Firm Scaling: Wage Outcomes

October 21, 2025

Regression Results

Outcome: salary mean

Table 1: Firm wage regressions (salary mean; OLS and IV)

Parameter	IV	OLS
Remote $\times$ $\math1(\text{Post})$	-972.628 (602.085)	-509.031* (276.051)
Remote $\times$ $\math1(\text{Post})$ $\times$ Startup	-2956.372 (4991.497)	-1487.543 (1086.203)
$\math1(\text{Post})$ $\times$ Startup	100.264 (4200.205)	-1289.345 (910.484)

Outcome: salary total

Table 2: Firm wage regressions (salary total; OLS and IV)

Parameter	IV	OLS
Remote $\times$ $\math1(\text{Post})$	-68062027.963** (27095086.000)	-15639085.538** (7195196.000)
Remote $\times$ $\math1(\text{Post})$ $\times$ Startup	-148421946.844 (93669440.000)	-10958631.466 (13772954.000)
$\math1(\text{Post})$ $\times$ Startup	84695998.649 (81482728.000)	-47957697.689*** (13614165.000)