User Productivity Startup Definition Robustness

	Startup Age Cutoff			
Contribution Rank	≤ 5	≤ 7	≤ 10	≤ 12
OLS				
Remote $\times \mathbb{1}$(Post)	-0.84*	-0.83*	-1.03**	-1.11**
	(0.43)	(0.45)	(0.48)	(0.51)
Remote $\times \mathbb{1}$(Post) $\times$ Startup	13.83***	6.12***	5.18***	4.55***
	(4.55)	(1.82)	(1.24)	(1.07)
Pre-Covid Mean	49.92	49.92	49.92	49.92
N	229,862	229,862	229,862	229,862
IV				
Remote $\times \mathbb{1}$(Post)	-3.33	-4.85	-7.15*	-9.84
	(2.91)	(3.31)	(3.90)	(6.35)
Remote $\times \mathbb{1}$(Post) $\times$ Startup	-13.03	11.77*	9.94*	9.84
	(18.72)	(6.32)	(5.37)	(6.84)
Pre-Covid Mean	49.92	49.92	49.92	49.92
KP rk Wald F	249.96	201.72	140.60	52.03
N	229,862	229,862	229,862	229,862
	Startup Age Cutoff			
Restricted Contribution Rank	≤ 5	≤ 7	≤ 10	≤ 12
OLS				
Remote $\times \mathbb{1}$(Post)	-1.21***	-1.13**	-1.44***	-1.37**
	(0.45)	(0.47)	(0.50)	(0.54)
Remote $\times \mathbb{1}$(Post) $\times$ Startup	15.61***	6.06***	6.37***	4.52***
	(4.71)	(1.81)	(1.24)	(1.10)
Pre-Covid Mean	48.48	48.48	48.48	48.48
N	229,862	229,862	229,862	229,862
IV				
Remote $\times \mathbb{1}$(Post)	-3.07	-4.22	-6.60	-3.94
	(3.01)	(3.43)	(4.08)	(6.60)
Remote $\times \mathbb{1}$(Post) $\times$ Startup	-12.08	9.90	9.07*	0.82
	(18.82)	(6.16)	(5.43)	(7.06)
Pre-Covid Mean	48.48	48.48	48.48	48.48
KP rk Wald F	249.96	201.72	140.60	52.03
N	229,862	229,862	229,862	229,862