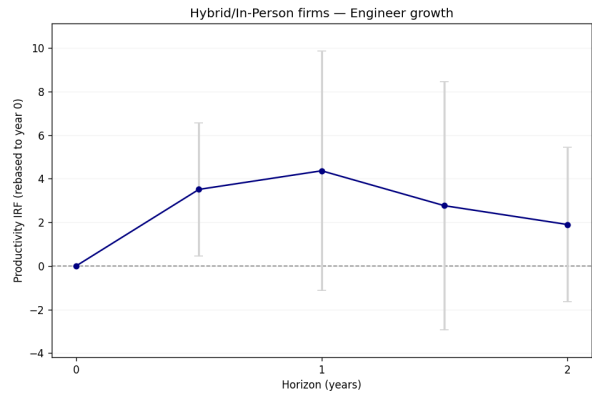


(a) Fully Remote firms



(b) Hybrid/In-Person firms

Figure 1: Engineer productivity impulse response functions by firm remote status (Fully Remote vs Hybrid/In-Person).