

# Wage Premia and Worker Search\*

Sydney Caldwell

Ingrid Haegele

Jörg Heining

UC Berkeley & NBER

LMU

IAB

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## Abstract

This paper uses linked survey-administrative data to examine how workers expect wages to differ across firms, and how workers search. Workers expect firms to offer them different salaries. A two-way fixed effect model reveals that workers' expected firm-specific premia are correlated with actual premia. Workers are more likely to consider high premia firms. Hypothetical choice experiments reveal that firm-specific rents emerge both ex ante and ex post. Our estimates suggest half of workers direct their search.

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