

Predicted turnover probabilities	Employer-provided health insurance			
	No		Yes	
No other HI	.256	(.032)	.085	(.012)
Other HI	.244	(.032)	.115	(.017)

Estimates of job-lock

a. Row difference among those with HI	26.0%	(13.8)
b. Simple difference-in-difference	31.1%	(17.7)
c. Adjusted difference-in-difference	29.6%	(13.8)