

| VARIABLES | (1) log(salary) | (2) log(salary) |
|-----------------|-----------------------|-----------------------|
| exper_squ | -0.002*** (-3.66) | -0.004*** (-4.30) |
| exper | 0.019*** (3.13) | 0.048*** (5.69) |
| gender | -0.083*** (-10.27) | -0.054*** (-5.16) |
| num_job | -0.011*** (-2.87) | -0.028*** (-6.32) |
| field_exper | 0.013*** (3.90) | |
| o.exper | - | |
| currentjob_full | -0.772*** (-52.77) | -0.662*** (-29.91) |
| obj_req_1 | 0.039*** (4.28) | |
| o.obj_over_1 | - | |
| obj_und_1 | 0.099*** (9.50) | 0.052*** (3.82) |
| area_n | 0.088*** (5.40) | 0.067*** (4.95) |
| area_c | -0.021 (-1.21) | -0.016 (-1.10) |
| area_s | -0.019 (-1.08) | |
| o.area_e | - | |
| o.obj_req_1 | | - |
| obj_over_1 | | -0.033*** (-2.79) |
| o.area_s | | - |
| area_e | | -0.046** (-2.12) |
| Constant | 11.168*** (386.84) | 11.058*** (297.45) |
| Observations | 4,185 | 2,266 |
| R-squared | 0.451 | 0.341 |

t-statistics in parentheses
*** p<0.01, ** p<0.05, * p<0.1