

Appendix Table 3: Mean Log Wages Before and After Job Change, for Movers with Two or More Years of Wage Data Before and After Job Change

Origin/destination quartile*	Number of Changes: (1)	Mean Log Wages of Movers				4 Year Change	
		2 years before (2)	1 year before (3)	1 year after (4)	2 years after (5)	Raw (6)	Adjusted** (7)
<u>Interval 1: 1985-1991</u>							
1 to 1	333,648	4.003	4.025	4.085	4.113	0.110	0.000
1 to 2	206,251	4.063	4.085	4.207	4.248	0.185	0.075
1 to 3	136,119	4.064	4.087	4.271	4.323	0.260	0.150
1 to 4	82,193	4.102	4.132	4.380	4.444	0.342	0.232
2 to 1	125,376	4.160	4.178	4.144	4.175	0.015	-0.072
2 to 2	204,787	4.229	4.251	4.286	4.316	0.087	0.000
2 to 3	158,360	4.258	4.278	4.359	4.395	0.137	0.051
2 to 4	86,038	4.298	4.324	4.474	4.529	0.231	0.144
3 to 1	59,334	4.245	4.261	4.163	4.194	-0.051	-0.153
3 to 2	91,474	4.315	4.337	4.333	4.371	0.056	-0.046
3 to 3	173,160	4.384	4.409	4.452	4.486	0.102	0.000
3 to 4	136,569	4.460	4.487	4.594	4.635	0.175	0.073
4 to 1	30,110	4.373	4.396	4.252	4.284	-0.089	-0.220
4 to 2	41,079	4.459	4.488	4.447	4.487	0.028	-0.103
4 to 3	91,177	4.552	4.584	4.596	4.633	0.080	-0.051
4 to 4	290,921	4.678	4.710	4.777	4.809	0.131	0.000
<u>Interval 4: 2002-2009</u>							
1 to 1	541,307	3.880	3.873	3.867	3.875	-0.005	0.000
1 to 2	197,982	4.018	4.017	4.165	4.182	0.164	0.054
1 to 3	88,768	3.999	4.015	4.291	4.325	0.325	0.215
1 to 4	49,167	4.056	4.083	4.468	4.521	0.465	0.355
2 to 1	208,184	4.202	4.190	4.021	4.030	-0.171	-0.258
2 to 2	333,219	4.315	4.309	4.305	4.309	-0.007	0.000
2 to 3	137,528	4.381	4.377	4.437	4.456	0.075	-0.012
2 to 4	59,080	4.473	4.479	4.625	4.673	0.200	0.114
3 to 1	73,218	4.338	4.333	4.024	4.042	-0.296	-0.398
3 to 2	133,606	4.456	4.458	4.390	4.401	-0.055	-0.157
3 to 3	275,521	4.550	4.552	4.563	4.568	0.018	0.000
3 to 4	150,989	4.678	4.690	4.768	4.805	0.127	0.025
4 to 1	32,664	4.518	4.526	4.139	4.167	-0.351	-0.482
4 to 2	47,193	4.655	4.671	4.534	4.560	-0.095	-0.226
4 to 3	127,276	4.744	4.763	4.721	4.749	0.005	-0.126
4 to 4	546,855	4.937	4.957	4.973	5.021	0.083	0.000

Notes: entries are mean log real daily wages for job changers who are observed with at least 2 years of data prior to a job change, and two years after.

\* Quartiles are based on mean wages of co-workers at old job in year prior to move, and in new job in year after move.

\*\* Four year wage change for origin-destination group minus change for job changers who remain in same quartile.