Table 1: TWFE Estimates of *post*: Drop rows with gap_from_prev_months > 6

	Outcomes			
	RN	**LPN**	**CNA**	**Total**
Panel A				
With anticipation	-0.029^{***}	0.001	-0.049^{***}	-0.077^{***}
	(0.005)	(0.006)	(0.009)	(0.013)
Without anticipation	-0.030^{***}	0.001	-0.052^{***}	-0.082^{***}
	(0.005)	(0.006)	(0.010)	(0.013)
Panel B				
With anticipation	-0.085^{***}	0.005	-0.023^{***}	-0.023^{***}
	(0.016)	(0.009)	(0.005)	(0.004)
Without anticipation	-0.091^{***}	0.004	-0.025^{***}	-0.025^{***}
	(0.016)	(0.009)	(0.005)	(0.004)

Notes: Each cell is the *post* coefficient with two-way clustered SEs (facility, month). Panel A: levels (HPPD); Panel B: logs. With-anticipation uses all observations ($N_{\text{levels}} = 636,140$; $N_{\text{logs}} = 636,140$). Without-anticipation drops treated months $t \in \{-3, -2, -1\}$ ($N_{\text{levels}} = 631,975$; $N_{\text{logs}} = 631,975$). All specs: facility + month FE and controls: government, non-profit, chain, beds, occupancy rate, Significance: $^{***}p < 0.01$, $^{**}p < 0.05$, $^{*}p < 0.10$. Construction keeps rows with missing gap; only rows with gap_from_prev_months strictly greater than 6 are removed.

Table 2: TWFE Estimates of *post*: Drop rows with gap_from_prev_months > 3

	Outcomes			
	RN	**LPN**	**CNA**	**Total**
Panel A				
With anticipation	-0.029^{***}	0.001	-0.049^{***}	-0.077^{***}
	(0.005)	(0.006)	(0.009)	(0.013)
Without anticipation	-0.031^{***}	0.001	-0.052^{***}	-0.082^{***}
	(0.005)	(0.006)	(0.010)	(0.013)
Panel B				
With anticipation	-0.085^{***}	0.005	-0.024^{***}	-0.023^{***}
	(0.016)	(0.009)	(0.005)	(0.004)
Without anticipation	-0.091^{***}	0.004	-0.025^{***}	-0.025^{***}
	(0.016)	(0.009)	(0.005)	(0.004)

Notes: Each cell is the *post* coefficient with two-way clustered SEs (facility, month). Panel A: levels (HPPD); Panel B: logs. With-anticipation uses all observations ($N_{\text{levels}} = 635,826$; $N_{\text{logs}} = 635,826$). Without-anticipation drops treated months $t \in \{-3, -2, -1\}$ ($N_{\text{levels}} = 631,662$; $N_{\text{logs}} = 631,662$). All specs: facility + month FE and controls: government, non-profit, chain, beds, occupancy rate, Significance: $^{***}p < 0.01$, $^{**}p < 0.05$, $^{*}p < 0.10$. Construction keeps rows with missing gap; only rows with gap_from_prev_months strictly greater than 3 are removed.

Table 3: TWFE Estimates of *post*: Drop rows with gap_from_prev_months > 1

	Outcomes			
	RN	**LPN**	**CNA**	**Total**
Panel A				
With anticipation	-0.030^{***}	0.002	-0.049^{***}	-0.078^{***}
	(0.005)	(0.006)	(0.009)	(0.013)
Without anticipation	-0.031^{***}	0.001	-0.052^{***}	-0.082^{***}
	(0.005)	(0.006)	(0.010)	(0.013)
Panel B				
With anticipation	-0.085^{***}	0.005	-0.024^{***}	-0.023^{***}
	(0.016)	(0.009)	(0.005)	(0.004)
Without anticipation	-0.091^{***}	0.004	-0.025^{***}	-0.025^{***}
	(0.016)	(0.009)	(0.005)	(0.004)

Notes: Each cell is the *post* coefficient with two-way clustered SEs (facility, month). Panel A: levels (HPPD); Panel B: logs. With-anticipation uses all observations ($N_{\text{levels}} = 631,699$; $N_{\text{logs}} = 631,699$). Without-anticipation drops treated months $t \in \{-3, -2, -1\}$ ($N_{\text{levels}} = 627,567$; $N_{\text{logs}} = 627,567$). All specs: facility + month FE and controls: government, non-profit, chain, beds, occupancy rate, Significance: $^{***}p < 0.01$, $^{**}p < 0.05$, $^{*}p < 0.10$. Construction keeps rows with missing gap; only rows with gap_from_prev_months strictly greater than 1 are removed.

Table 4: TWFE Estimates of *post*: Drop rows with gap_from_prev_months > 0

	Outcomes			
	RN	**LPN**	**CNA**	**Total**
Panel A				
With anticipation	-0.030^{***}	0.002	-0.049^{***}	-0.078^{***}
	(0.005)	(0.006)	(0.009)	(0.013)
Without anticipation	-0.031^{***}	0.001	-0.052^{***}	-0.082^{***}
	(0.005)	(0.006)	(0.010)	(0.013)
Panel B				
With anticipation	-0.085^{***}	0.005	-0.024^{***}	-0.023^{***}
	(0.016)	(0.009)	(0.005)	(0.004)
Without anticipation	-0.091^{***}	0.004	-0.025^{***}	-0.025^{***}
	(0.016)	(0.009)	(0.005)	(0.004)

Notes: Each cell is the *post* coefficient with two-way clustered SEs (facility, month). Panel A: levels (HPPD); Panel B: logs. With-anticipation uses all observations ($N_{\text{levels}} = 631,699$; $N_{\text{logs}} = 631,699$). Without-anticipation drops treated months $t \in \{-3, -2, -1\}$ ($N_{\text{levels}} = 627,567$; $N_{\text{logs}} = 627,567$). All specs: facility + month FE and controls: government, non-profit, chain, beds, occupancy rate, Significance: $^{***}p < 0.01$, $^{**}p < 0.05$, $^{*}p < 0.10$. Construction keeps rows with missing gap; only rows with gap_from_prev_months strictly greater than 0 are removed.