

Table 3: Treatment Effects (Intention-to-Treat)

	(1)	(2)	(3)	(4)	(5)	(6)
	First Year (12 months)			Longer-run (24-30 months)		
Outcome Variable	Mean	No Controls	Post- Lasso	Mean	No Controls	Post- Lasso
A. Medical Spending						
Total spending (dollars/month) [admin]	576.2	10.8 (48.5) [0.931]	N/A N/A N/A	650.5	-74.7 (58.5) [0.611]	N/A N/A N/A
	<i>N</i> =3,239	<i>N</i> =3,239	<i>N</i> =N/A	<i>N</i> =3,307	<i>N</i> =3,307	<i>N</i> =N/A
Drug spending [admin]	132.0	-8.5 (26.5) [0.931]	N/A N/A N/A	148.8	-25.2 (27.7) [0.841]	N/A N/A N/A
	<i>N</i> =3,239	<i>N</i> =3,239	<i>N</i> =N/A	<i>N</i> =3,307	<i>N</i> =3,307	<i>N</i> =N/A
Office spending [admin]	69.5	-6.1 (10.0) [0.931]	N/A N/A N/A	74.2	-6.6 (8.6) [0.841]	N/A N/A N/A
	<i>N</i> =3,239	<i>N</i> =3,239	<i>N</i> =N/A	<i>N</i> =3,307	<i>N</i> =3,307	<i>N</i> =N/A
Hospital spending [admin]	313.0	22.2 (30.9) [0.931]	N/A N/A N/A	353.5	-31.7 (35.6) [0.841]	N/A N/A N/A
	<i>N</i> =3,239	<i>N</i> =3,239	<i>N</i> =N/A	<i>N</i> =3,307	<i>N</i> =3,307	<i>N</i> =N/A
Nonzero medical spending [admin]	0.902	-0.008 (0.011) [0.931]	N/A N/A N/A	0.950	0.005 (0.008) [0.841]	N/A N/A N/A
	<i>N</i> =3,239	<i>N</i> =3,239	<i>N</i> =N/A	<i>N</i> =3,307	<i>N</i> =3,307	<i>N</i> =N/A
B. Employment and Productivity						
Job promotion [admin]	0.176	-0.003 (0.013) [0.786]	N/A N/A N/A	0.360	0.006 (0.017) [0.979]	N/A N/A N/A
	<i>N</i> =4,146	<i>N</i> =4,146	<i>N</i> =N/A	<i>N</i> =3,635	<i>N</i> =3,635	<i>N</i> =N/A
Job terminated [admin]	0.113	-0.013 (0.010) [0.612]	N/A N/A N/A	0.204	0.002 (0.012) [0.981]	N/A N/A N/A
	<i>N</i> =4,834	<i>N</i> =4,834	<i>N</i> =N/A	<i>N</i> =4,834	<i>N</i> =4,834	<i>N</i> =N/A
Sick leave (days/year) [admin]	6.341	0.186 (0.230) [0.753]	N/A N/A N/A	6.066	0.013 (0.204) [0.981]	N/A N/A N/A
	<i>N</i> =4,782	<i>N</i> =4,782	<i>N</i> =N/A	<i>N</i> =4,782	<i>N</i> =4,782	<i>N</i> =N/A
Management priority on health/safety [survey]	0.790	0.057*** (0.015) [0.001]	N/A N/A N/A	0.784	0.028* (0.016) [0.540]	N/A N/A N/A
	<i>N</i> =3,566	<i>N</i> =3,566	<i>N</i> =N/A	<i>N</i> =3,018	<i>N</i> =3,018	<i>N</i> =N/A
Productivity index [survey/admin]	0.000	-0.046 (0.061) [0.440]	N/A N/A N/A	0.000	-0.015 (0.062) [0.805]	N/A N/A N/A
	<i>N</i> =3,309	<i>N</i> =3,309	<i>N</i> =N/A	<i>N</i> =2,890	<i>N</i> =2,890	<i>N</i> =N/A
C. Health Status and Behaviors						
IL Marathon/10K/5K [admin]	0.066	0.002 (0.008) [0.976]	N/A N/A N/A	0.052	0.006 (0.007) [0.632]	N/A N/A N/A
	<i>N</i> =4,834	<i>N</i> =4,834	<i>N</i> =N/A	<i>N</i> =4,834	<i>N</i> =4,834	<i>N</i> =N/A
Campus gym visits (days/year) [admin]	5.839	-0.062 (0.733) [0.976]	N/A N/A N/A	5.047	-0.342 (0.660) [0.632]	N/A N/A N/A
	<i>N</i> =4,834	<i>N</i> =4,834	<i>N</i> =N/A	<i>N</i> =4,834	<i>N</i> =4,834	<i>N</i> =N/A
Ever screened [survey]	0.942	0.039*** (0.009) [0.000]	N/A N/A N/A	0.962	0.029*** (0.008) [0.008]	N/A N/A N/A
	<i>N</i> =3,567	<i>N</i> =3,567	<i>N</i> =N/A	<i>N</i> =3,020	<i>N</i> =3,020	<i>N</i> =N/A

Notes: This table replicates Table 3 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.