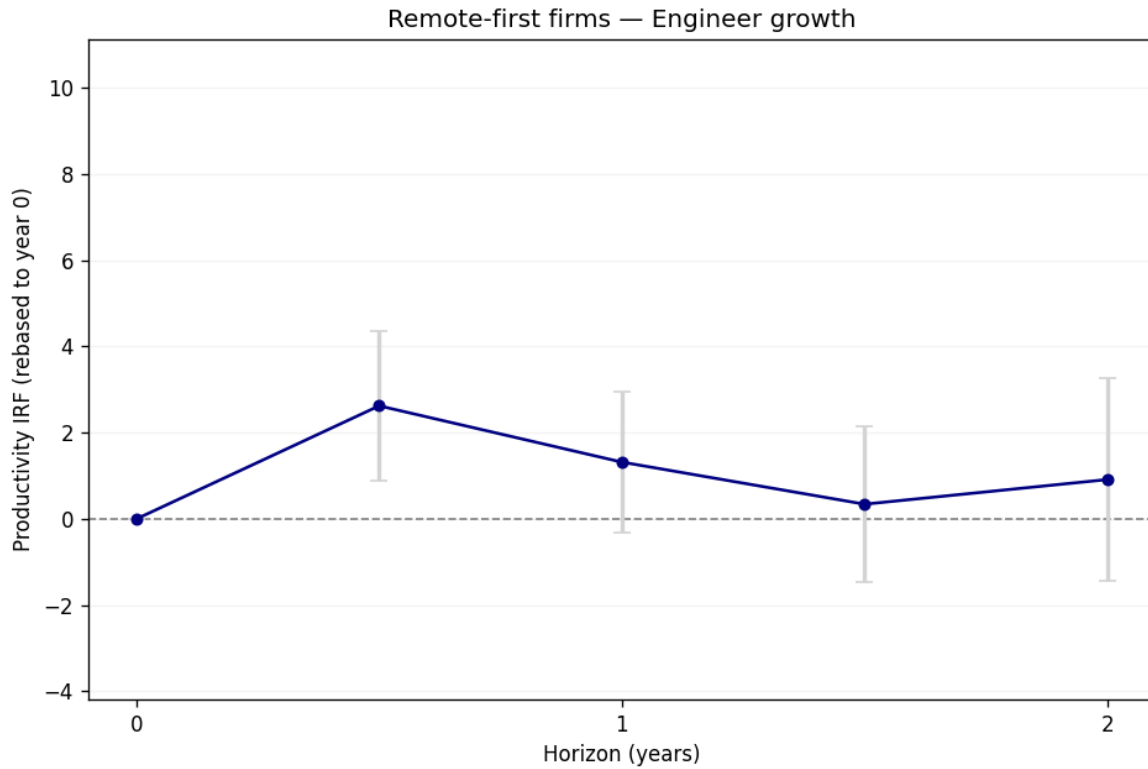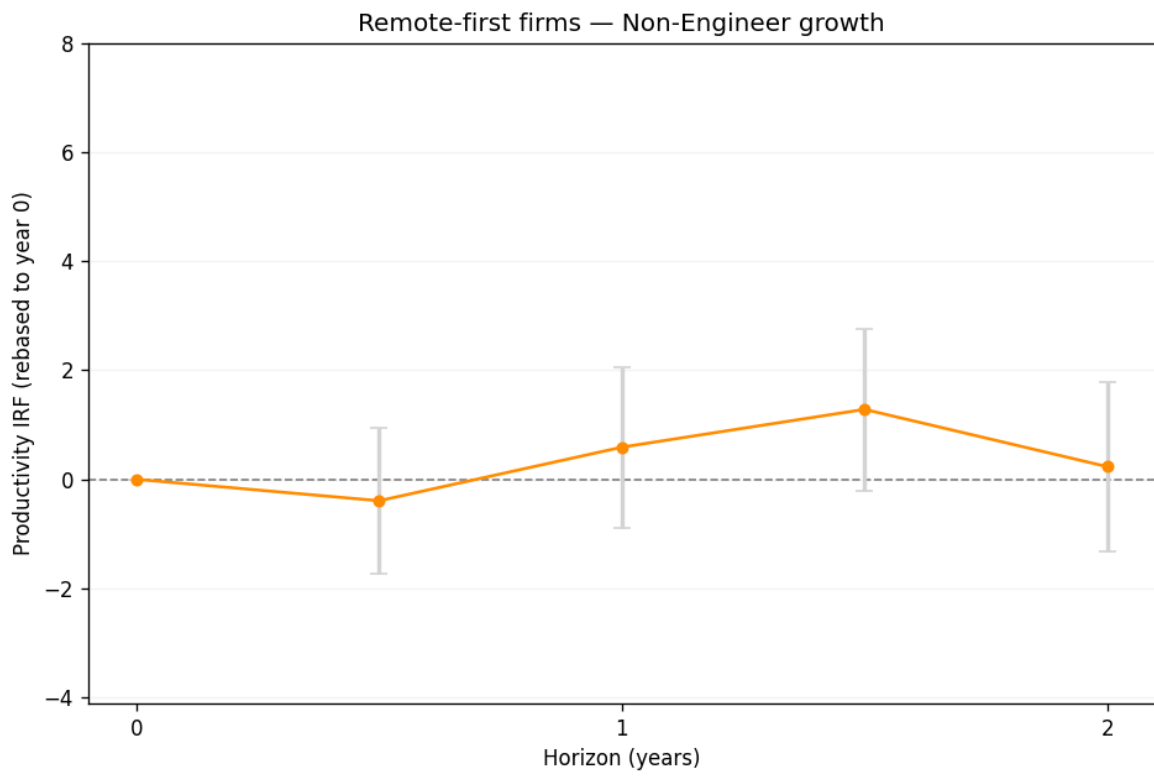# User IRFs: Engineer vs Non-Engineer Growth (Remote-first vs Hybrid)
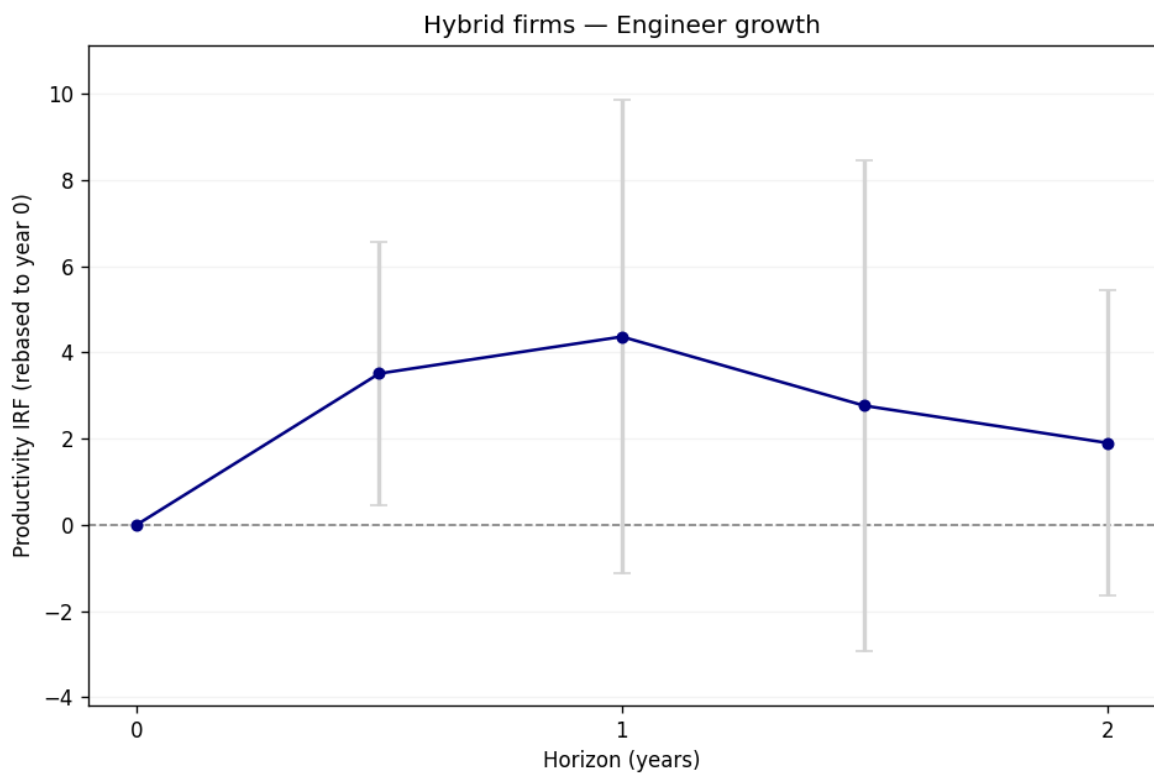
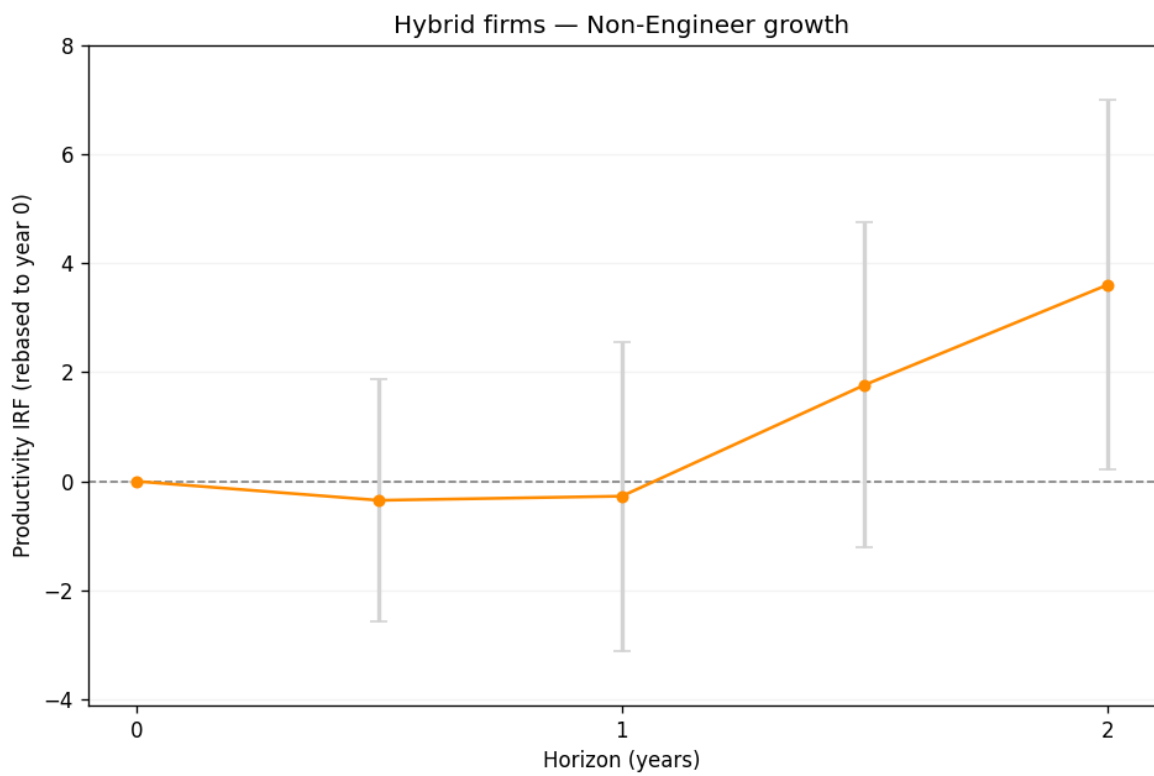Each series is rebased so the horizon-0 response equals zero.

Figure 1: Remote-first firms ($remote = 1$): productivity response to engineer hiring growth

Figure 2: Remote-first firms ($remote = 1$): productivity response to non-engineer hiring growth

Figure 3: Hybrid firms ($0 < remote < 1$): productivity response to engineer hiring growth

Figure 4: Hybrid firms $(0 < remote < 1)$: productivity response to non-engineer hiring growth