

Firm Scaling — Discrete Remote (Mechanisms style)

Table 1: Firm Scaling — Discrete Remote (Mechanisms style)

	Full-Remote	Hybrid
Panel A: OLS		
Remote \times $\mathbb{1}(\text{Post})$	-0.00 (0.00)	0.01*** (0.00)
Remote \times $\mathbb{1}(\text{Post}) \times \text{Startup}$	0.05*** (0.02)	-0.05** (0.02)
N	41,980	41,980
Panel B: IV		
Remote \times $\mathbb{1}(\text{Post})$	0.01 (0.01)	0.02 (0.03)
Remote \times $\mathbb{1}(\text{Post}) \times \text{Startup}$	0.18** (0.09)	-1.47 (1.87)
N	41,980	41,980
KP rk Wald F	14.26	0.35

User Productivity (Pre-COVID) — Discrete Remote (Mechanisms style)

Table 2: User Productivity (precovid) — Discrete Remote (Mechanisms style)

	Full-Remote	Hybrid
<u>Panel A: OLS</u>		
Remote \times $\mathbb{1}(\text{Post})$	-0.95*** (0.31)	1.00*** (0.30)
Remote \times $\mathbb{1}(\text{Post}) \times \text{Startup}$	3.52*** (0.72)	-2.69*** (0.71)
N	239,315	224,708
<u>Panel B: IV</u>		
Remote \times $\mathbb{1}(\text{Post})$	-4.02** (1.79)	4.82** (2.07)
Remote \times $\mathbb{1}(\text{Post}) \times \text{Startup}$	5.49** (2.49)	-6.53** (2.84)
N	239,315	224,708
KP rk Wald F	303.99	181.74