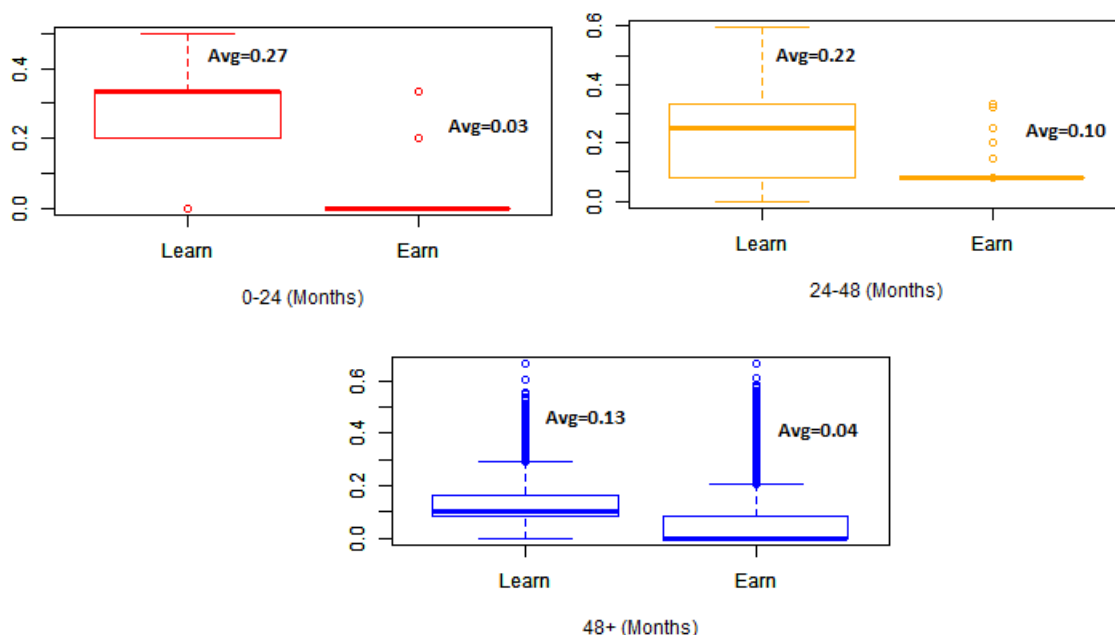The following box plots are intended to show the distribution of the exploration and exploitation scores for three different groups with different filtering criteria applied for worker selection. **This is supporting information for RQ1.** To answer RQ1 in the paper, we selected only those workers who had at least one registration in any 3 months of the last 6-month period prior to March 31, 2017. Below we will show results for two other filtering criteria of worker selection. Please note that the stricter the filtering criteria is, the more active are the selected workers are (in terms of participation in the platform) and the less the number of considered samples for analysis. However, for all filtering criteria, i**t was evident from the boxplots that workers from all groups spend time on learning and exploration. Moreover, there is a decreasing trend in the average learning scores.**

A. **Boxplot for all 5885 workers (workers who had at least one registration in one month of the 12-month period before March 31, 2017)**

Group	Sample size
0-24	57
24-48	98
48+	5670

While generating Earn and Learn scores, our algorithm looked back upto M=6 months prior to the day when the scores were computed. A lot of the workers from the 48+ month group did not have any registrations within the 6 months prior to 31st March 2017, even though they had registrations within the 12 months prior to that date. So, when the Earn and Learn scores were generated for those workers, for most of the months, the Earn scores for these workers ended up with 0 values, which affected the average Earn score values for the 48+ month group.

Below we show the boxplot for all the 5885 workers. We also show the average value for each group in each box plot. **It is evident from the figure that workers from all groups spend time on learning and exploration. Moreover, there is a decreasing trend in the average learning scores.**

0-24 (Months)

24-48 (Months)

48+ (Months)

B. **Boxplot for 2566 workers with at least one transaction in any one month of the six months prior to 31 March, 2017 (2566 workers further filtered from 5885 workers):**

Group	Sample size
0-24	57
24-48	98
48+	2396

Below we show the boxplot for all the 2566 workers. **It is evident from the figure that workers from all groups spend time on learning and exploration. Moreover, there is a decreasing trend in the average learning scores.**

0-24 (Months)

24-48 (Months)

48+ (Months)