

User Productivity by Remote Modality (Pre-COVID Panel)

September 17, 2025

Remote Treatment Comparison

Table 1: User Productivity – Remote Modalities (Precovid)

Parameter	Full-Remote	Hybrid	In-Person
Panel A: OLS			
$\mathbb{1}(\text{Remote}) \times \mathbb{1}(\text{Post})$	-0.86*** (0.31)	1.00*** (0.30)	-0.75 (0.59)
$\mathbb{1}(\text{Remote}) \times \mathbb{1}(\text{Post}) \times \text{Startup}$	3.39*** (0.71)	-2.69*** (0.71)	-6.85*** (2.07)
Pre-COVID mean	49.92	49.92	49.92
N	224,708	224,708	224,708
Panel B: IV			
$\mathbb{1}(\text{Remote}) \times \mathbb{1}(\text{Post})$	-4.11** (1.77)	4.82** (2.07)	27.88** (13.32)
$\mathbb{1}(\text{Remote}) \times \mathbb{1}(\text{Post}) \times \text{Startup}$	5.61** (2.45)	-6.53** (2.84)	-40.10** (19.24)
KP rk Wald F	311.51	181.74	12.30
N	224,708	224,708	224,708