

Table 1: Firm Scaling with Vacancy Outcomes — OLS

Parameter	Growth (init)	Growth (fyh)	Join	Leave	Vacancies	Hires/V
Remote x Post	0.01** (0.01)	0.00 (0.00)	0.01** (0.00)	0.02*** (0.00)	-0.91*** (0.23)	0.10
Remote x Post x Startup		0.07*** (0.02)	0.05* (0.03)	-0.01 (0.01)	0.63** (0.27)	0.24
Post x Startup	-0.06*** (0.01)	-0.12*** (0.02)	-0.09*** (0.02)	0.03*** (0.01)	-1.27*** (0.22)	0.01
Pre-COVID mean	0.11	0.11	0.25	0.14	0.50	2
N	41,742	41,742	41,742	41,742	37,681	28

Table 2: Firm Scaling with Vacancy Outcomes — IV

Parameter	Growth (init)	Growth (fyh)	Join	Leave	Vacancies	Hires/V
Remote x Post	0.02 (0.01)	-0.00 (0.01)	0.03*** (0.01)	0.04*** (0.00)	-3.58*** (0.61)	0.61**
Remote x Post x Startup		0.22** (0.09)	0.23** (0.10)	0.06 (0.05)	1.60* (0.96)	1.99*
Post x Startup	-0.06*** (0.01)	-0.25*** (0.08)	-0.26*** (0.08)	-0.05 (0.04)	-1.32* (0.76)	-1.58
Pre-COVID mean	0.11	0.11	0.25	0.14	0.50	2
KP rk Wald F	982.73	18.30	18.30	18.30	10.66	10
N	41,742	41,742	41,742	41,742	37,681	28