#### Online Appendix for "Optimal Contingent Delegation"

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This online appendix contains missing proofs. Section A provides the missing proof of Lemma 12. Section B provides the proof of Theorem 3 in Appendix D.1. Section C contains the proofs for Section 4.

## Online Appendix A Missing Proof of Lemma 12

In Appendix B.3, we have proved Lemma 12 assuming that there exist desired  $h_1$  and  $h_2$  that satisfy parts (i) and (ii) of Lemma 12. The next lemma confirms the existence of such  $h_1$  and  $h_2$ .

**Lemma A.1.** For every  $s_1 \in [\underline{L}_1, \overline{H}_1]$ , there exists a unique  $h_2(s_1) \in [c_2^*(s_1), d_2^*(s_1)]$  such that the following equation holds

$$s_1 = \frac{h_2(s_1) - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} d_1^*(h_2(s_1)) + \frac{d_2^*(s_1) - h_2(s_1)}{d_2^*(s_1) - c_2^*(s_1)} c_1^*(h_2(s_1)). \tag{A.1}$$

Then,  $h_1 \equiv h_2^{-1}$  and  $h_2$  satisfy parts (i) and (ii) of Lemma 12.

*Proof.* For every  $s_1 \in [\underline{L}_1, \overline{H}_1]$  and  $s_2 \in [c_2^*(s_1), d_2^*(s_1)]$ , define

$$g(s_1, s_2) \equiv \frac{s_2 - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} d_1^*(s_2) + \frac{d_2^*(s_1) - s_2}{d_2^*(s_1) - c_2^*(s_1)} c_1^*(s_2). \tag{A.2}$$

It is well defined by condition U and continuous by Lemma 2. We divide the remaining proof into several small steps.

Step 1: For every  $s_1$ ,  $g(s_1, \cdot)$  is strictly increasing.

Consider  $c_2^*(s_1) \le s_2 < s_2' \le d_2^*(s_1)$ . We have

$$g(s_1, s_2) \leq \frac{s_2 - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} d_1^*(s_2') + \frac{d_2^*(s_1) - s_2}{d_2^*(s_1) - c_2^*(s_1)} c_1^*(s_2')$$

$$= \frac{s_2 - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} (d_1^*(s_2') - c_1^*(s_2')) + c_1^*(s_2')$$

$$< \frac{s_2' - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} (d_1^*(s_2') - c_1^*(s_2')) + c_1^*(s_2')$$

$$= g(s_1, s_2'),$$

where the first inequality comes from monotonicity of  $c_1^*$  and  $d_1^*$  by Lemma 2. The second inequality comes from  $d_1^*(s_2') > c_1^*(s_2')$  by condition U.

Step 2: If  $s_1 = \underline{L}_1$ , the unique  $h_2(s_1) \in [c_2^*(\underline{L}_1), d_2^*(\underline{L}_1)]$  that satisfies  $g(s_1, h_2(s_1)) = s_1$  is  $h_2(s_1) = \underline{L}_2$ .

Because  $c_2^*(\underline{L}_1) = \underline{L}_2$  and  $c_1^*(\underline{L}_2) = \underline{L}_1$ , it is straightforward to see  $g(\underline{L}_1, \underline{L}_2) = \underline{L}_1$ . Uniqueness comes from the previous step.

Step 3: If  $s_1 = \bar{H}_1$ , the unique  $h_2(s_1) \in [c_2^*(\bar{H}_1), d_2^*(\bar{H}_1)]$  that satisfies  $g(s_1, h_2(s_1)) = s_1$  is  $h_2(s_1) = \bar{H}_2$ .

The proof is similar to the previous one.

Step 4: If  $s_1 \in (\underline{L}_1, \overline{H}_1)$ , then there exists a unique  $h_2(s_1) \in (c_2^*(s_1), d_2^*(s_1))$  such that  $g(s_1, h_2(s_1)) = s_1$ .

It is easy to see  $g(s_1, c_2^*(s_1)) = c_1^*(c_2^*(s_1))$ . Because  $s_1 > \underline{L}_1$ , we then know  $g(s_1, c_2^*(s_1)) < s_1$  by Lemma 9. Similarly, because  $g(s_1, d_2^*(s_1)) = d_1^*(d_2^*(s_1))$  and  $s_1 < \overline{H}_1$ , we know  $g(s_1, d_2^*(s_1)) > s_1$  by Lemma 9 again. Thus, by Step 1, we know there exists a unique  $h_2(s_1) \in (c_2^*(s_1), d_2^*(s_1))$  such that  $g(s_1, h_2(s_1)) = s_1$ .

Step 5:  $h_2: [\underline{L}_1, \overline{H}_1] \to [\underline{L}_2, \overline{H}_2]$  is continuous and surjective.

Let  $\{s_1^n\}_{n\geq 1} \subset [\underline{L}_1, \overline{H}_1]$  be a sequence converging to  $s_1 \in [\underline{L}_1, \overline{H}_1]$ . Because  $\{h_2(s_1^n)\}_{n\geq 1} \subset [\underline{L}_2, \overline{H}_2]$ , it has a convergent subsequence  $\{h_2(s_1^{n_k})\}_{k\geq 1}$ . Let  $s_2 \equiv \lim_{k\to\infty} h_2(s_1^{n_k}) \in [c_2^*(s_1), d_2^*(s_1)]$ . Because  $g(s_1^{n_k}, h_2(s_1^{n_k})) = s_1^{n_k}$  for all  $k\geq 1$  and g is continuous, we know  $g(s_1, s_2) = s_1$ . By Steps 2 - 4, we know  $s_2 = h_2(s_1)$ . This proves the continuity of  $h_2$ . Because  $h_2(\underline{L}_1) = \underline{L}_2$  and  $h_2(\overline{H}_1) = \overline{H}_2$  by Steps 2 and 3, we know  $h_2$  is surjective since it is continuous.

Step 6:  $h_2(\underline{L}_1) < h_2(s_1) < h_2(\overline{H}_1)$  for all  $s_1 \in (\underline{L}_1, \overline{H}_1)$ .

For all  $s_1 \in (\underline{L}_1, \overline{H}_1)$ , we have

$$h_2(\underline{L}_1) = \underline{L}_2 = c_2^*(\underline{L}_1) \le c_2^*(s_1) < h_2(s_1) < d_2^*(s_1) \le d_2^*(\bar{H}_1) = \bar{H}_2 = h_2(\bar{H}_1),$$

where the first and last equalities come from Steps 2 and 3. The two weak inequalities come from monotonicity of  $c_2^*$  and  $d_2^*$ . The two strict inequalities come from Step 4.

Step 7:  $h_2: [\underline{L}_1, \overline{H}_1] \to [\underline{L}_2, \overline{H}_2]$  is strictly increasing.

We first argue that  $h_2$  is injective. Consider  $\underline{L}_1 \leq s_1 < s_1' \leq \overline{H}_1$ . Suppose, by contradiction,  $h_2(s_1) = h_2(s_1') \equiv s_2$ . By Step 6, we know  $\underline{L}_1 < s_1 < s_1' < \overline{H}_1$ . Thus,  $c_2^*(s_1) < s_2 < d_2^*(s_1)$  and  $c_2^*(s_1') < s_2 < d_2^*(s_1')$  by Step 4.

Because  $g(s_1, s_2) = s_1 < s'_1 = g(s'_1, s_2)$  and  $d_1^*(s_2) > c_1^*(s_2)$ , we can directly see from (A.2) that

$$\frac{s_2 - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} < \frac{s_2 - c_2^*(s_1')}{d_2^*(s_1') - c_2^*(s_1')},$$

which implies

$$\frac{d_2^*(s_1) - s_2}{s_2 - c_2^*(s_1)} > \frac{d_2^*(s_1') - s_2}{s_2 - c_2^*(s_1')}.$$

But this is impossible, since  $0 < s_2 - c_2^*(s_1') \le s_2 - c_2^*(s_1')$  and  $0 < d_2^*(s_1) - s_2 \le d_2^*(s_1') - s_2$ . Therefore,  $h_2$  is injective.

Because  $h_2$  is continuous by Step 5, we now know  $h_2$  is strictly monotone. Because  $h_2(L_1) < h_2(\bar{H}_1)$ , we know  $h_2$  is strictly increasing.

The above Steps 2 - 4 and 7 together guarantee that  $h_2$  satisfies parts (i) and (ii) in Lemma 12. These steps, together with Step 5, guarantee that  $h_1 \equiv h_2^{-1} : [\underline{L}_2, \overline{H}_2] \rightarrow [\underline{L}_1, \overline{H}_1]$  is well defined and satisfies part (i).

Step 8: For all  $s_2 \in (\underline{L}_2, \overline{H}_2), h_1(s_1) \in (c_1^*(s_2), d_1^*(s_2))$ . That is,  $h_1$  satisfies part (ii).

Let  $s_1 \equiv h_1(s_2) \in (\underline{L}_1, \overline{H}_1)$ . Then, (A.1) can be written as

$$h_1(s_2) = \frac{h_2(s_1) - c_2^*(s_1)}{d_2^*(s_1) - c_2^*(s_1)} d_1^*(s_2) + \frac{d_2^*(s_1) - h_2(s_1)}{d_2^*(s_1) - c_2^*(s_1)} c_1^*(s_2).$$

Because  $\frac{h_2(s_1)-c_2^*(s_1)}{d_2^*(s_1)-c_2^*(s_1)} \in (0,1)$  by Step 4, we immediately know  $h_1(s_2) \in (c_1^*(s_2), d_1^*(s_2))$ . This completes the proof.

#### Online Appendix B Proof of Theorem 3

Proof of Theorem 3. For notational simplicity, we write  $a_i^*(s_i, s_{-i})$  for  $\sigma_i^{\phi}(s_i, s_{-i})$ . The goal is to show that  $a^* \equiv (a_1^*, a_2^*)$  solves the following problem, which is equivalent to (1) by the standard envelope theorem argument:

$$\max_{(a_1, a_2)} \iint \left( u_0(a_1(s_1, s_2), a_2(s_1, s_2)) + \sum_i u_i(a_i(s_i, s_{-i}), s_i) \right) f_1(s_1) f_2(s_2) \, \mathrm{d}s_1 \mathrm{d}s_2,$$
(B.1)

subject to:

$$s_i a_i(s_i, s_{-i}) - \frac{a_i(s_i, s_{-i})^2}{2} = \int_0^{s_i} a_i(\tilde{s}_i, s_{-i}) d\tilde{s}_i - \frac{a_i(0, s_{-i})^2}{2}, \ \forall i, s_i, s_{-i}, a_i(s_i, s_{-i}) \text{ is increasing in } s_i, \ \forall i, s_{-i}.$$

Define the following (cumulative) Lagrange multiplier:

$$\Lambda_{i}(s_{i}, s_{-i}) = \begin{cases}
f_{-i}(s_{-i})(1 - \kappa_{i}F_{i}(s_{i})), & s_{i} \in [0, \, \underline{\phi}_{i}(s_{-i})], \\
f_{-i}(s_{-i})(1 - \frac{\partial w_{i}}{\partial a_{i}}(s_{i}, s_{i}, s_{-i})f_{i}(s_{i})), & s_{i} \in (\underline{\phi}_{i}(s_{-i}), \, \bar{\phi}_{i}(s_{-i})), \\
f_{-i}(s_{-i})(1 + \kappa_{i}(1 - F_{i}(s_{i}))), & s_{i} \in [\bar{\phi}_{i}(s_{-i}), \, 1].
\end{cases}$$

We argue that, for every  $s_{-i}$ , the following function is increasing in  $s_i$ :

$$\Lambda_{i}(s_{i}, s_{-i}) + \kappa_{i} f_{-i}(s_{-i}) F_{i}(s_{i}) 
= \begin{cases}
f_{-i}(s_{-i}), & s_{i} \in [0, \underline{\phi}_{i}(s_{-i})], \\
f_{-i}(s_{-i})(1 + \kappa_{i} F_{i}(s_{i}) - \frac{\partial w_{i}}{\partial a_{i}}(s_{i}, s_{i}, s_{-i}) f_{i}(s_{i})), & s_{i} \in (\underline{\phi}_{i}(s_{-i}), \overline{\phi}_{i}(s_{-i})), \\
f_{-i}(s_{-i})(1 + \kappa_{i}), & s_{i} \in [\overline{\phi}_{i}(s_{-i}), 1],
\end{cases}$$

Clearly, it is increasing over  $[0, \phi_i(s_{-i})]$  and  $[\bar{\phi}_i(s_{-i}), 1]$ . By condition C1, it is also increasing over  $[\phi_i(s_{-i}), \bar{\phi}_i(s_{-i})]$ . Hence, to show that it is increasing over [0, 1], it suffices to verify the following two inequalities:

$$\kappa_i F_i(\underline{\phi}_i(s_{-i})) \ge \frac{\partial w_i}{\partial a_i}(\underline{\phi}_i(s_{-i}), \underline{\phi}_i(s_{-i}), s_{-i}) f_i(\underline{\phi}_i(s_{-i})), \tag{B.2}$$

$$\kappa_i(1 - F_i(\bar{\phi}_i(s_{-i}))) \ge -\frac{\partial w_i}{\partial a_i}(\bar{\phi}_i(s_{-i}), \bar{\phi}_i(s_{-i}), s_{-i})f_i(\bar{\phi}_i(s_{-i})).$$
(B.3)

If  $\phi_i(s_{-i}) = 0$ , (B.2) is directly implied by condition C2'. If  $\phi_i(s_{-i}) > 0$ , we know from condition C2 that

$$g(s_i) = (s_i - \underline{\phi}_i(s_{-i}))\kappa_i F_i(s_i) - \int_0^{s_i} \frac{\partial w_i}{\partial a_i} (\underline{\phi}_i(s_{-i}), \tilde{s}_i, s_{-i}) f_i(\tilde{s}_i) d\tilde{s}_i \le 0, \ \forall s_i \in [0, \underline{\phi}_i(s_{-i})],$$

with equality at  $\phi_i(s_{-i})$ . This implies that  $g'(\phi_i(s_{-i})) \geq 0$ . Equivalently, (B.2) holds. Using conditions C3 and C3', we can similarly verify that (B.3) also holds.

For every  $s_{-i}$ , being the difference of two increasing functions,  $\Lambda_i(s_i, s_{-i})$  as a function of  $s_i$  has bounded variation. As a result, it induces a well-defined (signed) measure  $\Lambda_i(ds_i, s_{-i})$  over [0, 1]. Let

 $\Phi \equiv \{ \text{direct mechanism } (a_1, a_2) \mid a_i(s_i, s_{-i}) \text{ is increasing in } s_i \}.$ 

Define the Lagrangian function  $\mathcal{L}: \Phi \to \mathbb{R}$  as, for every  $a \in \Phi$ ,

$$\mathcal{L}(a) \equiv \iint \left( u_0(a_1(s_1, s_2), a_2(s_1, s_2)) + \sum_i u_i(a_i(s_i, s_{-i}), s_i) \right) f_1(s_1) f_2(s_2) \, \mathrm{d}s_1 \mathrm{d}s_2$$
$$- \sum_i \iint \left( \int_0^{s_i} a_i(\tilde{s}_i, s_{-i}) \, \mathrm{d}\tilde{s}_i - \frac{a_i(0, s_{-i})^2}{2} - s_i a_i(s_i, s_{-i}) + \frac{a_i(s_i, s_{-i})^2}{2} \right) \Lambda_i(\mathrm{d}s_i, s_{-i}) \, \mathrm{d}s_{-i}$$

In what follows, we proceed to show that  $a^*$  solves

$$\max_{a \in \Phi} \mathcal{L}(a),\tag{B.4}$$

which is sufficient for  $a^*$  to be a solution to (B.1).

Step 1:  $\mathcal{L}$  is concave.

Note that for all  $s_{-i}$ ,

$$\int_0^1 \left( \int_0^{s_i} a_i(\tilde{s}_i, s_{-i}) d\tilde{s}_i \right) \Lambda_i(ds_i, s_{-i}) = \int_0^1 a_i(s_i, s_{-i}) \left( \Lambda_i(1, s_{-i}) - \Lambda_i(s_i, s_{-i}) \right) ds_i,$$

$$\int_0^1 -\frac{a_i(0, s_{-i})^2}{2} \Lambda_i(ds_i, s_{-i}) = -\frac{a_i(0, s_{-i})^2}{2} (\Lambda_i(1, s_{-i}) - \Lambda_i(0, s_{-i})) = 0,$$

where the last equality comes from the construction of  $\Lambda_i$ . Hence,  $\mathcal{L}(a)$  can be rewritten as

$$\mathcal{L}(a) = \iint \left( u_0(a(s)) f_1(s_1) f_2(s_2) - \sum_i a_i(s) (\Lambda_i(1, s_{-i}) - \Lambda_i(s_i, s_{-i})) \right) ds_1 ds_2 
+ \sum_i \int_0^1 \int_0^1 u_i(a_i(s), s_i) f_1(s_1) f_2(s_2) ds_1 ds_2 
+ \sum_i \int_0^1 \int_0^1 \left( s_i a_i(s) - \frac{a_i(s)^2}{2} \right) \Lambda_i(ds_i, s_{-i}) ds_{-i} 
= \iint \underbrace{\left( u_0(a(s)) f_1(s_1) f_2(s_2) - \sum_i a_i(s) (\Lambda_i(1, s_{-i}) - \Lambda_i(s_i, s_{-i})) \right)}_{A(a, s)} ds_1 ds_2 \quad (B.5) 
+ \sum_i \int_0^1 \int_0^1 \underbrace{\left( u_i(a_i(s), s_i) - \kappa_i s_i a_i(s) + \kappa_i \frac{a_i(s)^2}{2} \right)}_{B_i(a, s)} f_1(s_1) f_2(s_2) ds_1 ds_2 \quad (B.6) 
+ \sum_i \int_0^1 \int_0^1 \underbrace{\left( s_i a_i(s) - \frac{a_i(s)^2}{2} \right)}_{C_i(a, s)} (\Lambda_i(ds_i, s_{-i}) + \kappa_i f_{-i}(s_{-i}) F_i(ds_i)) ds_{-i}, \quad (B.7)$$

where the second equality is obtained by simultaneously adding and subtracting the term  $\sum_{i} \int_{0}^{1} \int_{0}^{1} \left(\kappa_{i} s_{i} a_{i}(s_{i}, s_{-i}) - \kappa_{i} \frac{a_{i}(s_{i}, s_{-i})^{2}}{2}\right) f_{1}(s_{1}) f_{2}(s_{2}) ds_{1} ds_{2}$ . For any s, A(a, s) is concave in a because  $u_{0}$  is concave. Hence, the integral in (B.5) is concave in a. For each i and s,  $B_{i}(a, s)$  is also concave in a by the definition of  $\kappa_{i}$ . Hence, the term in (B.6) is concave in a. For any i and s,  $C_{i}(a, s)$  is concave in a. Because we have already shown that  $\Lambda_{i}(s_{i}, s_{-i}) + \kappa_{i} f_{-i}(s_{-i} F_{i}(s_{i}))$  is increasing in  $s_{i}$ ,  $\Lambda_{i}(ds_{i}, s_{-i}) + \kappa_{i} f_{-i}(s_{-i} F_{i}(ds_{i}))$  is in fact a positive measure. Hence, the term in (B.7) is also concave in a. Being the sum of functionals that are concave in a,  $\mathcal{L}$  is also concave in a.

Step 2: For every  $a \in \Phi$ ,  $\lim_{\alpha \to 0} \frac{\mathcal{L}(\alpha a + (1-\alpha)a^*) - \mathcal{L}(a^*)}{\alpha} \leq 0$ .

For each  $a \in \Phi$ , using the expression of  $\mathcal{L}(a)$  in the previous step, we can directly calculate the Gateaux derivative<sup>1</sup>

$$\partial \mathcal{L}(a) \equiv \lim_{\alpha \to 0} \frac{\mathcal{L}(a^* + \alpha a) - \mathcal{L}(a^*)}{\alpha}$$

$$= \sum_{i} \iint \left( \frac{\partial w_i}{\partial a_i} (a_i^*(s), s) f_1(s_1) f_2(s_2) - (\Lambda_i(1, s_{-i}) - \Lambda_i(s)) \right) a_i(s) ds_1 ds_2$$

$$+ \sum_{i} \iint \left( s_i - a_i^*(s) \right) a_i(s) \Lambda_i(ds_i, s_{-i}) ds_{-i}$$

Recall that

$$\Lambda_{i}(1, s_{-i}) - \Lambda_{i}(s_{i}, s_{-i}) = \begin{cases} \kappa_{i} F_{i}(s_{i}) f_{-i}(s_{-i}), & \text{if } s_{i} \in [0, \underline{\phi}_{i}(s_{-i})], \\ \frac{\partial w_{i}}{\partial a_{i}}(s_{i}, s_{i}, s_{-i}) f_{i}(s_{i}) f_{-i}(s_{-i}), & \text{if } s_{i} \in (\underline{\phi}_{i}(s_{-i}), \bar{\phi}_{i}(s_{-i})), \\ -\kappa_{i}(1 - F_{i}(s_{i})) f_{-i}(s_{-i}), & \text{if } s_{i} \in [\bar{\phi}_{i}(s_{-i}), 1], \end{cases}$$

and

$$a_i^*(s) = \begin{cases} \phi_i(s_{-i}), & \text{if } s_i \in [0, \, \phi_i(s_{-i})], \\ s_i, & \text{if } s_i \in (\phi_i(s_{-i}), \, \bar{\phi}_i(s_{-i})), \\ \bar{\phi}_i(s_{-i}), & \text{if } s_i \in [\bar{\phi}_i(s_{-i}), \, 1]. \end{cases}$$

Hence, we can simplify the expression of  $\partial \mathcal{L}(a)$  to

$$\partial \mathcal{L}(a)$$

$$= \sum_{i} \int_{0}^{1} \left[ \underbrace{\int_{0}^{\underline{\phi}_{i}(s_{-i})} \left( \frac{\partial w_{i}}{\partial a_{i}} (\underline{\phi}_{i}(s_{-i}), s) f_{i}(s_{i}) - \kappa_{i} F_{i}(s_{i}) - \kappa_{i} (s_{i} - \underline{\phi}_{i}(s_{-i})) f_{i}(s_{i}) \right) a_{i}(s) ds_{i}} \right] dF_{-i}$$

$$+ \sum_{i} \int_{0}^{1} \left[ \underbrace{\int_{\overline{\phi}_{i}(s_{-i})}^{1} \left( \frac{\partial w_{i}}{\partial a_{i}} (\overline{\phi}_{i}(s_{-i}), s) f_{i}(s_{i}) + \kappa_{i} (1 - F_{i}(s_{i})) - \kappa_{i} (s_{i} - \overline{\phi}_{i}(s_{-i})) f_{i}(s_{i}) \right) a_{i}(s) ds_{i}} \right] dF_{-i}.$$

$$h_{i}(a, s_{-i})$$

$$\lim_{\alpha \to 0} \frac{\int_{[0,1]^2} f(a^*(s) + \alpha a(s)) \mu(\mathrm{d}s) - \int_{[0,1]^2} f(a^*(s)) \mu(\mathrm{d}s)}{\alpha}$$

$$= \int_{[0,1]^2} \lim_{\alpha \to 0} \frac{f(a^*(s) + \alpha a(s)) - f(a^*(s))}{\alpha} \mu(\mathrm{d}s)$$

$$= \int_{[0,1]^2} \Big( \sum_i \frac{\partial f}{\partial a_i} (a^*(s)) a_i(s) \Big) \mu(\mathrm{d}s),$$

where the first equality comes from interchanging the order of limit and integration. This is guaranteed by the bounded convergence theorem.

Let  $f:[0,1]^2\to\mathbb{R}$  be a continuously differentiable function, and  $\mu$  be a finite measure over  $[0,1]^2$ . Then,

Consider  $\ell_i(a, s_{-i})$  first. Using the fact that  $a_i(s)$  is increasing in  $s_i$ , we can also write  $a_i(s) = a_i(\phi_i(s_{-i}), s_{-i}) - \int_{[s_i,\phi_i(s_{-i}))} a_i(\mathrm{d}s_i, s_{-i})$ . Plugging this expression into  $\ell_i(a, s_{-i})$ , we obtain

$$\ell_{i}(a, s_{-i})$$

$$= a_{i}(\underline{\phi}_{i}(s_{-i}), s_{-i}) \int_{0}^{\underline{\phi}_{i}(s_{-i})} \left(\frac{\partial w_{i}}{\partial a_{i}}(\underline{\phi}_{i}(s_{-i}), s)f_{i}(s_{i}) - \kappa_{i}F_{i}(s_{i}) - \kappa_{i}(s_{i} - \underline{\phi}_{i}(s_{-i}))f_{i}(s_{i})\right) ds_{i}$$

$$- \int_{[0,\underline{\phi}_{i}(s_{-i}))} \left[ \int_{0}^{s_{i}} \left(\frac{\partial w_{i}}{\partial a_{i}}(\underline{\phi}_{i}(s_{-i}), \tilde{s})f_{i}(\tilde{s}_{i}) - \kappa_{i}F_{i}(\tilde{s}_{i}) - \kappa_{i}(\tilde{s}_{i} - \underline{\phi}_{i}(s_{-i}))f_{i}(\tilde{s}_{i})\right) d\tilde{s}_{i}\right] a_{i}(ds_{i}, s_{-i})$$

$$= a_{i}(\underline{\phi}_{i}(s_{-i}), s_{-i}) \int_{0}^{\underline{\phi}_{i}(s_{-i})} \frac{\partial w_{i}}{\partial a_{i}}(\underline{\phi}_{i}(s_{-i}), s)f_{i}(s_{i}) ds_{i}$$

$$- \int_{[0,\underline{\phi}_{i}(s_{-i}))} \left[ \int_{0}^{s_{i}} \frac{\partial w_{i}}{\partial a_{i}}(\underline{\phi}_{i}(s_{-i}), \tilde{s})f_{i}(\tilde{s}_{i}) d\tilde{s}_{i} - \kappa_{i}(s_{i} - \underline{\phi}_{i}(s_{-i}))F_{i}(s_{i})\right] a_{i}(ds_{i}, s_{-i})$$

$$= - \int_{[0,\underline{\phi}_{i}(s_{-i}))} \left[ \int_{0}^{s_{i}} \frac{\partial w_{i}}{\partial a_{i}}(\underline{\phi}_{i}(s_{-i}), \tilde{s})f_{i}(\tilde{s}_{i}) d\tilde{s}_{i} - \kappa_{i}(s_{i} - \underline{\phi}_{i}(s_{-i}))F_{i}(s_{i})\right] a_{i}(ds_{i}, s_{-i}), \quad (B.8)$$

where the first equality comes from changing the order of integration. The second equality comes from, for all  $s_i$ ,  $\int_0^{s_i} (\tilde{s}_i - \phi_i(s_{-i})) f_i(\tilde{s}_i) d\tilde{s}_i = (s_i - \phi_i(s_{-i})) F_i(s_i) - \int_0^{s_i} F_i(\tilde{s}_i) d\tilde{s}_i$ . The third inequality comes from  $\int_0^{\phi_i(s_{-i})} \frac{\partial w_i}{\partial a_i} (\phi_i(s_{-i}), s_i, s_{-i}) f_i(s_i) ds_i = 0$  by condition C2. By condition C2 again, we know the term in the square bracket in (B.8) is nonnegative. This implies that  $\ell_i(a, s_{-i}) \leq 0$ . But notice that  $a_i^*(s_i, s_{-i})$  is constant over  $s_i \in [0, \phi_i(s_{-i})]$ . Therefore,  $\ell_i(a^*, s_{-i}) = 0$ .

Using a similar argument and condition C3, we can also show that  $h_i(a, s_{-i}) \leq 0$  and  $h_i(a^*, s_{-i}) = 0$ . Therefore, we know  $\partial \mathcal{L}(a) \leq 0$  for all  $a \in \Phi$  and  $\partial \mathcal{L}(a^*) = 0$ .

Finally, using a similar argument as in the calculation of  $\partial \mathcal{L}(a)$  (see footnote 1), we can calculate

$$\lim_{\alpha \to 0} \frac{\mathcal{L}(\alpha a + (1 - \alpha)a^*) - \mathcal{L}(a^*)}{\alpha} = \partial \mathcal{L}(a) - \partial \mathcal{L}(a^*) \le 0.$$

Step 3:  $a^*$  solves (B.4).

Suppose not. There exists  $a \in \Phi$  such that  $\mathcal{L}(a) > \mathcal{L}(a^*)$ . By concavity from Step 1,  $\mathcal{L}(\alpha a + (1 - \alpha)a^*) \geq \alpha \mathcal{L}(a) + (1 - \alpha)\mathcal{L}(a^*)$  for all  $\alpha \in (0,1)$ . Equivalently,  $\frac{\mathcal{L}(\alpha a + (1 - \alpha)a^*) - \mathcal{L}(a^*)}{\alpha} \geq \mathcal{L}(a) - \mathcal{L}(a^*)$  for all  $\alpha \in (0,1)$ . Letting  $\alpha$  go to 0 yields  $\lim_{\alpha \to 0} \frac{\mathcal{L}(\alpha a + (1 - \alpha)a^*) - \mathcal{L}(a^*)}{\alpha} \geq \mathcal{L}(a) - \mathcal{L}(a^*) > 0$ , contradicting Step 2. Therefore,  $a^*$  is a solution to (B.4), completing the proof.

### Online Appendix C Proofs for Section 4

*Proof of Proposition 2.* We first verify that all the conditions needed in Theorem 2 are satisfied. For this, we only verify condition U1. All other conditions are straightforward.

We continue to use notation  $\underline{g}_i(x, s_{-i})$  and  $\overline{g}_i(x, s_{-i})$  defined in the proof of Lemma 3. Moreover, for notational simplicity, let  $\tilde{\lambda}_i = \frac{\lambda_i}{\lambda_0}$  for i = 1, 2. Consider  $\underline{g}_i(x, s_{-i})$ . It is easy to calculate that

$$\frac{\partial \underline{g}_i(x, s_{-i})}{\partial x} = -2 \int_0^x \tilde{\lambda}_i F_i(s_i) ds_i - 2F_i(x)(x - s_{-i}),$$

$$\frac{\partial^2 \underline{g}_i(x, s_{-i})}{\partial x^2} = 2F_i(x) \left[ \frac{f_i(x)}{F_i(x)} (s_{-i} - x) - (\tilde{\lambda}_i + 1) \right].$$

When  $s_{-i}=0$ ,  $\frac{\partial^2 g_i(x,0)}{\partial x^2}<0$  for  $x\in(0,1]$ . Therefore,  $\underline{g}_i$  is strictly concave and hence strictly quasi-concave. Assume  $s_{-i}>0$ . Let  $\theta(x)\equiv\frac{f_i(x)}{F_i(x)}(s_{-i}-x)-(\tilde{\lambda}_i+1)$ . Because  $\frac{f_i}{F_i}$  is decreasing by Lemma 16,  $\theta$  is strictly decreasing over  $(0,s_{-i}]$ . Because  $\lim_{x\downarrow 0}\frac{f_i(x)}{F_i(x)}=+\infty$  by Lemma 16 again, we know  $\lim_{x\downarrow 0}\theta(x)=+\infty$ . Moreover, because  $\theta(s_{-i})<0$ , we know there exists  $x'\in(0,s_{-i})$  such that  $\theta$  is positive over (0,x') and negative over  $(x',s_{-i})$ . Clearly,  $\theta$  is also negative over  $[s_{-i},1]$ . Therefore, over the interval (0,1),  $\frac{\partial^2 g_i(\cdot,s_{-i})}{\partial x^2}$  single-crosses the x-axis from above, implying that  $g_i(\cdot,s_{-i})$  is strictly quasi-concave. We can similarly show that  $\bar{g}_i(\cdot,s_{-i})$  is strictly quasi-concave.

From the proof of Lemma 3, we know that  $c_i^*(s_{-i}) = \arg\max_{x \in [0,1]} \underline{g}_i(x, s_{-i})$ . Observe that  $\frac{\partial g_i(0,s_{-i})}{\partial x} = 0$  for all  $s_{-i}$ . When  $s_{-i} = 0$ , the above analysis implies that  $\frac{\partial g_i(x,s_{-i})}{\partial x} < 0$  for x > 0. Therefore,  $c_i^*(0) = 0$ . When  $s_i > 0$ , the above analysis implies that  $c_i^*(s_{-i}) > 0$  and satisfies the first order condition

$$\frac{\partial g_i(c_i^*(s_{-i}), s_{-i})}{\partial x} = -2 \int_0^{c_i^*(s_{-i})} \tilde{\lambda}_i F_i(s_i) ds_i - 2F_i(c_i^*(s_{-i}))(c_i^*(s_{-i}) - s_{-i}) = 0,$$

or equivalently

$$c_i^*(s_{-i}) = s_{-i} - \tilde{\lambda}_i \frac{\int_0^{c_i^*(s_{-i})} F_i(s_i) ds_i}{F_i(c_i^*(s_{-i}))} < s_{-i}.$$
(C.1)

Similarly, we can show that  $d_i^*(1) = 1$ . When  $s_{-i} < 1$ , we have  $d_i^*(s_{-i}) < 1$  and is determined by

$$d_i^*(s_{-i}) = s_{-i} + \tilde{\lambda}_i \frac{\int_{d_i^*(s_{-i})}^1 (1 - F_i(s_i)) ds_i}{1 - F_i(d_i^*(s_{-i}))} > s_{-i}.$$
 (C.2)

This completes the proof.

Propositions 3 and 4 are built on the next two simple lemmas. Lemma C.1 is a technical result about log-concavity. It strengthens some of the results in Lemma 16.

**Lemma C.1.** If  $f_i$  is log-concave, both  $s_i \mapsto \int_0^{s_i} F_i(s_i') ds_i'$  and  $s_i \mapsto \int_{s_i}^1 (1 - F_i(s_i')) ds_i'$  are strictly log-concave. Therefore,  $\frac{F_i(s_i)}{\int_0^{s_i} F_i(s_i') ds_i'}$  is strictly decreasing and  $\frac{1 - F_i(s_i)}{\int_{s_i}^1 (1 - F_i(s_i')) ds_i'}$  is strictly increasing.

*Proof.* We only show that  $s_i \mapsto \int_{s_i}^1 (1 - F(s_i')) ds_i'$  is strictly log-concave. The other one is similar. Consider any  $s_i \in (0,1)$ . By part (i) in Lemma 16, we know there exists  $s_i'' \in (s_i,1)$  such that

$$\frac{f_i(s_i)}{1 - F_i(s_i)} \le \frac{f_i(s_i')}{1 - F_i(s_i')}, \ \forall s_i' \in (s_i, 1),$$

with strictly inequality when  $s_i' \in (s_i'', 1)$ . This implies

$$\frac{f_i(s_i)}{1 - F_i(s_i)} \int_{s_i}^1 (1 - F_i(s_i')) ds_i' < \int_{s_i}^1 \frac{f_i(s_i')}{1 - F_i(s_i')} (1 - F_i(s_i')) ds_i' = 1 - F_i(s_i),$$

which in turn implies

$$\left[\log \int_{s_i}^1 (1 - F_i(s_i')) ds_i'\right]'' = \frac{f_i(s_i) \int_{s_i}^1 (1 - F_i(s_i')) ds_i' - (1 - F_i(s_i))^2}{\left(\int_{s_i}^1 (1 - F_i(s_i')) ds_i'\right)^2} < 0.$$

Therefore,  $\int_{s_i}^1 (1 - F_i(s_i')) ds_i'$  is strictly log-concave.

Lemma C.2 below shows the monotone comparative statics of agents' unilaterally constrained delegation rules with respect to the parameters. Denote by  $(c_{i,\lambda_0,\lambda_i}^*, d_{i,\lambda_0,\lambda_i}^*)$  the unilaterally constrained delegation rule for agent i when the importance of coordination is  $\lambda_0$  and that of his adaptation is  $\lambda_i$ .<sup>2</sup>

**Lemma C.2.** For any  $s_{-i} \in (0,1)$ ,  $c_{i,\lambda_0,\lambda_i}^*(s_{-i})$  is strictly increasing in  $\lambda_0$  and strictly decreasing in  $\lambda_i$ ;  $d_{i,\lambda_0,\lambda_i}^*(s_{-i})$  is strictly decreasing in  $\lambda_0$  and strictly increasing in  $\lambda_i$ .

Proof of Lemma C.2. For example, assume  $\bar{\lambda}_i > \underline{\lambda}_i$ . Pick any  $s_{-i} \in (0,1)$ . For notational simplicity, let  $\underline{c} = c^*_{i,\lambda_0,\underline{\lambda}_i}(s_{-i})$  and  $\bar{c} = c^*_{i,\lambda_0,\bar{\lambda}_i}(s_{-i})$ . By (C.1), we have

$$\underline{c} + \frac{\underline{\lambda}_i}{\lambda_0} \frac{\int_0^{\underline{c}} F_i(s_i) ds_i}{F_i(\underline{c})} = \overline{c} + \frac{\overline{\lambda}_i}{\lambda_0} \frac{\int_0^{\overline{c}} F_i(s_i) ds_i}{F_i(\overline{c})} > \overline{c} + \frac{\underline{\lambda}_i}{\lambda_0} \frac{\int_0^{\overline{c}} F_i(s_i) ds_i}{F_i(\overline{c})}.$$

<sup>&</sup>lt;sup>2</sup>The unilaterally constrained delegation rule for agent i does not depend on the importance of agent -i's adaptation.

Because  $c \mapsto c + \frac{\lambda_i}{\lambda_0} \frac{\int_0^c F_i(s_i) \mathrm{d}s_i}{F_i(c)}$  is strictly increasing by Lemma C.1, we know  $\underline{c} > \overline{c}$ . This proves that  $c_{i,\lambda_0,\lambda_i}^*(s_{-i})$  is strictly decreasing in  $\lambda_i$ . The same argument can be applied to show that  $c_{i,\lambda_0,\lambda_i}^*(s_{-i})$  is strictly increasing in  $\lambda_0$ . The proof for  $d_{i,\lambda_0,\lambda_i}^*$  is analogous.

Proof of Proposition 3. Let  $(\phi_{1,\lambda_0}^*, \phi_{2,\lambda_0}^*)$  be the principal's optimal contingent delegation when the importance of coordination to her is  $\lambda_0$ . For any  $s_{-i}$ , We show that  $\phi_{i,\lambda_0}^*(s_{-i})$  is increasing while  $\bar{\phi}_{i,\lambda_0}^*(s_{-i})$  is decreasing in  $\lambda_0$ , for both i=1,2. For notational simplicity, we suppress  $\lambda_i$  from the previous notation  $c_{i,\lambda_0,\lambda_i}^*$  and  $d_{i,\lambda_0,\lambda_i}^*$ , and directly write  $c_{i,\lambda_0}^*$  and  $d_{i,\lambda_0}^*$ .

Consider  $0 < \underline{\lambda}_0 < \overline{\lambda}_0 < \infty$ . We show  $\overline{\phi}_{1,\overline{\lambda}_0}^* \leq \overline{\phi}_{1,\underline{\lambda}_0}^*$  and  $\underline{\phi}_{2,\overline{\lambda}_0}^* \geq \underline{\phi}_{2,\lambda_0}^*$ . The proof is most easily understood by looking at Figure C.1. Let  $(\overline{L}_{1,\lambda_0}, \underline{H}_{2,\lambda_0})$  be the intersection of  $d_{1,\lambda_0}^*$  and  $c_{2,\lambda_0}^*$  for  $\lambda_0 \in \{\underline{\lambda}_0, \overline{\lambda}_0\}$ . By Lemma C.2, we know  $d_{1,\overline{\lambda}_0}^* \leq d_{1,\underline{\lambda}_0}^*$  and  $c_{2,\overline{\lambda}_0}^* \geq c_{2,\underline{\lambda}_0}^*$ . Hence in Figure C.1,  $(\overline{L}_{1,\underline{\lambda}_0}, \underline{H}_{2,\underline{\lambda}_0})$  can only appear in one of the regions i, i, or iii.

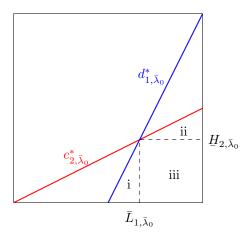


Figure C.1: Graph for the proof of Proposition 3

We claim that, in fact,  $(\bar{L}_{1,\underline{\lambda}_0}, \underline{H}_{2,\underline{\lambda}_0})$  can only be in region iii. To see this, note that  $c_{2,\lambda_0}^*(d_{1,\lambda_0}^*(\underline{H}_{2,\lambda_0})) = \underline{H}_{2,\lambda_0}$ , for  $\lambda_0 \in \{\underline{\lambda}_0, \bar{\lambda}_0\}$ . Using (C.1), (C.2), and the fact  $d_{1,\lambda_0}^*(\underline{H}_{2,\lambda_0}) = \underline{L}_{1,\lambda_0}$ , we know

$$0 = \frac{\lambda_2}{\lambda_0} \frac{\int_{\bar{L}_{1,\lambda_0}}^1 (1 - F_1(s_1)) ds_1}{1 - F_1(\bar{L}_{1,\lambda_0})} - \frac{\lambda_1}{\lambda_0} \frac{\int_0^{\underline{H}_{2,\lambda_0}} F_2(s_2) ds_2}{F_2(\underline{H}_{2,\lambda_0})}$$
$$= \frac{\lambda_2}{\bar{\lambda}_0} \frac{\int_{\bar{L}_{1,\bar{\lambda}_0}}^1 (1 - F_1(s_1)) ds_1}{1 - F_1(\bar{L}_{1,\bar{\lambda}_0})} - \frac{\lambda_1}{\bar{\lambda}_0} \frac{\int_0^{\underline{H}_{2,\bar{\lambda}_0}} F_2(s_2) ds_2}{F_2(\underline{H}_{2,\bar{\lambda}_0})}.$$

Because  $x \mapsto \frac{\int_x^1 (1-F_1(s_1)) \mathrm{d}s_1}{1-F_1(x)}$  is strictly decreasing and  $x \mapsto \frac{\int_0^x F_2(s_2) \mathrm{d}s_2}{F_2(x)}$  is strictly increasing by Lemma C.1, it is easy to see from the above equation that we can have neither  $\bar{L}_{1,\lambda_0} \leq \bar{L}_{1,\bar{\lambda}_0}$  and  $\underline{H}_{2,\lambda_0} < \underline{H}_{2,\bar{\lambda}_0}$ , nor  $\bar{L}_{1,\lambda_0} > \bar{L}_{1,\bar{\lambda}_0}$  and  $\underline{H}_{2,\lambda_0} \geq \bar{H}_{2,\lambda_0}$ . In other words,  $(\bar{L}_{1,\lambda_0}, \underline{H}_{2,\lambda_0})$  can be in neither region i nor region ii.

Therefore,  $(\bar{L}_{1,\underline{\lambda}_0}, \underline{H}_{2,\underline{\lambda}_0})$  is in region iii. Equivalently,  $\bar{L}_{1,\underline{\lambda}_0} \geq \bar{L}_{1,\bar{\lambda}_0}$  and  $\underline{H}_{2,\underline{\lambda}_0} \leq \underline{H}_{2,\bar{\lambda}_0}$ . For any  $s_2 \in [0,1)$ , we then have

$$\bar{\phi}_{1,\underline{\lambda}_0}^*(s_1) = \max\{d_{1,\underline{\lambda}_0}^*(s_1), \, \bar{L}_{1,\underline{\lambda}_0}\} \ge \max\{d_{1,\bar{\lambda}_0}^*(s_1), \, \bar{L}_{1,\bar{\lambda}_0}\} = \bar{\phi}_{1,\bar{\lambda}_0}^*(s_1).$$

Similarly, for any  $s_1 \in (0, 1]$ , we have

$$\underline{\phi}_{2,\underline{\lambda}_0}^*(s_2) = \min\{c_{2,\underline{\lambda}_0}^*(s_2), \ \underline{H}_{2,\underline{\lambda}_0}\} \le \min\{c_{2,\bar{\lambda}_0}^*(s_2), \ \underline{H}_{2,\bar{\lambda}_0}\} = \underline{\phi}_{2,\bar{\lambda}_0}^*(s_2).$$

Figure C.2 gives an illustration.

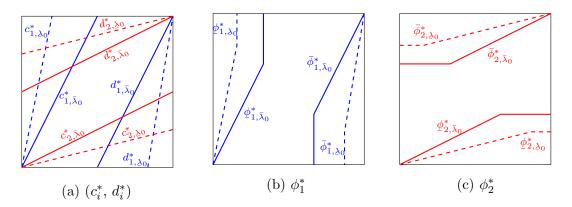


Figure C.2: Importance of coordination and optimal discretion:  $\bar{\lambda}_0 > \underline{\lambda}_0$ 

Proof of Proposition 4. It is a direct implication of Lemma C.2. See Figure C.3 for an illustration.  $\Box$ 

Proposition 5 is a direct implication of Lemma C.3 below. Denote by  $(c_{i,f_i}^*, d_{i,f_i}^*)$  i's unilaterally coordinated delegation rule when his state distribution is  $f_i$ .

**Lemma C.3.** Suppose  $0 < \lambda_i < \infty$ . Consider two densities  $\underline{f}_i$  and  $\overline{f}_i$  of agent i's state distribution. If the likelihood ratio  $\overline{f}_i/\underline{f}_i$  is (strictly) increasing, then  $c_{i,\overline{f}_i}^*(s_{-i}) \geq (>) c_{i,\underline{f}_i}^*(s_{-i})$  and  $d_{i,\overline{f}_i}^*(s_{-i}) \geq (>) d_{i,\underline{f}_i}^*(s_{-i})$  for all  $s_{-i} \in (0,1)$ .

Proof of Lemma C.3. Let  $\bar{F}_i$  and  $\underline{F}_i$  be the c.d.f's of  $\bar{f}_i$  and  $\underline{f}_i$  respectively. Because  $\bar{f}_i$  and  $\underline{f}_i$  satisfy the (strict) MLRP, we know that, for all  $c, d \in (0, 1)$ ,

$$\frac{\int_0^c \bar{F}_i(s_i) ds_i}{\bar{F}_i(c)} \le (<) \frac{\int_0^c \underline{F}_i(s_i) ds_i}{\underline{F}_i(c)} \text{ and } \frac{\int_d^1 (1 - \bar{F}_i(s_i)) ds_i}{1 - \bar{F}_i(s_i)} \ge (>) \frac{\int_d^1 (1 - \underline{F}_i(s_i)) ds_i}{1 - \underline{F}_i(s_i)}.$$

<sup>&</sup>lt;sup>3</sup>See, for example, Theorem 1.C.1 in Shaked and Shanthikumar (2007).

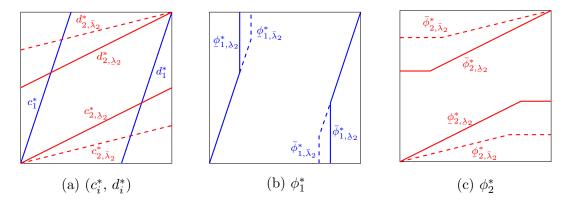


Figure C.3: Relative importance and optimal discretion:  $\bar{\lambda}_2 > \bar{\lambda}_2$ 

Consider  $s_{-i} \in (0,1)$ . Let  $\underline{c} = c_{i,\underline{f}_i}^*(s_{-i})$  and  $\overline{c} = c_{i,\overline{f}_i}^*(s_{-i})$ . By (C.1), we have

$$\underline{c} + \frac{\lambda_i}{\lambda_0} \frac{\int_0^{\underline{c}} \underline{F}_i(s_i) \mathrm{d}s_i}{\underline{F}_i(\underline{c})} = \overline{c} + \frac{\lambda_i}{\lambda_0} \frac{\int_0^{\overline{c}} \overline{F}_i(s_i) \mathrm{d}s_i}{\overline{F}_i(\overline{c})} \le (<) \, \overline{c} + \frac{\lambda_i}{\lambda_0} \frac{\int_0^{\overline{c}} \underline{F}_i(s_i) \mathrm{d}s_i}{\underline{F}_i(\overline{c})}.$$

Again, because  $c \mapsto c + \frac{\lambda_i}{\lambda_0} \frac{\int_0^c \underline{F}_i(s_i) \mathrm{d}s_i}{\underline{F}_i(c)}$  is strictly increasing, we know  $\underline{c} \leq (<) \, \overline{c}$ . Figure C.4 provides an illustration.

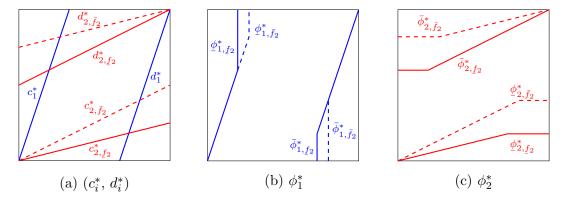


Figure C.4: State distribution and optimal discretion:  $\bar{f}_2/\underline{f}_2$  is increasing

# References

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