Table 3
Summary of Estimated Abowd, Kramarz, and Margolis (1999) Models for Portuguese Men, Alternative Normalizations of Age Function

	Cubic Age Function Flat				Gaussian Basis Function (5)
	Age 40 (Baseline) (1)	Age 50 (2)	Age 30 (3)	Age 0 (4)	
SD of person effects (across person-year observations)	.42	.41	.46	.93	.44
SD of firm effects (across person-year observations)	.25	.25	.25	.25	.25
SD of Xb (across person-year observations)	.07	.10	.12	.74	.08
Correlation of person/firm effects	.17	.16	.17	.14	.17
Correlation of person effects and covariate index	.19	.19	−.32	−.89	−.06
Correlation of firm effects and covariate index	.11	.14	−.03	−.08	.04