

User Productivity – Pre-COVID (Weighted)

Table 1: User Productivity Precovid Weighted – IV

Parameter	IV
Remote \times $\mathbf{1}(\text{Post})$	41.977 (28.871)
Remote \times $\mathbf{1}(\text{Post}) \times \text{Startup}$	-84.922 (2725.621)
$\mathbf{1}(\text{Post}) \times \text{Startup}$	77.614 (2555.668)
N	245,098
KP rk Wald F	0.00

Table 2: User Productivity Precovid Weighted – OLS

Parameter	OLS
Remote \times $\mathbf{1}(\text{Post})$	-4.118 (3.473)
Remote \times $\mathbf{1}(\text{Post}) \times \text{Startup}$	10.213** (4.779)
$\mathbf{1}(\text{Post}) \times \text{Startup}$	-9.072** (4.471)
N	245,098

User Productivity – Pre-COVID (Full-Remote)

Table 3: User Productivity Precovid Fullremote – IV

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

Table 4: User Productivity Precovid Fullremote – OLS

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

User Productivity – Pre-COVID (Hybrid)

Table 5: User Productivity Precovid Hybrid – IV

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

Table 6: User Productivity Precovid Hybrid – OLS

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

Firm Scaling – Full-Remote

Table 7: Firm Scaling Fullremote – IV

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

Table 8: Firm Scaling Fullremote – OLS

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

Firm Scaling – Hybrid

Table 9: Firm Scaling Hybrid – IV

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

Table 10: Firm Scaling Hybrid – OLS

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