Table 1: Firm Scaling with Vacancy Outcomes — OLS

	(1)	(2)	(3)	(4)	(5)	(6)
	Growth	Growth	Join	Leave	Hires/Vacancies	Job Postings
Remote $\times$ $\mathbb{1}$(Post)	0.01**	0.00	0.01**	0.02***	0.10	-0.91***
	(0.01)	(0.00)	(0.00)	(0.00)	(0.10)	(0.23)
Remote $\times$ $\mathbb{1}$(Post) $\times$ Startup		0.07***	0.05*	-0.01	0.24	0.63**
		(0.02)	(0.03)	(0.01)	(0.25)	(0.27)
Time FE	✓	✓	✓	✓	✓	✓
Firm FE	✓	✓	✓	✓	✓	✓
Pre-COVID mean	0.11	0.11	0.25	0.14	2.47	0.50
N	41,742	41,742	41,742	41,742	28,795	37,681

Table 2: Firm Scaling with Vacancy Outcomes — IV

	(1)	(2)	(3)	(4)	(5)	(6)
	Growth	Growth	Join	Leave	Hires/Vacancies	Job Postings
Remote $\times$ $\mathbb{1}$(Post)	0.02	-0.00	0.03***	0.04***	0.61***	-3.58***
	(0.01)	(0.01)	(0.01)	(0.00)	(0.20)	(0.61)
Remote $\times$ $\mathbb{1}$(Post) $\times$ Startup		0.22**	0.23**	0.06	1.99*	1.60*
		(0.09)	(0.10)	(0.05)	(1.18)	(0.96)
Time FE	✓	✓	✓	✓	✓	✓
Firm FE	✓	✓	✓	✓	✓	✓
Pre-COVID mean	0.11	0.11	0.25	0.14	2.47	0.50
KP rk Wald F	982.73	18.30	18.30	18.30	10.26	10.66
N	41,742	41,742	41,742	41,742	28,795	37,681