

	Coeff	St.e.
Log residual wage in 1989	2.61***	0.76
Age	0.23**	0.10
Age squared	-0.04***	0.01
Tenure	0.05***	0.01
Number of observations (person-years)	528	
Year effects	Yes	
Bootstrap replications	100	

Sample: Annual data (1990-1995) for continuing workers employed in the plant in 1989. The residual wage was measured by regressing log payments by results in 1989 on age, age squared and type of machine fixed effects.