

Table 4: First-Year Treatment Effects: Experimental versus Observational Estimates

	(1)	(2)	(3)	(4)
	Experimental (IV)		Observational (OLS)	
Outcome Variable	No Controls	Post-Lasso	No Controls	Post-Lasso
A. Medical Spending				
Total spending (dollars/month) [admin]	17.7 (79.0) <i>N</i> =3,239	N/A N/A N/A	-137.3** (68.6) <i>N</i> =2,208	N/A N/A N/A
Drug spending [admin]	-13.8 (43.2) <i>N</i> =3,239	N/A N/A N/A	-26.3 (27.2) <i>N</i> =2,208	N/A N/A N/A
Office spending [admin]	-9.9 (16.2) <i>N</i> =3,239	N/A N/A N/A	12.2 (7.5) <i>N</i> =2,208	N/A N/A N/A
Hospital spending [admin]	36.1 (50.4) <i>N</i> =3,239	N/A N/A N/A	-118.0** (55.7) <i>N</i> =2,208	N/A N/A N/A
Nonzero medical spending [admin]	-0.013 (0.018) <i>N</i> =3,239	N/A N/A N/A	0.061*** (0.014) <i>N</i> =2,208	N/A N/A N/A
B. Employment and Productivity				
Job promotion [admin]	-0.006 (0.022) <i>N</i> =4,146	N/A N/A N/A	0.019 (0.014) <i>N</i> =2,840	N/A N/A N/A
Job terminated [admin]	-0.022 (0.018) <i>N</i> =4,834	N/A N/A N/A	-0.080*** (0.011) <i>N</i> =3,300	N/A N/A N/A
Sick leave (days/year) [admin]	0.322 (0.398) <i>N</i> =4,782	N/A N/A N/A	0.275 (0.272) <i>N</i> =3,264	N/A N/A N/A
Management priority on health/safety [survey]	0.087*** (0.023) <i>N</i> =3,566	N/A N/A N/A	-0.004 (0.017) <i>N</i> =2,410	N/A N/A N/A
Productivity index [survey/admin]	-0.070 (0.092) <i>N</i> =3,309	N/A N/A N/A	0.069 (0.073) <i>N</i> =2,245	N/A N/A N/A
C. Health Status and Behaviors				
IL Marathon/10K/5K 2017 [admin]	0.003 (0.014) <i>N</i> =4,834	N/A N/A N/A	0.059*** (0.008) <i>N</i> =3,300	N/A N/A N/A
Campus gym visits (days/year) [admin]	-0.110 (1.309) <i>N</i> =4,834	N/A N/A N/A	3.527*** (0.813) <i>N</i> =3,300	N/A N/A N/A
Ever screened [survey]	0.060*** (0.014) <i>N</i> =3,567	N/A N/A N/A	0.073*** (0.011) <i>N</i> =2,410	N/A N/A N/A

Notes: This table replicates Table 4 from Jones, Molitor, and Reif (QJE 2019) using public-use data. N/A indicates a censored value.