

### Firm Scaling Startup Definition Robustness

Growth Rate	Startup Age Cutoff			
	$\leq 5$	$\leq 7$	$\leq 10$	$\leq 12$
<b>OLS</b>				
Remote $\times$ 1(Post)	-0.01 (0.00)	-0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
Remote $\times$ 1(Post) $\times$ Startup	0.22*** (0.07)	0.12*** (0.04)	0.07*** (0.02)	0.06*** (0.02)
Pre-Covid Mean	0.11	0.11	0.11	0.11
N	41,980	41,980	41,980	41,980
<b>IV</b>				
Remote $\times$ 1(Post)	-0.00 (0.01)	0.00 (0.01)	0.01 (0.01)	0.01 (0.01)
Remote $\times$ 1(Post) $\times$ Startup	0.03 (0.21)	0.19 (0.15)	0.21** (0.10)	0.16** (0.07)
Pre-Covid Mean	0.11	0.11	0.11	0.11
KP rk Wald F	5.04	6.46	16.53	25.89
N	41,980	41,980	41,980	41,980
Join Rate	Startup Age Cutoff			
	$\leq 5$	$\leq 7$	$\leq 10$	$\leq 12$
<b>OLS</b>				
Remote $\times$ 1(Post)	-0.00 (0.00)	0.00 (0.00)	0.01** (0.00)	0.01** (0.00)
Remote $\times$ 1(Post) $\times$ Startup	0.21*** (0.08)	0.10*** (0.04)	0.05* (0.03)	0.04** (0.02)
Pre-Covid Mean	0.24	0.24	0.24	0.24
N	41,980	41,980	41,980	41,980
<b>IV</b>				
Remote $\times$ 1(Post)	0.03*** (0.01)	0.04*** (0.01)	0.04*** (0.01)	0.04*** (0.01)
Remote $\times$ 1(Post) $\times$ Startup	0.21 (0.21)	0.26 (0.17)	0.23** (0.11)	0.16** (0.08)
Pre-Covid Mean	0.24	0.24	0.24	0.24
KP rk Wald F	5.04	6.46	16.53	25.89
N	41,980	41,980	41,980	41,980
Leave Rate	Startup Age Cutoff			
	$\leq 5$	$\leq 7$	$\leq 10$	$\leq 12$
<b>OLS</b>				
Remote $\times$ 1(Post)	0.02*** (0.00)	0.02*** (0.00)	0.02*** (0.00)	0.02*** (0.00)
Remote $\times$ 1(Post) $\times$ Startup	0.01 (0.03)	-0.00 (0.02)	-0.01 (0.01)	-0.01 (0.01)
Pre-Covid Mean	0.14	0.14	0.14	0.14
N	41,980	41,980	41,980	41,980
<b>IV</b>				
Remote $\times$ 1(Post)	0.05*** (0.01)	0.05*** (0.01)	0.05*** (0.01)	0.05*** (0.01)
Remote $\times$ 1(Post) $\times$ Startup	0.31* (0.17)	0.17 (0.11)	0.09 (0.06)	0.06 (0.04)
Pre-Covid Mean	0.14	0.14	0.14	0.14
KP rk Wald F	5.04	6.46	16.53	25.89
N	41,980	41,980	41,980	41,980