

Table A.4c: First-Year Treatment Effects (ITT)

	(1)	(2)	(3)	(4)
Outcome Variable	Mean	No Controls	Strata FEs	Post-Lasso
B. Employment and Productivity [admin]				
Annual salary (share of baseline salary) [admin]	N/A	N/A	N/A	N/A
		N/A	N/A	N/A
		N/A	N/A	N/A
	$N=N/A$	$N=N/A$	N/A	N/A
Job promotion [admin]	0.176	-0.003	N/A	N/A
		(0.013)	N/A	N/A
		[0.786]	N/A	N/A
	$N=4,146$	$N=4,146$	N/A	N/A
Job title change [admin]	N/A	N/A	N/A	N/A
		N/A	N/A	N/A
		N/A	N/A	N/A
	$N=N/A$	$N=N/A$	N/A	N/A
Job terminated [admin]	0.113	-0.013	N/A	N/A
		(0.010)	N/A	N/A
		[0.612]	N/A	N/A
	$N=4,834$	$N=4,834$	N/A	N/A
Sick leave (days/year) [admin]	6.341	0.186	N/A	N/A
		(0.230)	N/A	N/A
		[0.753]	N/A	N/A
	$N=4,782$	$N=4,782$	N/A	N/A

Notes: This table replicates Appendix Table A.4c from Jones, Molitor, and Reif (QJE 2019) using public-use data. The Westfall-Young p -values, reported in brackets, do not exactly replicate the values from the original paper due to censoring in the public-use data. N/A indicates a censored value.