

# JACOB KOHLHEPP

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## EDUCATION

Ph.D. Economics, UCLA	2018-2023 (Expected)
M.A. Economics, UCLA	2018-2020
B.A. Economics & B.A. Political Science, UCLA	2012-2016

## RESEARCH FIELDS

Labor Economics (Organizational/Personnel)  
Microeconomic Theory

## RESEARCH

### *Job Market Paper*

"The Inner Beauty of Firms" [[link](#)]

This paper studies how the internal organization of firms interacts with labor and product markets using millions of task assignments within hundreds of hair salons. I develop a measure of organization complexity and provide evidence of firm-specific organization costs, which grant complex salons a comparative advantage in producing high-quality products. Based on these facts, I develop a model where oligopolistic firms with different organization costs choose their internal structure. Complexity is costly, but it allows firms to improve product quality by better matching workers with multidimensional skills to tasks. I characterize the profit-maximizing organization, and identify and estimate the model for Manhattan hair salons. Counterfactuals reveal that allowing internal organization to be heterogeneous and endogenous changes the equilibrium effects of policy. A sales tax cut increases specialization and therefore the productivity of all workers, while a minimum wage increase generates new types of wage spillovers.

### *Working Papers*

"Delegated Recruitment and Hiring Distortions" (with Stepan Aleksenko)

**Revise and Resubmit** at *Journal of Economic Theory*. [[link](#)]

"Workplace Injury and Labor Supply within an Organization"

**Reject and Resubmit** at *Journal of Labor Economics*. [[link](#)]

### *Works in Progress*

"Ratings and Dynamic Pricing" (with Stepan Aleksenko)

"The Costs of Civil Asset Forfeiture" (with Amy Mahler, USC)

"Is Tipping Economically Meaningful?"

## RESEARCH ASSISTANCE

Graduate Student Researcher for Melanie Wasserman (UCLA Anderson)	2020
Research Assistant for Till von Wachter (California Policy Lab)	2017

## TEACHING

## Instructor

Microeconomic Theory II (Econ 101)

Summer 2021

## Teaching Assistant

Intermediate Microeconomics (Econ 11)

Fall 2019 &amp; Fall 2021

Organizational Economics (Econ 106I)

Winter 2020 &amp; Winter 2022

PhD Microeconomics: Asymmetric Information (Econ 201C)

Spring 2020

## REFEREEING

*Journal of Economic Theory, The Journal of Labor Economics*

## PROFESSIONAL EXPERIENCE

Boulevard Salon Management, Consultant

2020 - 2021

Welch Consulting, Associate Economist

2016 - 2018

## PRESENTATIONS

UPenn Labor, Firms and Macro Workshop (invited); Society of Economic Dynamics (invited)\*, 2023  
Stony Brook International Conference on Game Theory\*<sup>†</sup>

Southern Economic Association Annual Meeting; Occidental College (invited); 2022

Society of Labor Economists Annual Meeting; GLO Global Conference

Urban Economics Association European Meeting; APPAM Student Seminar; 2021

Eastern Economic Association Annual Conference; California Center for Population Research  
Student SeminarLos Angeles Conference in Applied Economics; Institute for Humane 2019  
Studies Graduate Workshop

UCLA Proseminars: Theory (2020 - 2022), Applied (2020 - 2022), Industrial Organization (2022)

\*upcoming, <sup>†</sup> co-author presented

## GRANTS, HONORS, AND AWARDS

UCLA Dissertation Year Fellowship 2022 - 2023

UCLA Best Proseminar in Economic Theory 2022

UCLA Graduate Representative, SEA Annual Meeting 2022

Humane Studies Fellowship 2020, 2022

Hayek Fund for Scholars 2020, 2021

Graduate Research Mentor Fellowship 2020 - 2021

Outstanding Teaching in Remote Learning Award 2020

UCLA PhD First-Year Fellowship Recipient 2018 - 2019

Honors Pass, Economic Theory Comprehensive Exam 2019

## SERVICE

Organizer, UCLA Theory Proseminar	2020 - 2022
Lead Organizer, SoCal Grad Conference in Applied Economics	2020
Founder, Intrepid Insight	2018 - 2020

## TECHNICAL SKILLS

Advanced: R, Stata, LaTeX  
Working: Linux/Unix Terminal, Julia

## REFERENCES

Simon Board (co-chair)  
sboard@econ.ucla.edu

Maurizio Mazzocco (co-chair)  
mmazzocc@econ.ucla.edu

Daniel Haanwinckel  
haanwinckel@econ.ucla.edu

Moritz Meyer-ter-Vehn  
mtv@econ.ucla.edu

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