.99 (0.98,1.01)	0.99 (0.98,1.01)
Bayesian Information Criterion	4873.4	4875.5	4877.9	4880.8

\* $p < 0.01$