

Table A.5c: First-Year Treatment Effects: Experimental versus Observational Estimates

	(1)	(2)	(3)	(4)	(5)	(6)
	Experimental (IV)			Observational (OLS)		
Outcome Variable	No Controls	Strata FEs	Post- Lasso	No Controls	Strata FEs	Post- Lasso
<b>B. Employment and Productivity [admin]</b>						
Annual salary (share of baseline salary) [admin]	N/A N/A N=N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N=N/A	N/A N/A N/A	N/A N/A N/A
Job promotion [admin]	-0.006 (0.022) N=4,146	N/A N/A N/A	N/A N/A N/A	0.019 (0.014) N=2,840	N/A N/A N/A	N/A N/A N/A
Job title change [admin]	N/A N/A N=N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N=N/A	N/A N/A N/A	N/A N/A N/A
Job terminated [admin]	-0.022 (0.018) N=4,834	N/A N/A N/A	N/A N/A N/A	-0.080*** (0.011) N=3,300	N/A N/A N/A	N/A N/A N/A
Sick leave (days/year) [admin]	0.322 (0.398) N=4,782	N/A N/A N/A	N/A N/A N/A	0.275 (0.272) N=3,264	N/A N/A N/A	N/A N/A N/A

Notes: This table replicates Appendix Table A.5c from Jones, Molitor, and Reif (QJE 2019) using public-use data. N/A indicates a censored value.