Firm Scaling — Full-Remote

IV

Table 1: Firm Scaling Fullremote – IV

Parameter	IV
Remote × $\mathbb{1}$(Post)	0.007 (0.011)
Remote × $\mathbb{1}$(Post) × Startup	0.182** (0.091)
$\mathbb{1}$(Post) × Startup	-0.199*** (0.069)
N	41,980
KP rk Wald F	14.26

OLS

Table 2: Firm Scaling Fullremote – OLS

Parameter	OLS
Remote × $\mathbb{1}$(Post)	-0.004 (0.004)
Remote × $\mathbb{1}$(Post) × Startup	0.055*** (0.017)
$\mathbb{1}$(Post) × Startup	-0.097*** (0.015)
N	41,980

Firm Scaling — Hybrid

IV

Table 3: Firm Scaling Hybrid – IV

Parameter	IV
Remote $\times$ $\mathbb{1}$(Post)	0.021 (0.033)
Remote $\times$ $\mathbb{1}$(Post) $\times$ Startup	-1.473 (1.873)
$\mathbb{1}$(Post) $\times$ Startup	0.198 (0.320)
N	41,980
KP rk Wald F	0.35

OLS

Table 4: Firm Scaling Hybrid – OLS

Parameter	OLS
Remote $\times$ $\mathbb{1}$(Post)	0.013*** (0.004)
Remote $\times$ $\mathbb{1}$(Post) $\times$ Startup	-0.046** (0.019)
$\mathbb{1}$(Post) $\times$ Startup	-0.047*** (0.008)
N	41,980

User Productivity (Pre-COVID) — Full-Remote

IV

Table 5: User Productivity Precovid Fullremote – IV

Parameter	IV
Remote $\times$ $\mathbb{1}$(Post)	-4.022**
	(1.793)
Remote $\times$ $\mathbb{1}$(Post) $\times$ Startup	5.491**
	(2.485)
$\mathbb{1}$(Post) $\times$ Startup	-4.145***
	(1.390)
N	239,315
KP rk Wald F	303.99

OLS

Table 6: User Productivity Precovid Fullremote – OLS

Parameter	OLS
Remote $\times$ $\mathbb{1}$(Post)	-0.953***
	(0.313)
Remote $\times$ $\mathbb{1}$(Post) $\times$ Startup	3.521***
	(0.716)
$\mathbb{1}$(Post) $\times$ Startup	-3.847***
	(0.567)
N	239,315

User Productivity (Pre-COVID) — Hybrid

IV

Table 7: User Productivity Precovid Hybrid – IV

Parameter	IV
Remote $\times \mathbb{1}$(Post)	4.687**
	(2.091)
Remote $\times \mathbb{1}$(Post) $\times$ Startup	-6.363**
	(2.870)
$\mathbb{1}$(Post) $\times$ Startup	1.469
	(1.376)
N	239,315
KP rk Wald F	180.45

OLS

Table 8: User Productivity Precovid Hybrid – OLS

Parameter	OLS
Remote $\times \mathbb{1}$(Post)	1.113***
	(0.304)
Remote $\times \mathbb{1}$(Post) $\times$ Startup	-2.848***
	(0.723)
$\mathbb{1}$(Post) $\times$ Startup	-0.600
	(0.421)
N	239,315