Evaluating Health and Healthcare Use Effects of Changes in Paid Sick Leave Access for Workers in the United States

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Dedication

This thesis is dedicated to all of my friends and family who supported me along the way, and especially to my wife Becca.

Abstract

Background: The United States is one of the only industrialized countries without a nationwide mandatory paid sick leave policy, which would give workers the ability to take time off work for their own health or the health of their children without jeopardizing their job standing or income. Taking time away from work to rest when sick has been shown to promote quicker recovery and prevent the transmission of illness and the progression of minor illnesses into more serious illnesses[1]; paid sick leave allows time for this rest without financial consequences to the employee. When workers are chronically ill, not being able to seek care could mean that they are not able to adequately care for their chronic disease. Although the health and work absence effects of having access to paid sick leave have previously been studied, they have not been investigated in a way that suggests causality.

Paid sick leave also has the potential to affect how people use the healthcare system. Being able to take time off from work for the purposes of caring for health leads to quicker recovery and prevention of the progression of minor illnesses into more serious illnesses. It also helps to alleviate some of the access barriers that are often associated with not being able to seek care at an office-based medical provider by freeing up time during normal business hours to seek care without foregoing income. As a result, paid sick leave could help to control the amount of non-urgent emergency department (ED) visits, which are increasingly becoming an issue in EDs across the United States.

Objective: The overall objective of this research is to determine the effect that paid sick leave has on work-absence behavior, general health, and healthcare use

behavior for workers in the United States, with an additional focus on the subset of workers with chronic illnesses.

Manuscript 1: *Aim:* Determine the effect of paid sick leave on work-absence behavior and general health status for workers in the United States, with an additional focus on workers with chronic illnesses. *Methods:* Fixed and random effects models were used with longitudinal data from the Medical Expenditure Panel Survey to model the effect of paid sick leave on work-absence behavior, and subsequently on the effect of work-absence behavior on general health status, both for our full sample of workers, and also for a chronically ill subset of workers. *Results:* Our overall results showed that paid sick leave does not have a large effect on self-reported general health status, and these results held consistent in both the full analysis sample as well as the chronically ill subsample. Our results also showed that the effect of paid sick leave on work absence days very much depends on the context with which the worker has paid sick leave – whether it is being gained and compared to those that workers never had paid sick leave, or it was held for the entire follow-up period and being compared to those that lost the benefit at some point during follow-up.

Manuscript 2: *Aim:* Determine the effect of paid sick leave on emergency department use and office-based medical provider use volume for workers in the United States, with an additional focus on workers with chronic illnesses. *Methods:* Fixed effects models were used with longitudinal data from the Medical Expenditure Panel Survey to model the effect of paid sick leave on the volume of emergency department use and office-based medical provider use, both for our full sample of workers, and also for a

chronically ill subset of workers. *Results:* Our results showed that the effect of paid sick leave on office-based medical provider use volume depended on whether the benefit had been gained and was being compared to participants that never had it, or instead had been lost over the course of follow-up and was being compared to participants that had never lost the benefit. Those that gained the benefit had less office-based medical provider visits as compared to those that never had paid sick leave, while those that had the benefit for the entire follow-up had more office-based provider visits compared to those that lost it, both for the full sample of workers and the chronically ill subset. Our results also showed that the effect of paid sick leave on emergency department use volume depended predominantly on whether we investigated the effect in the full analysis sample, or within the subset of chronically ill workers. While the full analysis sample showed no effect of paid sick leave on office-based medical provider use volume in either subsample, both subsamples in the chronically ill subset of workers showed an increase in the number of visits when those with paid sick leave were being compared to those without

Conclusion: These analyses present a more nuanced and rigorous approach to analyzing the effects of paid sick leave on health, work absence behavior, and healthcare use behavior than previously existed in the literature. By performing analyses using longitudinal data, we were better able to approximate the counter-factual than previous studies on these topics, which all utilized some form of cross-sectional data. Additionally, these analyses filled an important literature gap by investigating the effects of paid sick leave on our outcomes of interest in a subset of workers with chronic illnesses, an analysis that had not been reported in the literature yet to date.

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Organization

The organization of this thesis provides an initial introductory chapter, a methods chapter, two individual manuscripts, and a concluding chapter. Because the two individual manuscripts are in preparation for peer-review, there may be some redundancy in material.

Chapter 1

Introduction

The United States is one of the only industrialized countries without a mandatory paid sick leave policy[1], which would give workers the ability to take time off work to care for their own health or the health of their children without jeopardizing their job standing or income. Taking time away from work to rest when sick has been shown to promote quicker recovery and prevent the transmission of illness and the progression of minor illnesses into more serious illnesses[1]; paid sick leave allows time for this rest without financial consequences to the employee. When workers are chronically ill, not being able to seek care could mean that they are not able to adequately care for their chronic disease, resulting in increased morbidity, decreased productivity at work, and oftentimes increased healthcare costs[2].

Currently, sick leave policy in the United States is guided by the Family and Medical Leave Act (FMLA), which was enacted in 1993. The FMLA requires covered employers to provide their eligible employees with up to 12 weeks of job-protected unpaid leave during any 12 month time period for a number of qualified reasons, most notably to care for oneself or a family member in the event of a serious medical incapacity[13]. However, the policy provides employees only with *unpaid* leave, and only around half of private-sector employees are eligible to take FMLA leave, due to

[1] Incapacity means the individual is unable to work, attend school, or perform other regular daily activities due to the serious health condition, treatment for the serious health condition, or recovery from the serious health condition (29 **C.F.R.** § 825.113 (b)).

restrictions in employee eligibility regarding minimum job tenure, and employer coverage only required for organizations with 50 or more employees[3]. When comparing sick leave policy in the US to sick leave policies of other industrialized countries, the US lags behind. Out of the top 22 countries as measured by the Human Development Index, the US is the only country that does not guarantee paid sick days or paid sick leave for its workers[3].

In the U.S., only around 55% of workers in the US have access to paid sick leave[4], and large disparities in paid sick leave coverage exist among American workers. According to the National Compensation Survey, almost three-quarters of all private full-time workers have paid sick leave coverage, while only about one-quarter of private part-time workers have access to any paid sick leave. A large disparity also exists when looking at levels of annual income, as only 34% of workers in the bottom quarter of annual incomes have access to paid sick leave, while close to 90% of workers do in the top quarter. It often is the case that part-time and low-wage workers are the ones that need the benefit the most, as they are the least likely to be able to afford to forego wages in order to request time off work to rest or seek needed healthcare.

When workers without paid sick leave benefits are sick, they often choose to continue to work despite their illness (referred to in the literature as presenteeism)[5], causing an increase in the spread of infectious disease[6,7], substantial productivity losses for employers[2,5,8], and future suboptimal health and sickness absence for the worker[9,10]. When chronic conditions are not adequately maintained, it can lead to an increase in

hospitalizations and major financial implications for employers offering health insurance[11].

However, paid sick leave can have a downside for the employer. When workers have paid sick leave, they take more absences from work[12–15]. Employers will be interested in the net effect of paid sick leave on worker productivity (as well as job satisfaction, which is not a focus of this research). If paid sick leave allows workers to take absences when needed, it could lead to better overall health. Previous research suggests that is indeed the case[16]. However, much of the prior research investigating the effects of paid sick leave has lacked adequate data and sufficiently rigorous methods to make meaningful, widely generalizable, causal claims. Furthermore, researchers have yet to investigate the impact of paid sick leave specifically for workers with chronic medical conditions. Yet, this subgroup of workers make up over half of the US working-aged population[17] and have additional medical needs for managing their conditions. The purpose of *manuscript 1* is to investigate the relationship between paid sick leave and both general health and missed days of work due to illness using longitudinal data, and to also determine the effects of paid sick leave on these outcomes specifically for workers with chronic illnesses.

Paid sick leave also has the potential to affect how people use the healthcare system. Being able to take time off from work for the purposes of caring for health leads to quicker recovery and prevention of the progression of minor illnesses into more serious illnesses[1]. It also helps to alleviate some of the access barriers that are often associated with not being able to seek care at an office-based medical provider by freeing

up time during normal business hours to seek care without foregoing income. As a result, paid sick leave could help to control the amount of non-urgent emergency department (ED) visits, which are increasingly becoming an issue in EDs across the United States.

EDs in the United States provide an important service to communities by serving patients with acute medical needs at any hour of the day, and also often are a source of healthcare that is available to patients regardless of their ability to pay. It is often the case that sick patients have no other choice but to seek care at EDs based on the nature of their condition requiring the type of urgent medical attention that only an ED has the capacity to provide, however at least half of all ED visits are for the care of conditions that are considered non-urgent by medical standards[18,19]. This type of healthcare seeking behavior poses a problem not only for healthcare costs, as medical care at EDs tends to be two to three times more expensive than care in office-based medical provider settings[20], but also poses an issue for the health of ED visitors in general. In recent years, ED crowding has become an emerging issue in emergency medicine, with research suggesting that ED crowding is associated with increased in-hospital mortality[21–23], increased time to treatment for patients with time-sensitive conditions[21–23], higher probability of patients leaving the ED against medical advice or without being treated[21,23], increased medical errors[21,22], and increased ambulance diversion[22,23]. These non-urgent patients would be better served by seeking care at an office-based medical provider, but instead end up in EDs for a variety of reasons, most notably because of issues accessing office-based medical providers in ways that fit with their existing schedule and time demands[18,19,24–28].

Previous research on the topic suggests that paid sick leave may be able to help alleviate this issue, as workers with paid sick leave are more likely to use preventative healthcare services[29–31], seek care in emergency departments less[4,16,32], and use office-based medical providers more[4] than workers without paid sick leave. However, these prior studies represent the existing literature in this area, and were all conducted using cross-sectional data, which introduces the possibility of biased effect estimates from comparing people with paid sick leave to other people without paid sick leave in the same time period. These two groups of people could be different in ways that cannot be measured in a survey, which could affect our exposure and our outcomes. Furthermore, none of these studies investigated the impact of paid sick leave specifically for workers with chronic illnesses, yet this subgroup of workers make up over half of the US working-aged population[17] and have additional medical needs for managing their conditions. The purpose of *manuscript 2* is to build upon this previous research by determining the effect of paid sick leave on emergency department use and office-based medical provider use volume for both the general population of workers, and specifically for workers with chronic illnesses, using longitudinal data.

Objective

The overall objective of this research is to determine the effect that paid sick leave has on work-absence behavior, general health, and healthcare use behavior for workers in the United States, with an additional focus on the subset of workers with chronic illnesses.

Specific Aims

The overall objective of this research will be accomplished in two manuscripts that have the following specific aims:

Manuscript 1

1) Determine the effect of paid sick leave on days of work missed due to injury or illness and general health status for workers in the United States, and additionally for workers with chronic illnesses, using longitudinal data.

Manuscript 2

2) Determine the effect of paid sick leave on emergency department and office-based medical provider use for workers in the United States, and additionally for workers with chronic illnesses, using longitudinal data.

Chapter 2

Methods

Data

To investigate the effects of paid sick leave on general health and days missed from work due to illness, we use the MEPS, which is a nationally representative survey of families and individuals in the United States that aims to provide a complete perspective on health services use and its associated costs. The household survey is administered through computer-assisted personal interviews to the same non-institutionalized individuals five times (referred to as rounds) over the course of two years. The MEPS sample comes from a subsample of families that were included in the National Health Interview Survey, which is a nationally representative health survey of households in the United States. Information on utilization of health care services is collected from providers and used to compute more accurate estimates of costs and other characteristics of medical care that individuals may not be able to know or recall. MEPS interviews approximately 30,000 individuals per year. Response rates range from about 55 to 65 percent.

The survey asks questions on a variety of medical-related topics in each time period, including retrospective questions about access to paid sick leave, the number of times the respondent missed work because of an injury or illness, the number of emergency room visits, the number of visits to outpatient or office-based physicians, and the respondent's general health status. Questions regarding previous diagnoses of

chronic illnesses are used to define our chronically ill sample of participants when investigating effects of paid sick leave in this subset of workers. In order to maximize the size of our sample, we combine panels of the MEPS data spanning from 2002 to 2012 together into one large dataset.

Measures

The independent variable of primary interest is whether the person has access to paid sick leave. That question is asked in the standard MEPS household questionnaire for employed individuals. Specifically, the question reads, "On this job, {(do/does)/did} (you/PERSON) have paid time off if (you/PERSON) {(are/is)/(were/was)} sick?" The question is worded consistently across each version of the survey.

The dependent variables for this research (general health status, the number of days the respondent missed due to illness, emergency department use volume, and office-based medical provider use volume) also are assessed from questions in the household survey. Health status is assessed in a question asking for each individual's general health status (excellent, very good, good, fair, poor) and days of work missed due to injury or illness is measured in number of days. The emergency department use and office-based medical provider use volume information is collected in the provider probes section, which prompts participants to create a database of all of their medical events in a given round. Chronic illnesses are determined from self-report and are collected in the MEPS condition enumeration section of the household survey. A person is determined to be chronically ill in this study if they report one or more of the following conditions: cancer,

diabetes, chronic obstructive pulmonary disease, heart disease, asthma, or anxiety/depression. The survey determines these conditions by asking 'Between {START DATE} and {END DATE}, did {you/{PERSON}} have any physical or mental health problems, accidents, or injuries?' These particular chronic conditions were chosen because they were determined to be conditions that could cause complications if they are not adequately maintained. Brief descriptions of each of the conditions are as follows:

Cancer refers to a collection of diseases that are characterized by an uncontrolled growth of human cells leading to the formation of tumors in the body, which behave as parasites and prevent normal cells from functioning properly[33]. Typically different cancers are named for the body parts from which they form, but some cancer cells can spread throughout the body and create new tumors in other parts of the body[33].

Diabetes mellitus is a disease that is characterized by difficulty in the regulation of blood sugar[33]. This is caused either by an insulin deficiency (Type 1), or insulin that is not working properly to regulate blood sugar (Type 2)[33]. Type 1 diabetes usually presents sometime during childhood, while Type 2 diabetes is often diagnosed later in life[33]. Approximately 80% of cases of diabetes are Type 2[33].

Chronic obstructive pulmonary disease is characterized by the presence of a persistent and irreversible airflow obstruction to the lungs[33]. The disease is often caused by long-term exposure to cigarette smoke[33].

Heart Disease, or coronary heart disease, is a disease caused by plaque building up inside the walls of the arteries that restricts the flow of blood[33]. There are usually no symptoms until a catastrophic event occurs, such as a heart attack or sudden cardiac death[33].

Asthma is a chronic inflammatory disorder of the airways that is characterized by periodic, reversible constriction episodes of the air passages that connect the nose and mouth to the lungs[33]. These episodes are usually caused by exposure to an environmental agent, however the specific agent that causes an asthma episode varies from person to person[33].

Anxiety/Depression refers to a collection of mental health conditions that can be very debilitating. Anxiety disorders are characterized by persistent fearfulness of anticipated situations[34], while depressive disorders are characterized by persistent feelings of sadness, hopelessness, pessimism, and worthlessness[35].

Analysis Plan

In order to determine the causal effect of an exposure on an outcome, it is first necessary for the exposure to temporally precede the outcome. The previously reviewed studies investigating the effect of paid sick leave on our outcomes have only posited

associations between the two variables, mostly due to the use of cross-sectional datasets to explore effects. It is also important to have an appropriate comparison group to approximate the counter-factual when trying to isolate the direct effect of paid sick leave on health care use. In other words, it may be insufficient to only compare those people with and without paid sick leave, as the people with paid sick leave may be inherently different from those without in ways that we are unable to measure using survey data, leading to biased effect estimates. Ideally we would compare people with paid sick leave to themselves without paid sick leave in the same time period, and see if there are differences in the use of health care between the two scenarios. While this ideal scenario is not realistically feasible, we can approximate this comparison with a longitudinal dataset that observes people that both had and lacked paid sick leave during a target time period. This approach enables us to directly measure the effect that paid sick leave has on health and missed days of work due to injury/illness by comparing people that had both exposures while controlling for time-varying, confounding, personal characteristics.

To take advantage of the longitudinal nature of the dataset, we use fixed and random effects models, which allow us to more closely approximate causal relationships between our independent variable, paid sick leave, and our outcomes of interest by essentially comparing participants with paid sick leave to themselves when they did not have paid sick leave. The models account for much of the heterogeneity of the effect of paid sick leave due to participant differences, while also minimizing the bias that could arise from unmeasured variables that could affect whether the employee has paid sick leave as well as their subsequent health status and days missed of work.

However, to use these types of models, it is necessary to have participants that experienced a change in their paid sick leave access over the course of their two-year follow-up. By using ten panels of longitudinal data instead of one, we have increased the number of individuals that experience a change in access to paid sick leave, thus decreasing the probability that an observed effect is only due to chance. Table 1 below illustrates the unweighted sample size of individuals that are employed throughout the follow-up period, are not self-employed for any round of follow-up, have a valid code for our independent variable for all rounds of the survey, are 18 years of age or older at the start of the first time period, and experience a change in paid sick leave access once during follow-up, and the distribution of these individuals that came from each panel of the MEPS data.

Table 1. Unweighted sample of individuals with change in paid sick leave access

Panel Years	Gained Paid Sick Leave	Lost Paid Sick Leave	Total Percent of Sample
2002-2003	112	112	10.12%
2003-2004	131	112	10.98%
2004-2005	155	104	11.70%
2005-2006	153	110	11.88%
2006-2007	126	115	10.89%
2007-2008	117	79	8.86%
2008-2009	92	105	9.13%
2009-2010	86	66	6.87%
2010-2011	91	78	7.64%
2011-2012	148	116	11.93%
Total	**1,216**	**997**	

We also are interested in how access to paid sick leave specifically affects workers with chronic illnesses. Table 2 below shows the unweighted sample size of in-

sample individuals with chronic illnesses that experienced a single change in access to paid sick leave during the follow-up time period.

Table 2. Unweighted sample of chronically ill individuals with change in paid sick leave

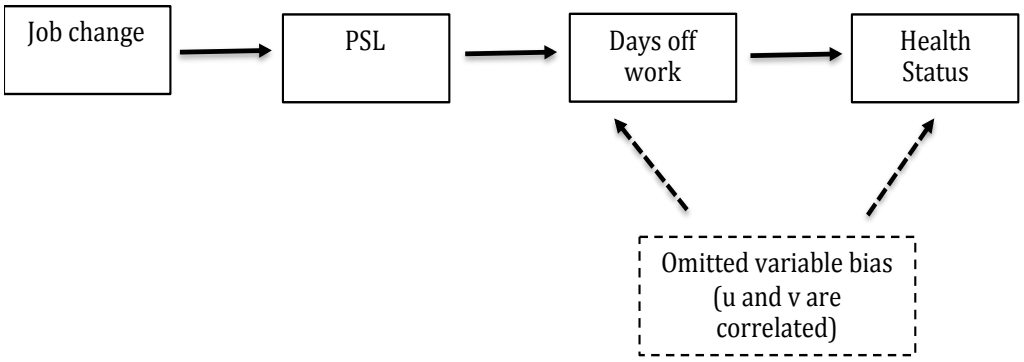
Panel Years	Gained Paid Sick Leave	Lost Paid Sick Leave	Percent of Sample
2002-2003	25	25	7.32%
2003-2004	30	38	9.96%
2004-2005	44	38	12.01%
2005-2006	52	36	12.88%
2006-2007	39	36	10.98%
2007-2008	29	33	9.08%
2008-2009	28	38	9.66%
2009-2010	32	20	7.61%
2010-2011	32	22	7.91%
2011-2012	43	43	12.59%
Total	**354**	**329**	

We use a difference-in-differences approach to understand the effect of paid sick leave on the outcomes of interest. We construct two separate sub-samples for each of our analyses: the first sub-sample is comprised of those workers without paid sick leave for the entire follow-up plus those that began with no paid sick leave in round 1 and eventually acquired it during follow-up, and the second sub-sample is comprised of workers with paid sick leave for the entire follow-up plus those that began with paid sick leave in round 1 and eventually lost access to it during follow-up (see Subsample Explanations in Figure 1).

All changes in paid sick leave occurred concurrently with a job change. This issue makes it difficult to tease apart the effect of paid sick leave from the concurrent effect of a job change on our outcomes. With this in mind, we have restricted our

samples to only contain people that experienced a job change. This allows us to estimate the effect of gaining paid sick leave, as well as the effect of having paid sick leave before losing it, independently of the effect of job change on our outcomes.

Our conceptual model for Aim 1 of the effect of paid sick leave on days missed of work and health status is as follows:



Our empirical models for Aim 1 are represented by equations (1), (2), and (3) below.

$$(1)\ DMW_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \alpha_i + u_{it}$$

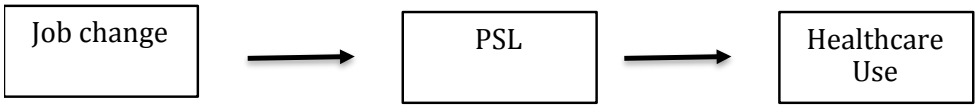
$$(2)\ HSt_{it} = \beta_1 \widehat{DMW}_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} Edu_{it} + \beta_{11} Sex_i + \beta_{12} Race_i + \beta_{13} Treat_i + r_i + v_{it}$$

$$(3)\ HSt_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} Edu_{it} + \beta_{11} Sex_i + \beta_{12} Race_i + \beta_{13} Treat_i + r_i + v_{it}$$

Where: DMW_{it}= Days of work missed, HSt_{it}= Health status, PSL_{it}= Access to paid sick leave, Age_{it}= Age, Inc_{it} = Income, $PVac_{it}$ = Paid vacation, Ins_{it} = Private insurance status, Occ_{it} = Occupation, $Hour_{it}$ = Number of hours per week at main job, Reg_{it} = Region, Ten_{it} = Job tenure, Edu_{it}= Education, Sex_i = Sex, $Race_i$ = Race, $Treat_i$ = Indicator for treatment group that experienced a change in paid sick leave status, α_i = Person-specific fixed effect, r = Person-specific random intercept, υ_{it} and u_{it} = Error terms

Equation (1) is modeled as a linear fixed effects model, as the coefficients were deemed to be similar to the Poisson distributed fixed effects model, but the standard errors in the non-linear model are known to be wrong. Equations (2) and (3) are modeled as ordered probit random effects models, with a person-specific random intercept term. All models are weighted and adjusted for the complex survey design to make the estimates nationally representative. This is done by weighting the estimates of both the fixed and random effects models using the MEPS provided survey weight, and adjusting the standard errors to account for the stratified and clustered nature of the sampling procedure.

Our conceptual model for Aim 2 of the effect of paid sick leave on healthcare use is as follows:



Our empirical models for Aim 2 are represented by equations (4) and (5) below.

$$(1)\ OV_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} USC_{it} + \alpha_i + \upsilon_{it}$$

$$(2)\ ER_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} USC_{it} + \alpha_i + u_{it}$$

Where: OV_{it}= Number of office-based medical provider visits, ER_{it}= Used emergency department in given round, PSL_{it}= Access to paid sick leave, Age_{it}= Age, Inc_{it} = Income, $PVac_{it}$ = Paid vacation, Ins_{it} = Private insurance status, Occ_{it} = Occupation, $Hour_{it}$ = Number of hours per week at main job, Reg_{it} = Region, Ten_{it} = Job tenure, USC_{it} = Place of usual source of care α_i = Person-specific fixed effect, υ_{it} and u_{it} = Error terms

Equations (4) and (5) are modeled as linear fixed effects models, again as the coefficients are similar to the Poisson distributed fixed effects model, but the standard errors in the non-linear model are known to be wrong. Both models are weighted using the provided survey weight to make our estimates nationally representative, and the

standard errors are adjusted to account for the stratified and clustered nature of the sampling procedure. It is possible that health status may change at the same time as paid sick leave over the course of follow-up, which could affect our ability isolate the effect that paid sick leave has on healthcare use apart from the effect of a change in health status on healthcare use. However if our results in Aim 1 show that paid sick leave is not associated with changes in health status, we do not need to worry about this issue.

Figure 1. Subsample Explanations

Subsample 1 - Consists of participants with the following exposure patterns

	Round 1	Round 2	Round 3	Round 4	Round 5
Paid Sick Leave	0	0	0	0	0
Paid Sick Leave	0	0	0	0	1
Paid Sick Leave	0	0	0	1	1
Paid Sick Leave	0	0	1	1	1
Paid Sick Leave	0	1	1	1	1

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Subsample 2 - Consists of participants with the following exposure patterns

	Round 1	Round 2	Round 3	Round 4	Round 5
Paid Sick Leave	1	1	1	1	1
Paid Sick Leave	1	1	1	1	0
Paid Sick Leave	1	1	1	0	0
Paid Sick Leave	1	1	0	0	0
Paid Sick Leave	1	0	0	0	0

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Chapter 3

Manuscript 1. Evaluating Paid Sick Leave in American Workers: Health and Work-Absence Effects.

Introduction

The United States is one of the only industrialized countries without a mandatory paid sick leave policy[1], which would give workers the ability to take time off work to care for their own health or the health of their children without jeopardizing their job standing or income. Taking time away from work to rest when sick has been shown to promote quicker recovery and prevent the transmission of illness and the progression of minor illnesses into more serious illnesses[1]; paid sick leave allows time for this rest without financial consequences to the employee. When workers are chronically ill, not being able to seek care could mean that they are not able to adequately care for their chronic disease, resulting in increased morbidity, decreased productivity at work, and oftentimes increased healthcare costs[2].

The purpose of this study is to investigate the relationship between paid sick leave and both general health and missed days of work due to illness using longitudinal data from the Medical Expenditure Panel Survey (MEPS)[36]. This study also determines the effects of paid sick leave on these outcomes specifically for workers with chronic illnesses.

Background

Currently, sick leave policy in the United States is guided by the Family and Medical Leave Act (FMLA), which was enacted in 1993. The FMLA requires covered employers to provide their eligible employees with up to 12 weeks of job-protected unpaid leave during any 12 month time period for a number of qualified reasons, most notably to care for oneself or a family member in the event of a serious medical incapacity[23]. However, the policy provides employees only with *unpaid* leave, and only around half of private-sector employees are eligible to take FMLA leave, due to restrictions in employee eligibility regarding minimum job tenure, and employer coverage only required for organizations with 50 or more employees[3]. When comparing sick leave policy in the US to sick leave policies of other industrialized countries, the US lags behind. Out of the top 22 countries as measured by the Human Development Index, the US is the only country that does not guarantee paid sick days or paid sick leave for its workers[3].

In the U.S., only around 55% of workers in the US have access to paid sick leave[4], and large disparities in paid sick leave coverage exist among American workers. According to the National Compensation Survey, almost three-quarters of all private full-time workers have paid sick leave coverage, while only about one-quarter of private part-time workers have access to any paid sick leave. A large disparity also exists when looking at levels of annual income, as only 34% of workers in the bottom quarter of annual incomes have access to paid sick leave, while close to 90% of workers do in the

[2] Incapacity means the individual is unable to work, attend school, or perform other regular daily activities due to the serious health condition, treatment for the serious health condition, or recovery from the serious health condition (29 **C.F.R.** § 825.113 (b)).

top quarter. It often is the case that part-time and low-wage workers are the ones that need the benefit the most, as they are the least likely to be able to afford to forego wages in order to request time off work to rest or seek needed healthcare.

When workers without paid sick leave benefits are sick, they often choose to continue to work despite their illness (referred to in the literature as presenteeism)[5], causing an increase in the spread of infectious disease[6,7], substantial productivity losses for employers[2,5,8], and future suboptimal health and sickness absence for the worker[9,10]. When chronic conditions are not adequately maintained, it can lead to an increase in hospitalizations and major financial implications for employers offering health insurance[11].

However, paid sick leave can have a downside for the employer. When workers have paid sick leave, they take more absences from work[12–15]. Employers will be interested in the net effect of paid sick leave on worker productivity (as well as job satisfaction, which is not a focus of this research). If paid sick leave allows workers to take absences when needed, it could lead to better overall health. Previous research suggests that is indeed the case[16]. However, much of the prior research investigating the effects of paid sick leave has lacked adequate data and sufficiently rigorous methods to make meaningful, widely generalizable, causal claims. Furthermore, researchers have yet to investigate the impact of paid sick leave specifically for workers with chronic medical conditions. Yet, this subgroup of workers make up over half of the US working-aged population[17] and have additional medical needs for managing their conditions. This research fills these gaps in the previous literature.

Methods

Data

To investigate the effects of paid sick leave on general health and days missed from work due to illness, we use the MEPS, which is a nationally representative survey of families and individuals in the United States that aims to provide a complete perspective on health services use and its associated costs. The household survey is administered through computer-assisted personal interviews to the same non-institutionalized individuals five times (referred to as rounds) over the course of two years. The MEPS sample comes from a subsample of families that were included in the National Health Interview Survey, which is a nationally representative health survey of households in the United States. Information on utilization of health care services is collected from providers and used to compute more accurate estimates of costs and other characteristics of medical care that individuals may not be able to know or recall. MEPS interviews approximately 30,000 individuals per year. Response rates range from about 55 to 65 percent.

The survey asks questions on a variety of medical-related topics, including retrospective questions about access to paid sick leave in each time period, the number of times the respondent missed work because of an injury or illness in each time period, and the respondent's general health status in each time period. Questions regarding previous diagnoses of chronic illnesses are used to define our chronically ill sample of participants when investigating effects of paid sick leave in this subset of workers. In order to

maximize the size of our sample, we combine panels of the MEPS data spanning from 2002 to 2012 together into one large dataset.

Measures

The independent variable of primary interest is whether the person has access to paid sick leave. That question is asked in the standard MEPS household questionnaire for employed individuals. Specifically, the question reads, "On this job, {(do/does)/did} (you/PERSON) have paid time off if (you/PERSON) {(are/is)/(were/was)} sick?" The question is worded consistently for each iteration of the survey.

The dependent variables for this study (general health status and the number of days the respondent missed due to illness) also are assessed from questions in the household survey. Health status is assessed in a question asking for each individual's general health status (excellent, very good, good, fair, poor) and days of work missed due to injury or illness is measured in number of days. Chronic illnesses are determined from self-report and are collected in the MEPS condition enumeration section of the household survey. A person is determined to be chronically ill in this study if they report one or more of the following conditions: cancer, diabetes, chronic obstructive pulmonary disease, heart disease, asthma, or anxiety/depression. The survey determines these conditions by asking 'Between {START DATE} and {END DATE}, did {you/{PERSON}} have any physical or mental health problems, accidents, or injuries?'

Analysis Plan

In order to determine the causal effect of an exposure on an outcome, it is first necessary for the exposure to temporally precede the outcome. The previously reviewed studies investigating the effect of paid sick leave on our outcomes have only posited associations between the two variables, mostly due to the use of cross-sectional datasets to explore effects. It is also important to have an appropriate comparison group to approximate the counter-factual when trying to isolate the direct effect of paid sick leave on health care use. In other words, it may be insufficient to only compare those people with and without paid sick leave, as the people with paid sick leave may be inherently different from those without in ways that we are unable to measure using survey data, leading to biased effect estimates. Ideally we would compare people with paid sick leave to themselves without paid sick leave in the same time period, and see if there are differences in the use of health care between the two scenarios. While this ideal scenario is not realistically feasible, we can approximate this comparison with a longitudinal dataset that observes people that both had and lacked paid sick leave during a target time period. This approach enables us to directly measure the effect that paid sick leave has on health and missed days of work due to injury/illness by comparing people that had both exposures while controlling for time-varying, confounding, personal characteristics.

To take advantage of the longitudinal nature of the dataset, we use fixed and random effects models, which allow us to more closely approximate causal relationships between our independent variable, paid sick leave, and our dependent variables of days missed of work and general health status by essentially comparing participants with paid sick leave to themselves when they did not have paid sick leave. The models account for

much of the heterogeneity of the effect of paid sick leave due to participant differences, while also minimizing the bias that could arise from unmeasured variables that could affect whether the employee has paid sick leave as well as their subsequent health status and days missed of work.

However, to use these types of models, it is necessary to have participants that experienced a change in their paid sick leave access over the course of their two-year follow-up. By using ten panels of longitudinal data instead of one, we have increased the number of individuals that experience a change in access to paid sick leave, thus decreasing the probability that an observed effect is only due to chance. Table 1 below illustrates the unweighted sample size of individuals that are employed throughout the follow-up period, are not self-employed for any round of follow-up, have a valid code for our independent variable for all rounds of the survey, are 18 years of age or older at the start of the first time period, and experience a change in paid sick leave access once during follow-up, and the distribution of these individuals that came from each panel of the MEPS data.

Table 1. Unweighted sample of individuals with change in paid sick leave access

Panel Years	Gained Paid Sick Leave	Lost Paid Sick Leave	Total Percent of Sample
2002-2003	112	112	10.12%
2003-2004	131	112	10.98%
2004-2005	155	104	11.70%
2005-2006	153	110	11.88%
2006-2007	126	115	10.89%
2007-2008	117	79	8.86%
2008-2009	92	105	9.13%
2009-2010	86	66	6.87%
2010-2011	91	78	7.64%

2011-2012	148	116	11.93%
Total	**1,216**	**997**	

We also are interested in how access to paid sick leave specifically affects workers with chronic illnesses. Table 2 below shows the unweighted sample size of in-sample individuals with chronic illnesses that experienced a single change in access to paid sick leave during the follow-up time period.

Table 2. Unweighted sample of chronically ill individuals with change in paid sick leave

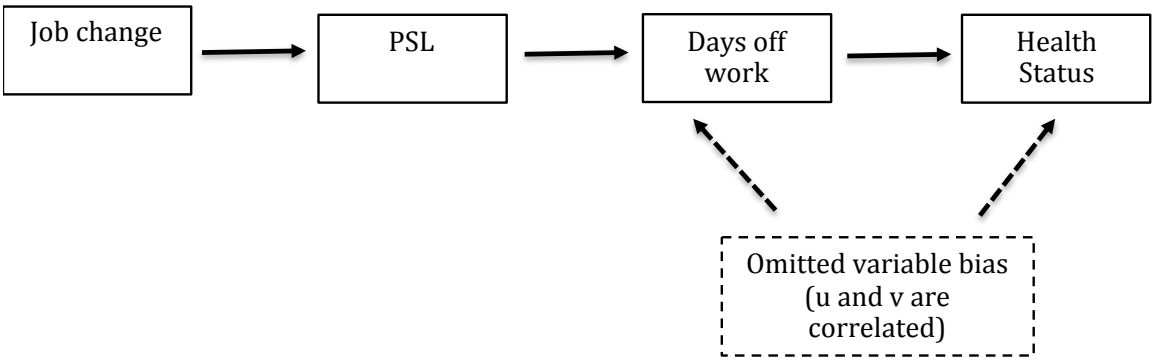
Panel Years	Gained Paid Sick Leave	Lost Paid Sick Leave	Percent of Sample
2002-2003	25	25	7.32%
2003-2004	30	38	9.96%
2004-2005	44	38	12.01%
2005-2006	52	36	12.88%
2006-2007	39	36	10.98%
2007-2008	29	33	9.08%
2008-2009	28	38	9.66%
2009-2010	32	20	7.61%
2010-2011	32	22	7.91%
2011-2012	43	43	12.59%
Total	**354**	**329**	

We use a difference-in-differences approach to understand the effect of paid sick leave on the outcomes of interest. We construct two separate sub-samples for each of our analyses: the first sub-sample is comprised of those workers without paid sick leave for the entire follow-up plus those that began with no paid sick leave in round 1 and eventually acquired it during follow-up, and the second sub-sample is comprised of workers with paid sick leave for the entire follow-up plus those that began with paid sick

leave in round 1 and eventually lost access to it during follow-up (see Subsample Explanations Figure).

All changes in paid sick leave occurred concurrently with a job change. This presents an issue because it makes it difficult to tease apart the effect of paid sick leave from the concurrent effect of a job change on our outcomes. With this in mind, we have restricted our samples to only contain people that experienced a job change. This allows us to estimate the effect of gaining paid sick leave, as well as the effect of having paid sick leave before losing it, independently of the effect of job change on our outcomes.

Our conceptual model of the effect of paid sick leave on days missed of work and health status is as follows:



Paid sick leave only affects health status through days taken off of work to care for oneself, so in order to estimate the effect of paid sick leave on health status, we need to do so through our estimation of the effect of paid sick leave on days of work missed due to injury or illness, and the effect of missed days of work on health status. Our empirical models are represented by equations (1), (2), and (3) below.

$$(1)\ DMW_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \alpha_i + u_{it}$$

$$(2)\ HSt_{it} = \beta_1 \widehat{DMW}_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} Edu_{it} + \beta_{11} Sex_i + \beta_{12} Race_i + \beta_{13} Treat_i + r_i + v_{it}$$

$$(3)\ HSt_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} Edu_{it} + \beta_{11} Sex_i + \beta_{12} Race_i + \beta_{13} Treat_i + r_i + v_{it}$$

Where: DMW_{it}= Days of work missed, HSt_{it}= Health status, PSL_{it}= Access to paid sick leave, Age_{it}= Age, Inc_{it} = Income, $PVac_{it}$ = Paid vacation, Ins_{it} = Private insurance status, Occ_{it} = Occupation, $Hour_{it}$ = Number of hours per week at main job, Reg_{it} = Region, Ten_{it} = Job tenure, Edu_{it}= Education, Sex_i = Sex, $Race_i$ = Race, $Treat_i$ = Indicator for treatment group that experienced a change in paid sick leave status, α_i = Person-specific fixed effect, r = Person-specific random intercept, v_{it} and u_{it} = Error terms

Equation (1) is modeled as a linear fixed effects model, as the coefficients were deemed to be similar to the Poisson distributed fixed effects model, but the standard errors in the non-linear model are known to be wrong. Equations (2) and (3) are modeled as ordered probit random effects models, with a person-specific random intercept term. Equation (2) uses the predicted values of DMW_{it} from equation (1) to estimate the effect of DMW_{it} on health status. Equation (3) is the reduced form equation directly modeling

the effect of paid sick leave on health status. Since paid sick leave functions as an instrument for work absence behavior's effect on health status, we can estimate the effect of paid sick leave on health status by multiplying the coefficient of paid sick leave in equation (1) by the coefficient on the predicted value of days of work missed in equation (2)[37]. Significant F-tests in the models of paid sick leave on work absence behavior specified in equation (1) show that paid sick leave is a viable instrument for use in measuring the effect of work absences on general health status (F statistics are shown in model output in Appendix 2). All models are weighted and adjusted for the complex survey design to make the estimates nationally representative. This is done by weighting the estimates of both the fixed and random effects models using the MEPS provided survey weight, and adjusting the standard errors of the random effects models to account for the stratified and clustered nature of the sampling procedure.

Results

Demographic Characteristics

Table 3 shows demographic characteristics from round 1 for in-sample participants from both the full sample of individuals and the chronically ill subset of individuals. Subsample 1 refers to those participants who did not have paid sick leave in round 1, Subsample 2 refers to those participants that had paid sick leave in round 1, and Total refers to both Subsample 1 and Subsample 2 combined. The table presents proportions for each variable of interest within each subsample, with a test for significant differences between the two subsamples. Significant differences exist between those

participants that had paid sick leave and those that did not for many of the demographic characteristics reported in the table, with most differences for the full sample being significant at the 99% level of confidence. Within the full sample, there were noticeably large differences in the proportion of participants with private health insurance (87.91% vs. 51.49%), paid vacation (94.67% vs. 24.66%), and mean annual income ($51,275.54 vs. $25,927.21) between the subsample that had paid sick leave versus the subsample that did not, respectively. There also was a large proportion of participants working in service occupations (27.69%), sales occupations (13.45%), and production, transportation, and material moving (14.97%) related occupations in the group that started without paid sick leave, while the group that started with paid sick leave was concentrated mostly in the management, business, and financial operations occupations (20.64%), as well as professional and related occupations (30.83%). These patterns were also consistent among the chronically ill subset of workers, but in slightly different proportions. Further demographic information can be found in Table 3. Histograms of work absences for round 1 are also found in Figure 1 and Figure 2.

Work Absences

Table 4 shows marginal effects from the linear fixed-effect models measuring the effect of paid sick leave on days missed of work due to injury or illness in both the full sample and the chronically ill subset separately. When measuring the effect in the full sample, the particular subsample was important in determining how paid sick leave would affect work absences. In the subsample that contained participants who started

without paid sick leave and then gained it, compared to participants who did not have paid sick leave for the entire follow-up period (hereafter referred to as subsample 1), gaining paid sick had no statistically significant effect on days off work due to injury or illness compared with those who never had paid sick leave.

In the second subsample that contained participants who started with paid sick leave and then subsequently lost it compared to those who had paid sick leave for the entire follow-up (hereafter referred to as subsample 2), having paid sick leave for the entire follow-up also had no statistically significant effect on the number of days off work due to injury or illness compared with those that lost paid sick leave during follow-up.

The results in the chronically ill subsample, however, were significant. For those chronically ill workers that belonged to subsample 1, gaining paid sick leave caused participants to take almost half as many work absences compared to those who never had paid sick leave. Chronically ill participants in subsample 2 who never lost paid sick leave took more than twice the amount of days off work compared to those who had lost paid sick leave.

General Health Status

Table 5 shows results from the random effects model described in equation (2), which are reported as marginal effects of the predicted value of days of work missed on general health status. These marginal effects are interpreted as the difference in health status for individuals who took an additional day off work. The effect of an additional day of work missed due to injury or illness did not have a significant effect on health

status in any of the chronically ill subsamples, nor for those in the full sample who had paid sick leave for the whole follow-up compared to those that lost the benefit, but among those in the full sample of workers that gained paid sick leave, an additional day off work due to injury or illness caused a statistically significant increase in the probability of reporting excellent health and very good health, and a statistically significant decrease in the probability of reporting good, fair, or poor health as compared to those who did not have paid sick leave for the entire follow-up.

Table 6 shows marginal effects for each level of general health status from the reduced-form ordered probit random effects models measuring the effect of paid sick leave on self-reported general health status in both the full analysis sample, as well as the chronically ill subset of workers, both of which were split into the same subsamples as the analyses reported in Tables 4 and 5. These marginal effects are interpreted as the difference in health status for individuals who gained or lost paid sick leave versus their comparison group. The effect of gaining or losing paid sick leave did not have a significant effect on health status in any of the subsamples in either the full analysis sample or the chronically ill subsample (Table 6).

The results from multiplying the marginal effects of additional days of work on health status with the marginal effect of paid sick leave on work absence behavior are presented in Table 7. In summary, all subsamples of workers, both from the full sample and the chronically ill subsample would have very little change in their general health status as a result of having paid sick leave. Most effects were less than a 1 percent change in the probability of reporting a given level of health status, with the exception of

subsample 1 in the full analysis sample, which showed a greater than 1 percent decrease in the probability of reporting "Excellent" health and a greater than 1% increase in reporting "Good" health.

Discussion

The fixed effects models of the effect of paid sick leave on work absences due to injury or illness suggest that the effect of paid sick leave depends on which sample is being analyzed. For example, workers in the chronically ill subset who gained paid sick leave took less time off compared to workers who never had paid sick leave. This type of effect is consistent with the findings of a recent working paper that suggested that paid sick leave allows workers to take time off when needed, and as a result do not have to take as many days off work to remain healthy[38].

Conversely, the chronically ill group that started with paid sick leave and had it for the entire follow-up took many more days off work due to injury or illness compared with those that lost paid sick leave during follow-up. This drop in work absences after losing paid sick leave could indeed be due to the loss of the benefit, which could indicate that these people who would have otherwise stayed home from work when they were sick were no longer doing so when they did not have paid sick leave, which is consistent with prior findings on the topic[39]. Presenteeism is widely recognized as bad for both employers[2,5,40–44] and employees[9,10], and is also considered dangerous for the spread of disease in the general public[6,7,45,30] – our results suggest that losing paid sick leave benefits could increase presenteeism in the short run.

These patterns of work absences with respect to paid sick leave access within the chronically ill subsamples are consistent with our prior hypotheses that the effects of paid sick leave would be more pronounced in those with chronic illnesses due to the sensitive nature of their conditions. Workers with chronic illnesses may be benefitting from gaining, or suffering from losing, paid sick leave more so than the general population of workers. Given that chronically ill workers have been observed to take two to three times more and longer sick leave than their non-chronically ill counterparts[46], providing paid sick leave to those that do not have it could be an effective way to mitigate these types of absences, however further research is needed to support this claim.

Additional work-absences did not have a significant effect on self-reported general health status, except for in those workers in subsample 1 that gained paid sick leave over the course of follow-up. Those workers in the full sample that were predicted to take an additional day off work had an increased probability of reporting "Very Good" or "Excellent" health, and a decreased probability of reporting "Good", "Fair", or "Poor" health.

With these additional structural form model results in mind, we can conclude that gaining or losing paid sick leave does not seem to affect general health status in a significant way overall.

The results of these analyses should be interpreted with respect to the limitations of the study. The MEPS has a follow-up time period of only two years, so it is possible that any effect that we see in the short term of a change in paid sick leave is not representative of the type of effect we would see in a panel dataset with a longer follow-

up time period. Additionally, it is possible that there could be some misclassification of exposure to paid sick leave, based on how the question determining the participant's paid sick leave status was worded, as some jobs may offer paid sick leave, but the worker may not actually have the ability to take days off without some sort of retaliation[47]. Previous literature has documented instances where workers are unable to take leave based on comments from a supervisory figure, and one such worker was ultimately fired after enduring sustained negative treatment for filing a paternity leave request[48] – it is plausible that this type of pressure could also exist for workers taking sick leave as well. We also do not have information about how each worker's paid sick leave program is designed, such as whether the wage replacement rate for sick days is less than 100%[49,50], or the existence of a requirement to demonstrate proof of illness for taking paid sick leave[15], or the specific reporting structure of taking leave[15], all of which have been shown to affect work absence behavior. Finally, although it may be of greater interest to policy-makers, this analysis does not specifically give us information about how an exogenous shock such as the onset of paid sick due to a change in state or local paid sick leave policy would affect our outcomes, since all of our changes in paid sick leave coincided with a change in job. However, in the absence of such a policy shock, a change in jobs may be the most likely impetus for a change in employee health benefits. This study provides valuable information about the short-term effects of a change in paid sick leave exposure in the event of a job change.

The analyses presented here provide additional evidence of the effect that paid sick leave can have on two very important outcomes for both employers and employees –

general health status and work absence days. Our results showed overall that paid sick leave does not have a large effect on self-reported general health status, and these results held consistent in both the full analysis sample, as well as the chronically ill subsample. Our results also showed that the effect of paid sick leave on work absence days very much depends on the context with which the worker has paid sick leave – whether it is being compared to those that workers never had paid sick leave, or those that lost the benefit at some point during follow-up. Although our results were obtained using statistically rigorous methods, replication studies would strengthen our study findings. However, this study does provide valuable insight into how changes in paid sick leave could have effects that would impact both employers and employees.

Table 3. Demographic characteristics of in-sample participants in Round 1.

	Full Sample			
	Subsample 1	Subsample 2	test	Total Sample
Number of Weighted Participants	76,868,478	79,897,486	-	156,765,964
Has Paid Sick Leave	0.00	100.00	-	50.97
Does Not Have Paid Sick Leave	100.00	0.00	-	49.03
Has Paid Vacation	24.66	94.67	**	60.45
Does Not Have Paid Vacation	75.34	5.33	**	39.55
Occupation				
Management, Business, and Financial Operations	4.79	20.64	**	12.87
Professional and Related Occupations	13.61	30.83	**	22.39
Service Occupations	27.69	9.05	**	18.19
Sales and Related Occupations	13.45	9.37	**	11.37
Office and Administrative Support	11.92	15.49	**	13.74
Farming, Fishing, and Forestry	1.41	0.15	**	0.77
Construction, Extraction, and Maintenance	11.35	5.27	**	8.25
Production, Transportation, Material Moving	14.97	7.97	**	11.40
Military Specific Occupations	0.16	0.45	**	0.30
Unclassifiable	0.66	0.78	**	0.72
Industry				
Natural Resources	1.56	0.38	**	0.96
Mining	0.64	0.37	**	0.50
Construction	8.62	3.27	**	5.90
Manufacturing	7.46	10.96	**	9.24
Wholesale and Retail Trade	17.50	14.20	**	15.81
Transportation and Utilities	3.87	2.67	**	3.26
Information	1.22	3.72	**	2.49

Financial Activities	3.54	10.32	**	7.00
Professional and Business Services	12.20	13.78	**	13.01
Education, Health, and Social Services	16.52	27.49	**	22.11
Leisure and Hospitality	20.09	4.35	**	12.07
Other Services	5.57	3.13	**	4.33
Public Administration	0.89	4.71	**	2.84
Military	0.16	0.45	**	0.30
Unclassifiable	0.17	0.20	**	0.18
Age				
Mean	32.50	36.24	**	34.41
Hours Worked per Week (Current Main Job)				
Mean	32.84	42.82	**	37.95
General Health				
Excellent	30.40	32.30	**	31.37
Very Good	34.45	39.03	**	36.79
Good	26.38	22.08	**	24.19
Fair	7.57	5.79	**	6.66
Poor	1.20	0.79	**	0.99
Chronically Ill				
Yes	29.06	32.71	**	30.92
No	70.94	67.29	**	69.08
Cancer	3.53	3.43		3.48
Diabetes	3.67	4.75	*	4.22
COPD	5.91	5.77		5.84
Heart Disease	1.31	1.92		1.62
Asthma	5.10	5.54		5.32
Anxiety/Depression	16.50	19.56	*	18.06
Has Private Health Insurance	51.49	87.91	**	70.05
Does Not Have Private Health Insurance	48.51	12.09	**	29.95
Usual Place of Care				

None	55.35	49.09	**	52.16
Hospital Clinic / Outpatient Department	8.53	10.11	**	9.34
Hospital Emergency Room	0.80	0.29	**	0.54
Non-hospital Place	35.31	40.51	**	37.96
Job Tenure				
Mean (years)	2.80	4.68	**	3.76
Annual Income				
Mean (indexed to 2009 dollars)	$25,927.21	$51,275.54	**	$38,846.26
Race				
White	82.85	79.29	**	81.04
Black	10.86	12.15	**	11.51
American Indian / Alaska Native	0.76	0.63	**	0.69
Asian	3.53	6.36	**	4.97
Native Hawaiian / Pacific Islander	0.25	0.27	**	0.26
Multiple Races Reported	1.77	1.30	**	1.53
Male	52.57	51.50		52.02
Female	47.43	48.50		47.98
Years of Education				
Mean	12.91	14.41	**	13.67

Table presents column percentages from Round 1 or mean values from Round 1.
Test refers to Design-Based Pearson Chi-Squared test for differences in categorical variables, two-sample t-test for differences for continuous variables between Subsample 1 and Subsample 2.
* Significant at the 95% confidence level
** Significant at the 99% confidence level

	Chronically Ill Subset			
	Subsample 1	Subsample 2	test	Total Subset
Number of Weighted Participants	22,335,733	26,131,114	-	48,466,847
Has Paid Sick Leave	0.00	100.00	-	53.92
Does Not Have Paid Sick Leave	100.00	0.00	-	46.08
Has Paid Vacation	24.38	94.36	**	62.14
Does Not Have Paid Vacation	75.62	5.64	**	37.86
Occupation				
Management, Business, and Financial Operations	5.00	22.02	**	14.18
Professional and Related Occupations	16.59	32.72	**	25.29
Service Occupations	30.61	8.70	**	18.80
Sales and Related Occupations	12.88	7.61	**	10.04
Office and Administrative Support	14.10	16.70	**	15.50
Farming, Fishing, and Forestry	0.76	0.07	**	0.39
Construction, Extraction, and Maintenance	6.84	4.63	**	5.65
Production, Transportation, Material Moving	12.64	6.67	**	9.42
Military Specific Occupations	0.00	0.35	**	0.19
Unclassifiable	0.57	0.53	**	0.55
Industry				
Natural Resources	0.76	0.27	**	0.49
Mining	0.28	0.20	**	0.24
Construction	5.39	1.83	**	3.47
Manufacturing	6.70	9.24	**	8.07
Wholesale and Retail Trade	15.80	12.44	**	13.99
Transportation and Utilities	3.25	1.98	**	2.57
Information	0.95	4.50	**	2.87
Financial Activities	2.70	9.67	**	6.46

Professional and Business Services	15.41	13.74	**	14.51
Education, Health, and Social Services	21.06	34.43	**	28.27
Leisure and Hospitality	22.08	3.50	**	12.06
Other Services	3.93	3.13	**	3.50
Public Administration	1.54	4.63	**	3.21
Military	0.00	0.35	**	0.19
Unclassifiable	0.13	0.08	**	0.10
Age				
Mean	35.32	38.89	**	37.25
Hours Worked per Week (Current Main Job)				
Mean	32.31	42.72	**	37.96
General Health				
Excellent	18.68	21.55		20.23
Very Good	35.43	37.83		36.72
Good	30.53	29.06		29.74
Fair	12.46	9.80		11.02
Poor	2.91	1.76		2.29
Chronically Ill				
Yes	100.00	100.00	-	100.00
No	0.00	0.00	-	0.00
Cancer	12.15	10.48		11.25
Diabetes	12.62	14.52		13.65
COPD	20.33	17.63		18.88
Heart Disease	4.52	5.87		5.25
Asthma	17.55	16.94		17.22
Anxiety/Depression	56.78	59.81		58.41
Has Private Health Insurance	57.00	90.63	**	75.14
Does Not Have Private Health Insurance	43.00	9.37	**	24.86
Usual Place of Care				
None	45.46	43.89		44.61

Hospital Clinic / Outpatient Department	9.72	9.90		9.81
Hospital Emergency Room	0.69	0.39		0.53
Non-hospital Place	44.13	45.82		45.04
Job Tenure				
Mean (years)	2.86	5.08	**	4.05
Annual Income				
Mean (indexed to 2009 dollars)	$26,511.63	$52,014.55	**	$40,261.64
Race				
White	87.23	86.08	*	86.61
Black	7.61	8.94	*	8.33
American Indian / Alaska Native	0.70	1.05	*	0.89
Asian	1.77	2.75	*	2.30
Native Hawaiian / Pacific Islander	0.33	0.12	*	0.22
Multiple Races Reported	2.35	1.05	*	1.65
Male	39.05	42.17		40.73
Female	60.95	57.83		59.27
Years of Education				
Mean	13.22	14.51	**	13.92

Table presents column percentages from Round 1 or mean values from Round 1.
Test refers to Design-Based Pearson Chi-Squared test for differences in categorical variables, two-sample t-test for differences for continuous variables between Subsample 1 and Subsample 2.
* Significant at the 95% confidence level
** Significant at the 99% confidence level

Table 4. Results from fixed effects linear regression of paid sick leave on work-absence behavior.

	Full Analysis Sample	
	Subsample 1	**Subsample 2**
Marginal Effect	-0.29 (-0.71 - 0.13)	0.69 (-0.19 - 1.57)
	Chronically Ill	
	Subsample 1	**Subsample 2**
Marginal Effect	**-0.86 (-1.46 - -0.26)**	**1.20 (-0.01 - 2.41)**

* Models adjusted for age, income, paid vacation access, private health insurance status, occupation, hours of work per week at main job, geographic region, and job tenure

Table 5. Results from ordered probit random effects models of the predicted value of days of work missed on self-reported general health status.

	Full Analysis Sample	
Marginal Effects	**Subsample 1**	**Subsample 2**
EXCELLENT	**0.064 (0.009 - 0.118)**	-0.005 (-0.041 - 0.030)
VERY GOOD	**0.007 (0.009 - 0.014)**	0 (-0.001 - 0.001)
GOOD	**-0.043 (-0.081 - -0.006)**	0.004 (-0.020 - 0.027)
FAIR	**-0.023 (-0.042 - -0.003)**	0.001 (-0.008 - 0.011)
POOR	**-0.005 (-0.009 - -0.001)**	0 (-0.001 - 0.002)
	Chronically Ill	
Marginal Effects	**Subsample 1**	**Subsample 2**
EXCELLENT	0.010 (-0.018 - 0.039)	-0.004 (-0.041 - 0.032)
VERY GOOD	0.006 (-0.010 - 0.023)	-0.002 (-0.017 - 0.014)
GOOD	-0.007 (-0.028 - 0.013)	0.003 (-0.025 - 0.032)
FAIR	-0.007 (-0.025 - 0.012)	0.002 (-0.016 - 0.020)
POOR	-0.002 (-0.009 - 0.004)	0.001 (-0.005 - 0.006)

* Models adjusted for age, income, paid vacation access, private health insurance status, occupation, hours of work per week at main job, geographic region, job tenure, educational attainment, sex, race, and a dummy for treatment group

Table 6. Results from ordered probit random effects models of paid sick leave on self-reported general health status

	Full Analysis Sample	
Marginal Effects	**Subsample 1**	**Subsample 2**
EXCELLENT	-0.007 (-0.031 - 0.016)	-0.005 (-0.034 - 0.024)
VERY GOOD	-0.001 (-0.004 - 0.002)	0.000 (-0.001 - 0.001)
GOOD	0.005 (-0.011 - 0.021)	0.003 (-0.016 - 0.022)
FAIR	0.003 (-0.006 - 0.011)	0.001 (-0.006 - 0.009)
POOR	0.001 (-0.001 - 0.003)	0.000 (-0.001 - 0.002)
	Chronically Ill	
Marginal Effects	**Subsample 1**	**Subsample 2**
EXCELLENT	-0.006 (-0.038 - 0.026)	-0.002 (-0.045 - 0.041)
VERY GOOD	-0.004 (-0.024 - 0.016)	-0.001 (-0.019 - 0.017)
GOOD	0.005 (-0.018 - 0.027)	0.001 (-0.032 - 0.035)
FAIR	0.004 (-0.017 - 0.026)	0.001 (-0.020 - 0.022)
POOR	0.001 (-0.006 - 0.009)	0.000 (-0.006 - 0.006)

* Models adjusted for age, income, paid vacation access, private health insurance status, occupation, hours of work per week at main job, geographic region, job tenure, educational attainment, sex, race, and a dummy for treatment group

Table 7. Results from structural form model of the effect of paid sick leave on days of work missed multiplied by the predicted value of days of work missed on self-reported general health status.

	Full Analysis Sample	
Marginal Effects	**Subsample 1**	**Subsample 2**
EXCELLENT	-0.019	-0.003
VERY GOOD	-0.002	0.000
GOOD	0.012	0.003
FAIR	0.007	0.001
POOR	0.001	0.000
	Chronically Ill	
Marginal Effects	**Subsample 1**	**Subsample 2**
EXCELLENT	-0.009	-0.005
VERY GOOD	-0.005	-0.002
GOOD	0.006	0.004
FAIR	0.006	0.002
POOR	0.002	0.001

* Models adjusted for age, income, paid vacation access, private health insurance status, occupation, hours of work per week at main job, geographic region, job tenure, educational attainment, sex, race, and a dummy for treatment group

Figure 1. Histogram of work absences in round 1 for subsample 1

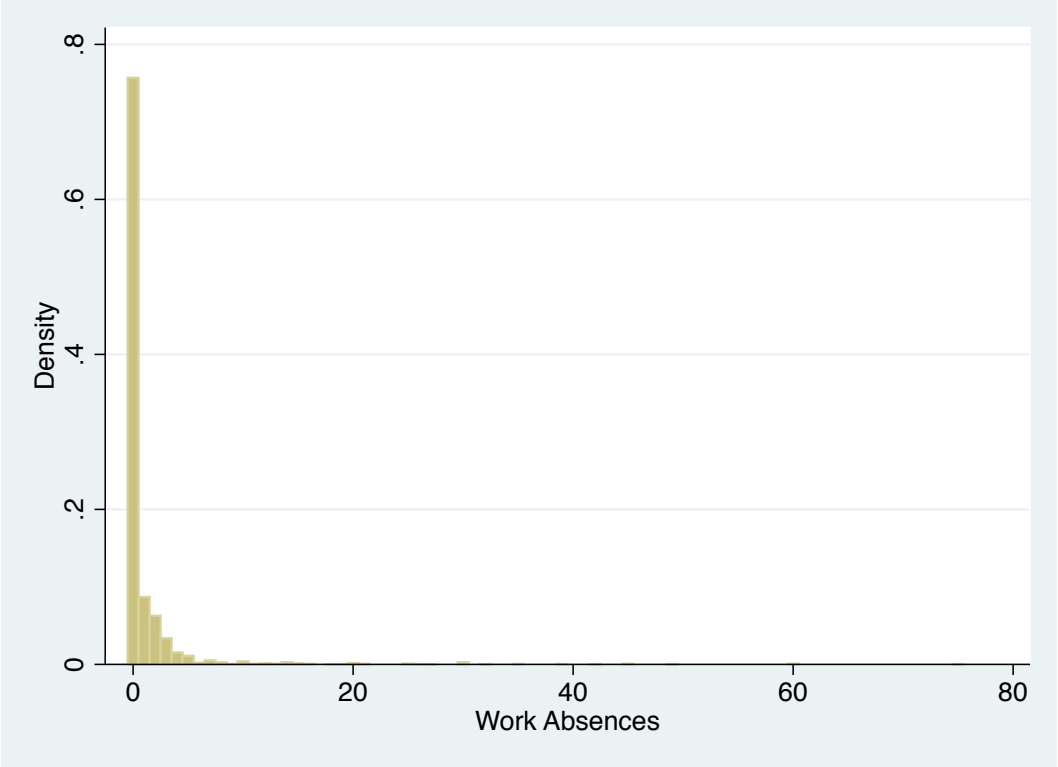
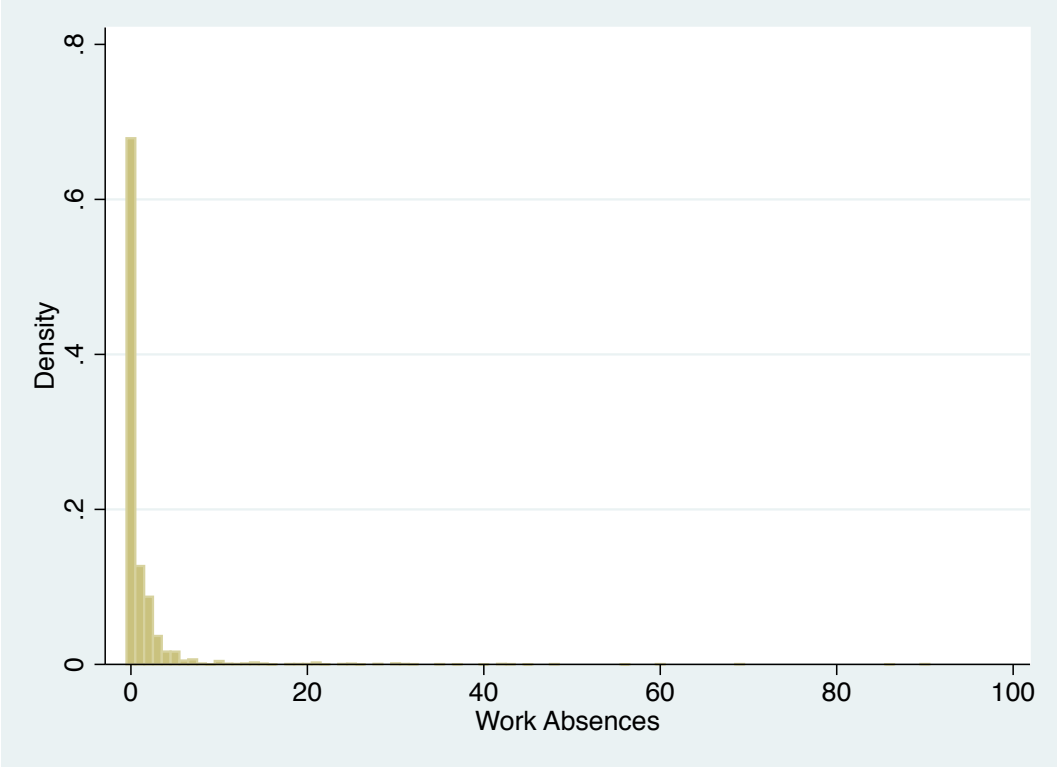


Figure 2. Histogram of work absences in round 1 for subsample 2



Chapter 4

Manuscript 2. Evaluating Paid Sick Leave in American Workers: Effects on Health Care Use Behavior

Introduction

Emergency departments (EDs) in the United States provide an important service to communities by serving patients with acute medical needs at any hour of the day, and also often are a source of healthcare that is available to patients regardless of their ability to pay. It is often the case that sick patients have no other choice but to seek care at EDs based on the nature of their condition requiring the type of urgent medical attention that only an ED has the capacity to provide, however at least half of all ED visits are for the care of conditions that are considered non-urgent by medical standards[18,19]. This type of healthcare seeking behavior poses a problem not only for healthcare costs, as medical care at EDs tends to be two to three times more expensive than care in office-based medical provider settings[20], but also poses an issue for the health of ED visitors in general. In recent years, ED crowding has become an emerging issue in emergency medicine, with research suggesting that ED crowding is associated with increased in-hospital mortality[21–23], increased time to treatment for patients with time-sensitive conditions[21–23], higher probability of patients leaving the ED against medical advice or without being treated[21,23], increased medical errors[21,22], and increased ambulance diversion[22,23]. These non-urgent patients would be better served by seeking care at an office-based medical provider, but instead end up in EDs for a variety of reasons, most

notably because of issues accessing office-based medical providers in ways that fit with their existing schedule and time demands[18,19,24–28].

Paid sick leave is an employee benefit that allows workers to take time off work for their health or the health of a family member without jeopardizing their job standing or income. Being able to take time off from work for the purposes of caring for health not only leads to quicker recovery and prevention of the progression of minor illnesses into more serious illnesses[1], but it also helps to alleviate some of the access barriers that are often associated with not being able to seek care at an office-based medical provider by freeing up time during the day to seek care during normal business hours without financial consequences to the employee. Additionally, as only around 55% of workers in the United States have access to paid sick leave[4], it could represent a viable intervention opportunity for helping to control the amount of non-urgent ED visits that are increasingly crowding these facilities.

Previous research on the topic suggests that this may indeed be the case, as workers with paid sick leave are more likely to use preventative healthcare services[30,29,31], seek care in emergency departments less[4,16,32], and use office-based medical providers more[4] than workers without paid sick leave. However, these prior studies represent the existing literature in this area, and were all conducted using cross-sectional data, which introduces the possibility of biased effect estimates from comparing people with paid sick leave to other people who did not in the same time period. These two groups of people could be different in ways that cannot be measured in a survey, which could affect our exposure and our outcomes. Furthermore, none of these studies investigated the impact

of paid sick leave specifically for workers with chronic illnesses, yet this subgroup of workers make up over half of the US working-aged population[17] and have additional medical needs for managing their conditions. This study aims to build upon this previous research by determining the effect of paid sick leave on emergency department use and office-based medical provider use volume for both the general population of workers, and specifically for workers with chronic illnesses, using longitudinal data.

Methods

Data

To investigate the effects of paid sick leave on emergency department use and office-based medical provider use volume, we analyze data from the Medical Expenditure Panel Survey (MEPS), which is a nationally representative, longitudinal survey of families and individuals that collects information about health, healthcare use, and costs associated with healthcare use. The survey is administered to the same non-institutionalized individuals five times (referred to as rounds) over the course of a two year follow-up time period. The MEPS sample is recruited from a subsample of families that were included in the National Health Interview Survey, which is a nationally representative cross-sectional health survey of households in the United States. The MEPS household-survey data are collected using computer-assisted personal interviews, and supplemental information is collected from medical care providers in order to compute more accurate estimates of costs and other characteristics of medical care that

individuals may not know or recall. Sample sizes of individuals tend to reach around 30,000 participants in a given year. Response rates range from about 65% to about 55%.

The household survey asks questions about a variety of medical-related topics, but for the purposes of these analyses, it asks retrospective questions about access to paid sick leave in each time period, and also ascertains healthcare use volume by collecting information about each time a participant sought medical care, including the type of healthcare facility in which the visit occurred. Utilizing the panel structure of the data allows us to provide a more complete picture of how the availability of paid sick leave affects healthcare use in a nationally representative sample of individuals. The survey also collects information about previous diagnoses of chronic illnesses that will be used to define our sample of interest when investigating effects of paid sick leave in chronically ill workers.

In order to maximize the size of our sample, we combine ten panels of the MEPS data spanning from 2002 to 2012 together into one dataset.

Measures

The independent variable used for these analyses is whether or not the participant has access to paid sick leave, which is asked in the standard MEPS household questionnaire for those individuals that are employed. Specifically, the question reads, "On this job, {(do/does)/did} (you/PERSON) have paid time off if (you/PERSON) {(are/is)/(were/was)} sick?" The question is consistently worded in each iteration of the survey. The emergency department use and office-based medical provider use volume

information also comes from the household questionnaire, and is used to formulate our dependent variables. This healthcare use information is collected in the provider probes section, which prompts participants to create a database of all of their medical events in a given round. Chronic illnesses are determined from self-report and are collected in the MEPS condition enumeration section of the household survey. A person is determined to be chronically ill in this study if they report one or more of the following conditions: cancer, diabetes, chronic obstructive pulmonary disease, heart disease, asthma, or anxiety/depression.

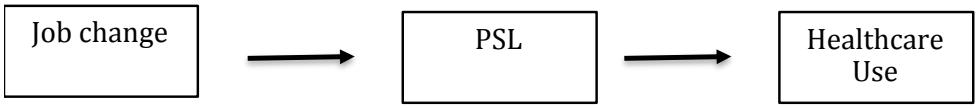
Analysis Plan

In order to estimate the effect of paid sick leave on office-based medical provider use volume and emergency department use, we use fixed effects models, which allow us to estimate the effect of paid sick leave within each participant, rather than comparing participants with paid sick leave to those without. This accounts for any unobserved differences in participants that do not vary over time, that would potentially confound the effect of our exposure on our outcomes of interest in a standard, pooled regression model. These fixed effects analyses depend on having an adequate number of participants in our dataset that experienced a change in paid sick leave over the course of the survey follow-up. This is accomplished by performing our analyses on ten panels of data, as opposed to analyzing data from just one panel. Our sample is comprised of those participants from the ten panels that are employed throughout the follow-up period, are not self-employed for any round of the follow-up, have a valid code for our independent variable of paid

sick leave for all rounds of the survey, and are 18 years or older at the start of the first time period.

We use a difference-in-differences approach to understand the effect that a change in paid sick leave has on healthcare use. In order to capture the effect of a participant gaining paid sick leave separately from the effect of a participant losing it, we construct two distinct sub-samples for each of our analyses. Subsample 1 is comprised of those workers without paid sick leave for the entire follow-up plus those that began with no paid sick leave in and eventually acquired it during follow-up, and subsample 2 is comprised of workers with paid sick leave for the entire follow-up plus those that began with paid sick leave in round 1 and eventually lost access to it during follow-up. A graphical representation of these subsamples is presented in Figure 1. Also, since all changes in paid sick leave occurred concurrently with a job change, we have restricted our samples to only contain people that experienced a job change. This prevents the difficulty of teasing apart the effect of paid sick leave from the concurrent effect of a job change on our outcomes. Instead, we are able to estimate the effect of gaining paid sick leave, as well as the effect of having paid sick leave before losing it, independently of the effect of job change on our outcomes. We also tested the concurrent nature of changes in paid sick leave with changes in health insurance coverage, and found this not to be an issue.

Our conceptual model of the effect of paid sick leave on healthcare use is as follows:



Our empirical models are represented by equations (1) and (2) below.

$$(1)\ OV_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} USC_{it} + \alpha_i + v_{it}$$

$$(2)\ ERV_{it} = \beta_1 PSL_{it} + \beta_2 Age_{it} + \beta_3 Inc_{it} + \beta_4 PVac_{it} + \beta_5 Ins_{it} + \beta_6 Occ_{it} + \beta_7 Hour_{it} + \beta_8 Reg_{it} + \beta_9 Ten_{it} + \beta_{10} USC_{it} + \alpha_i + u_{it}$$

Where: OV_{it}= Number of office-based medical provider visits, ERV_{it}= Number of emergency department visits in given round, PSL_{it}= Access to paid sick leave, Age_{it}= Age, Inc_{it} = Income, $PVac_{it}$ = Paid vacation, Ins_{it} = Private insurance status, Occ_{it} = Occupation, $Hour_{it}$ = Number of hours per week at main job, Reg_{it} = Region, Ten_{it} = Job tenure, USC_{it} = Place of usual source of care α_i = Person-specific fixed effect, v_{it} and u_{it} = Error terms

Equation (1) is modeled as a linear fixed effects model, as the coefficients were deemed to be similar to the Poisson distributed fixed effects model, but the standard errors in the non-linear model are known to be wrong. Equation (2) is also modeled as fixed effects linear regression model, with a person-specific intercept term. Both models

are weighted using the provided survey weight to make our estimates nationally representative, and the standard errors are clustered to account for the complex survey design.

Results

Demographic Characteristics

Table 1 shows demographic characteristics from round 1 for in-sample participants from both the full sample of individuals and the chronically ill subset of individuals. Subsample 1 refers to those participants who did not have paid sick leave in round 1, Subsample 2 refers to those participants that had paid sick leave in round 1, and Total refers to both Subsample 1 and Subsample 2 combined. The table presents proportions for each variable of interest within each subsample, with a test for significant differences between the two subsamples. Significant differences exist between those participants that had paid sick leave and those that did not for many of the demographic characteristics reported in the table, with most differences for the full sample being significant at the 99% level of confidence. Within the full sample, there were noticeably large differences in the proportion of participants with private health insurance (87.91% vs. 51.49%), paid vacation (94.67% vs. 24.66%), and mean annual income ($51,275.54 vs. $25,927.21) between the subsample that had paid sick leave versus the subsample that did not, respectively. There also was a large proportion of participants working in service occupations (27.69%), sales occupations (13.45%), and production, transportation, and material moving (14.97%) related occupations in the group that started without paid sick

leave, while the group that started with paid sick leave was concentrated mostly in the management, business, and financial operations occupations (20.64%), as well as professional and related occupations (30.83%). These patterns were also consistent among the chronically ill subset of workers, but in slightly different proportions. Further demographic information can be found in Table 1.

Office-based Provider Visits

Table 2 shows marginal effects from the linear fixed effects models measuring the effect of paid sick leave on the number of office-based medical provider visits per round in both the full sample and the chronically ill subset. When measuring the effect of paid sick leave in the full sample, it is clear that the subsample mattered greatly. Analysis of subsample 1 showed that gaining paid sick leave caused participants to have an average of 0.08 fewer office-based medical provider visits as compared those participants that did not have the access to the benefit, but this effect was not statistically significant. Conversely, the participants in subsample 2 had an average of 0.22 more office-based medical provider visits when they had paid sick leave for the entire follow-up period versus those that lost the benefit. In the chronically ill subset of workers, the two subsamples had very similar results as compared with the full sample of workers. Among the chronically ill, those in subsample 1 that gained paid sick leave had an average of 0.16 less office-based medical provider visits compared with those participants that did not have the benefit, but again this effect was not statistically significant. Among the chronically ill in subsample 2, participants had an average of

0.46 more office-based medical provider visits when they had paid sick leave for the whole follow-up period versus when they lost the benefit.

Emergency Department Use

Table 3 shows marginal effects from our linear fixed effects regression analyses of the effect of paid sick leave on the number of emergency department visits in a given round. Overall, paid sick leave had no significant effect on the number of emergency department visits in a given round for the full analysis sample. For those participants in the chronically ill subgroup, the particular subsample determined the magnitude of the effect of paid sick leave on emergency department use volume. In subsample 1, gaining paid sick leave caused workers to have an average 0.03 more emergency department visits in a given round as compared with those workers that never had paid sick leave. For chronically ill workers in subsample 2, paid sick leave caused participants that had the benefit for the entire follow-up period to have an average of 0.46 more emergency department visits in a given round than those chronically ill participants that lost paid sick leave.

Discussion

The fixed effects models of the effect of paid sick leave on office-based medical provider visits suggest that the effect of paid sick leave depends on the context of whether the benefit has been gained or lost over the follow-up period. For example, those participants that started the follow-up period without paid sick leave and then

gained it at some point had a statistically insignificant but slightly negative effect on the number of office-based provider visits on average when they had paid sick leave when compared with those participants that did not have the benefit for the entire follow-up. This was consistent in both the full sample as well as the chronically ill subset of participants. The result differs in the direction of the effect of paid sick leave on office-based medical provider visit volume for those participants in subsample 2, who had an increased volume of office-based medical provider visits when they had paid sick leave compared with those that lost the benefit sometime during follow-up. This effect in subsample 2 is consistent with previous literature that suggests paid sick leave is associated with an increased use of office-based medical providers[4]. These differing effects of paid sick leave on office-based medical provider use should be studied further to better understand the contexts in which workers decide to use office-based medical providers with access to paid sick leave.

The fixed effects models analyzing the effect of paid sick leave on emergency department use showed that in both subsamples of the full analysis sample, paid sick leave had no effect on emergency department use volume. For the chronically ill subsamples, paid sick leave slightly increased the number of emergency department visits in a given round for both subsamples. This finding is in contrast to previous literature suggesting that paid sick leave reduces emergency department use[4,16,32]. Previous literature on emergency department use suggests that not all non-urgent emergency department visits are because patients feel they cannot see an office-based medical provider, but instead could be because some patients have a preference for the care in

emergency departments as opposed to office-based providers[19,26,51]. With this in mind, it is possible that this increase in emergency department use when workers had paid sick leave could be indicative of an increase in access to healthcare in general, which has been shown to increase emergency department use in the case of gaining access to health insurance[52–54]. It is possible that those that used an emergency department in a given round did so because of an increased ability to use healthcare services overall when they had paid sick leave versus when they did not. These visits could have also been urgent visits to an emergency department, rather than the non-urgent visits that we hope to prevent. Another possible explanations is that workers with paid sick leave could have access to more generous health insurance plans that would allow for increased use of the emergency department without as much financial consequence, however this hypotheses would require further research to validate the claim.

The results of these analyses should be interpreted with respect to the limitations of the study. First, it is important to note that we have no reliable information about whether a participant is seeking care for an "urgent" or a non-urgent condition, so we can only observe differences in the use of each type of healthcare services, rather than make claims about whether or not paid sick leave is increasing or reducing inappropriate emergency department use. Also, it is possible that any longer-term effects on healthcare seeking behavior that we would see as a result of a change in paid sick leave could take longer than the follow-up period to materialize, as the MEPS only follows participants for two years. As such, the results of this study can only be generalized as short-term effects of paid sick leave changes, which could be different than longer-term effects.

Additionally, we have no information about how close people live to different types of healthcare services, which has been shown to affect what type of services people choose to use[19,27]. This would only be an issue if a participant moved residences during the course of follow-up as otherwise it would be captured in the person-specific intercept term, but it is possible that many of the participants did move as all of the participants in our analysis samples experienced a job change during follow-up. Additionally, we have no information on the health insurance design of the participants, which could have substantial effects on the amount and type of healthcare people would use in the event of an injury or illness[55–59]. Finally, this analysis does not provide information about how an exogenous shock of exposure to paid sick leave would affect healthcare use behavior since all of our changes in paid sick leave coincided with a job change, as opposed to being a result of a change in state or local paid sick leave policy. However, in the absence of such a policy shock, a change in jobs may be the most likely reason for a change in an employee health benefit such as paid sick leave.

The study findings presented here provide a more nuanced view of the effect of paid sick leave on healthcare use behavior than has been previously published. Our results showed that the effect of paid sick leave on office-based medical provider use volume depended on whether the benefit had been gained and was being compared to participants that never had it, or instead had been lost over the course of follow-up and was being compared to participants that had never lost the benefit. Gaining paid sick leave reduced the average number of office-based medical provider visits when compared with participants that did not have paid sick leave in both the full sample of workers and

the chronically ill subset of workers (although the effect was statistically insignificant), and the opposite was true for both the full sample and the chronically ill subset when paid sick leave was had for the entire follow-up period and was being compared to participants who lost the benefit over the course of follow-up. This is the first analysis of its kind to report this differential effect of paid sick leave on office-based healthcare provider use volume based on whether the benefit was gained or lost over the course of follow-up, as well as an effect specifically for workers suffering from chronic illnesses. Additionally, this is the first analysis to date that observed an increase in seeking care at an emergency department with paid sick leave, as this was the case in both subsamples of analysis as compared with when participants were being compared to workers that not have paid sick leave for the subset of chronically ill workers. Our results suggest that paid sick leave would not improve the situation with respect to emergency department crowding in the short run, however it is possible that changes in access to paid sick leave may cause patients to initially defer care when they lose the benefit, or initially use more care that was previously deferred when they gained the benefit, thus leading to a decrease in emergency department use in the long run. Further research into this effect of paid sick leave on emergency department use is needed, including replication studies using longitudinal methods with a longer follow-up time period.

Table 1. Demographic characteristics of in-sample participants in Round 1.

	Full Sample			
	Subsample 1	Subsample 2	test	Total Sample
Number of Weighted Participants	76,868,478	79,897,486	-	156,765,964
Has Paid Sick Leave	0.00	100.00	-	50.97
Does Not Have Paid Sick Leave	100.00	0.00	-	49.03
Has Paid Vacation	24.66	94.67	**	60.45
Does Not Have Paid Vacation	75.34	5.33	**	39.55
Occupation				
Management, Business, and Financial Operations	4.79	20.64	**	12.87
Professional and Related Occupations	13.61	30.83	**	22.39
Service Occupations	27.69	9.05	**	18.19
Sales and Related Occupations	13.45	9.37	**	11.37
Office and Administrative Support	11.92	15.49	**	13.74
Farming, Fishing, and Forestry	1.41	0.15	**	0.77
Construction, Extraction, and Maintenance	11.35	5.27	**	8.25
Production, Transportation, Material Moving	14.97	7.97	**	11.40
Military Specific Occupations	0.16	0.45	**	0.30
Unclassifiable	0.66	0.78	**	0.72
Industry				
Natural Resources	1.56	0.38	**	0.96
Mining	0.64	0.37	**	0.50
Construction	8.62	3.27	**	5.90
Manufacturing	7.46	10.96	**	9.24
Wholesale and Retail Trade	17.50	14.20	**	15.81
Transportation and Utilities	3.87	2.67	**	3.26
Information	1.22	3.72	**	2.49

Financial Activities	3.54	10.32	**	7.00
Professional and Business Services	12.20	13.78	**	13.01
Education, Health, and Social Services	16.52	27.49	**	22.11
Leisure and Hospitality	20.09	4.35	**	12.07
Other Services	5.57	3.13	**	4.33
Public Administration	0.89	4.71	**	2.84
Military	0.16	0.45	**	0.30
Unclassifiable	0.17	0.20	**	0.18
Age				
Mean	32.50	36.24	**	34.41
Hours Worked per Week (Current Main Job)				
Mean	32.84	42.82	**	37.95
General Health				
Excellent	30.40	32.30	**	31.37
Very Good	34.45	39.03	**	36.79
Good	26.38	22.08	**	24.19
Fair	7.57	5.79	**	6.66
Poor	1.20	0.79	**	0.99
Chronically Ill				
Yes	29.06	32.71	**	30.92
No	70.94	67.29	**	69.08
Cancer	3.53	3.43		3.48
Diabetes	3.67	4.75	*	4.22
COPD	5.91	5.77		5.84
Heart Disease	1.31	1.92		1.62
Asthma	5.10	5.54		5.32
Anxiety/Depression	16.50	19.56	*	18.06
Has Private Health Insurance	51.49	87.91	**	70.05
Does Not Have Private Health Insurance	48.51	12.09	**	29.95
Usual Place of Care				

None	55.35	49.09	**	52.16
Hospital Clinic / Outpatient Department	8.53	10.11	**	9.34
Hospital Emergency Room	0.80	0.29	**	0.54
Non-hospital Place	35.31	40.51	**	37.96
Job Tenure				
Mean (years)	2.80	4.68	**	3.76
Annual Income				
Mean (indexed to 2009 dollars)	$25,927.21	$51,275.54	**	$38,846.26
Race				
White	82.85	79.29	**	81.04
Black	10.86	12.15	**	11.51
American Indian / Alaska Native	0.76	0.63	**	0.69
Asian	3.53	6.36	**	4.97
Native Hawaiian / Pacific Islander	0.25	0.27	**	0.26
Multiple Races Reported	1.77	1.30	**	1.53
Male	52.57	51.50		52.02
Female	47.43	48.50		47.98
Years of Education				
Mean	12.91	14.41	**	13.67

Table presents column percentages from Round 1 or mean values from Round 1.
Test refers to Design-Based Pearson Chi-Squared test for differences in categorical variables, two-sample t-test for differences for continuous variables between Subsample 1 and Subsample 2.
* Significant at the 95% confidence level
** Significant at the 99% confidence level

	Chronically Ill Subset			
	Subsample 1	Subsample 2	test	Total Subset
Number of Weighted Participants	22,335,733	26,131,114	-	48,466,847
Has Paid Sick Leave	0.00	100.00	-	53.92
Does Not Have Paid Sick Leave	100.00	0.00	-	46.08
Has Paid Vacation	24.38	94.36	**	62.14
Does Not Have Paid Vacation	75.62	5.64	**	37.86
Occupation				
Management, Business, and Financial Operations	5.00	22.02	**	14.18
Professional and Related Occupations	16.59	32.72	**	25.29
Service Occupations	30.61	8.70	**	18.80
Sales and Related Occupations	12.88	7.61	**	10.04
Office and Administrative Support	14.10	16.70	**	15.50
Farming, Fishing, and Forestry	0.76	0.07	**	0.39
Construction, Extraction, and Maintenance	6.84	4.63	**	5.65
Production, Transportation, Material Moving	12.64	6.67	**	9.42
Military Specific Occupations	0.00	0.35	**	0.19
Unclassifiable	0.57	0.53	**	0.55
Industry				
Natural Resources	0.76	0.27	**	0.49
Mining	0.28	0.20	**	0.24
Construction	5.39	1.83	**	3.47
Manufacturing	6.70	9.24	**	8.07
Wholesale and Retail Trade	15.80	12.44	**	13.99
Transportation and Utilities	3.25	1.98	**	2.57
Information	0.95	4.50	**	2.87
Financial Activities	2.70	9.67	**	6.46

Professional and Business Services	15.41	13.74	**	14.51
Education, Health, and Social Services	21.06	34.43	**	28.27
Leisure and Hospitality	22.08	3.50	**	12.06
Other Services	3.93	3.13	**	3.50
Public Administration	1.54	4.63	**	3.21
Military	0.00	0.35	**	0.19
Unclassifiable	0.13	0.08	**	0.10
Age				
Mean	35.32	38.89	**	37.25
Hours Worked per Week (Current Main Job)				
Mean	32.31	42.72	**	37.96
General Health				
Excellent	18.68	21.55		20.23
Very Good	35.43	37.83		36.72
Good	30.53	29.06		29.74
Fair	12.46	9.80		11.02
Poor	2.91	1.76		2.29
Chronically Ill				
Yes	100.00	100.00	-	100.00
No	0.00	0.00	-	0.00
Cancer	12.15	10.48		11.25
Diabetes	12.62	14.52		13.65
COPD	20.33	17.63		18.88
Heart Disease	4.52	5.87		5.25
Asthma	17.55	16.94		17.22
Anxiety/Depression	56.78	59.81		58.41
Has Private Health Insurance	57.00	90.63	**	75.14
Does Not Have Private Health Insurance	43.00	9.37	**	24.86
Usual Place of Care				
None	45.46	43.89		44.61

Hospital Clinic / Outpatient Department	9.72	9.90		9.81
Hospital Emergency Room	0.69	0.39		0.53
Non-hospital Place	44.13	45.82		45.04
Job Tenure				
Mean (years)	2.86	5.08	**	4.05
Annual Income				
Mean (indexed to 2009 dollars)	$26,511.63	$52,014.55	**	$40,261.64
Race				
White	87.23	86.08	*	86.61
Black	7.61	8.94	*	8.33
American Indian / Alaska Native	0.70	1.05	*	0.89
Asian	1.77	2.75	*	2.30
Native Hawaiian / Pacific Islander	0.33	0.12	*	0.22
Multiple Races Reported	2.35	1.05	*	1.65
Male	39.05	42.17		40.73
Female	60.95	57.83		59.27
Years of Education				
Mean	13.22	14.51	**	13.92

Table presents column percentages from Round 1 or mean values from Round 1.
Test refers to Design-Based Pearson Chi-Squared test for differences in categorical variables, two-sample t-test for differences for continuous variables between Subsample 1 and Subsample 2.
* Significant at the 95% confidence level
** Significant at the 99% confidence level

Table 2. Results from fixed effects linear regression of paid sick leave on office-based medical provider use volume.

	Full Analysis Sample	
	Subsample 1	**Subsample 2**
Marginal Effect	-0.08 (-0.24 - 0.09)	**0.22 (0.14 - 0.29)**
	Chronically Ill	
	Subsample 1	**Subsample 2**
Marginal Effect	-0.16 (-0.48 - 0.15)	**0.46 (0.20 - 0.72)**

* Models adjusted for age, income, paid vacation access, private health insurance status, occupation, hours of work per week at main job, geographic region, job tenure, and place of usual source of care

Table 3. Results from fixed effects linear regression of paid sick leave on emergency department use volume.

	Full Analysis Sample	
	Subsample 1	**Subsample 2**
Marginal Effect	0.00 (-0.02 - 0.14)	0.00 (-0.02 - 0.02)
	Chronically Ill	
	Subsample 1	**Subsample 2**
Marginal Effect	**0.03 (0.00 - 0.05)**	**0.46 (0.13 - 0.80)**

* Models adjusted for age, income, paid vacation access, private health insurance status, occupation, hours of work per week at main job, geographic region, job tenure, and place of usual source of care

Figure 1. Histogram of number of office-based medical provider visits in round 1 for subsample 1

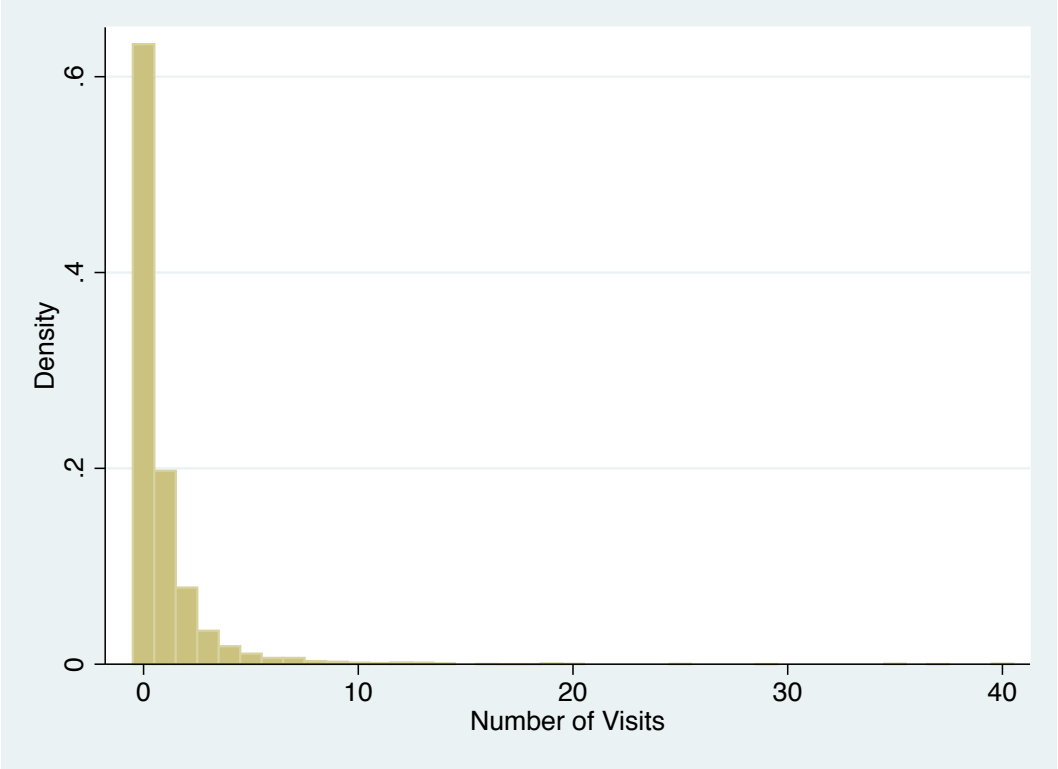


Figure 2. Histogram of number of office-based medical provider visits in round 1 for subsample 2

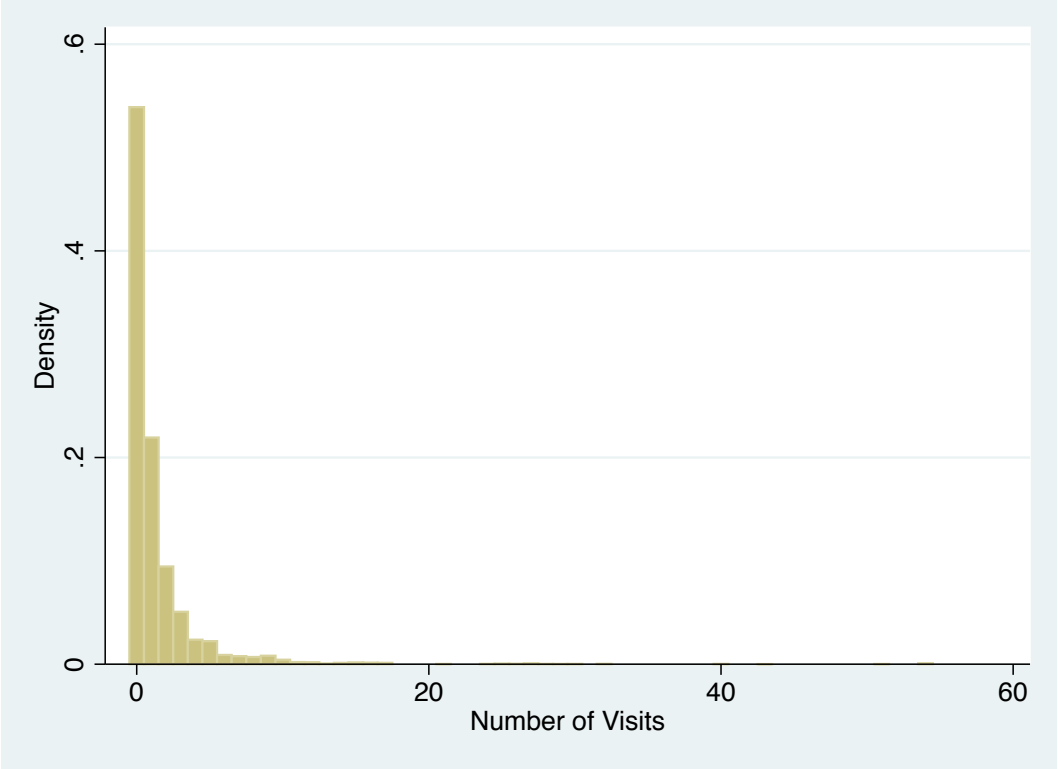


Figure 3. Histogram of number of emergency department visits in round 1 for subsample 1

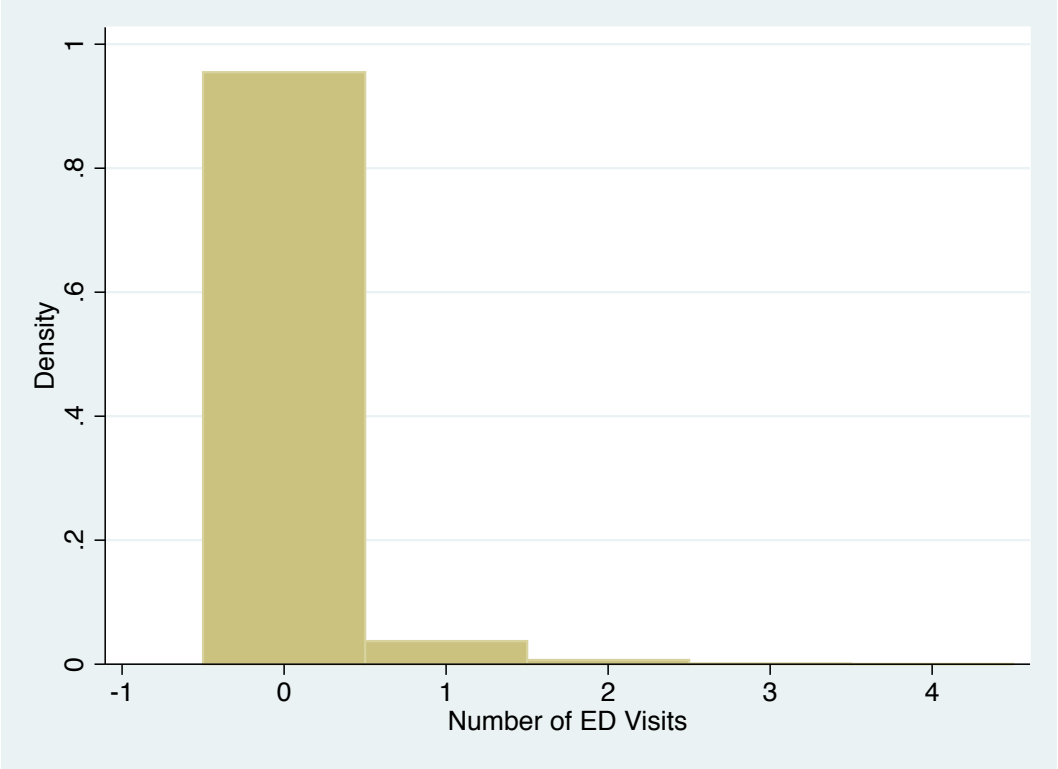
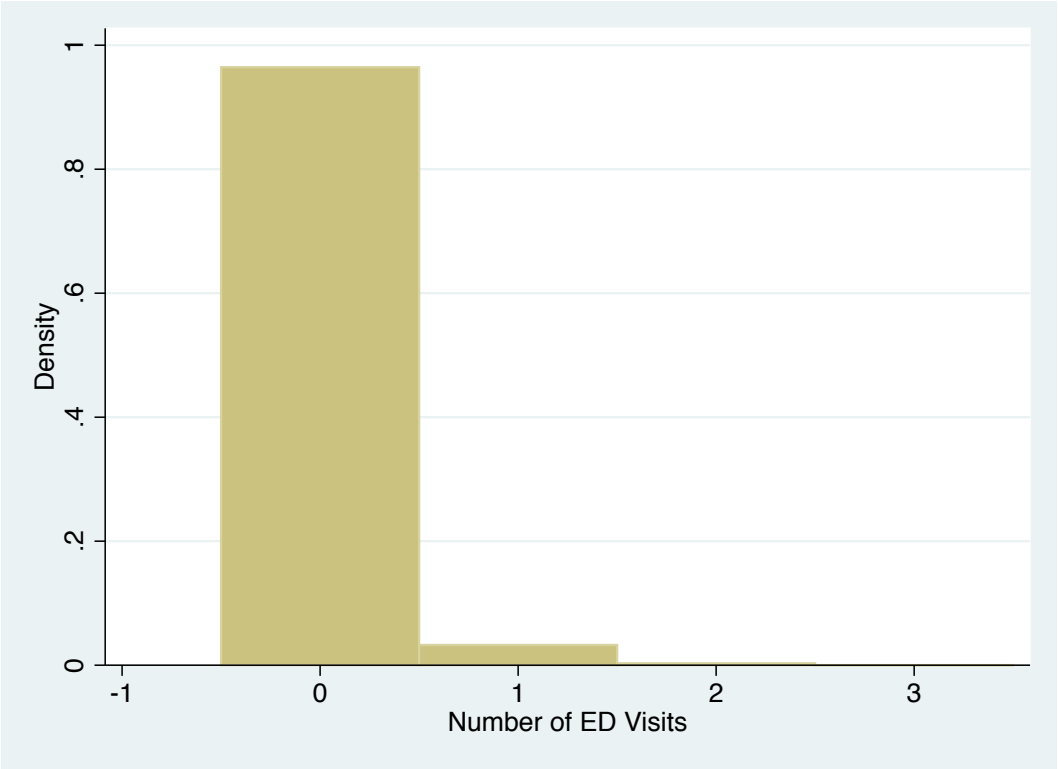


Figure 4. Histogram of number of emergency department visits in round 1 for subsample 2



Chapter 5

Discussion

Manuscript 1 provides additional evidence of the effect that paid sick leave can have on two very important outcomes for both employers and employees – general health status and work absence days. Our results showed overall that paid sick leave does not have a large effect on self-reported general health status, and these results held consistent in both the full analysis sample as well as the chronically ill subsample. Our results also showed that the effect of paid sick leave on work absence days very much depends on the context with which the worker has paid sick leave – whether it is being compared to those workers that never had paid sick leave, or those that lost the benefit at some point during follow-up. Also, it was clear that the effects were stronger in the chronically ill subsamples of workers, as these effects were of higher magnitude than the full analysis sample results and were statistically significant. Although our results were obtained using statistically rigorous methods, replication studies would strengthen our study findings. However, this study does provide valuable insight into how changes in paid sick leave could have effects that would impact both employers and employees.

In *manuscript 2*, we found that the effect of paid sick leave on office-based medical provider use volume depended on whether the benefit had been gained and was being compared to participants that never had it, or instead had been lost over the course of follow-up and was being compared to participants that had never lost the benefit. Gaining paid sick leave reduced the average number of office-based medical provider visits when compared with participants that did not have paid sick leave in both the full

sample of workers and the chronically ill subset of workers, although these effects were not statistically significant. The opposite was true for both the full sample and the chronically ill subset when paid sick leave was had for the entire follow-up period and was being compared to participants who lost the benefit over the course of follow-up, as paid sick leave caused an increase in the average number of office-based medical provider visits. This is the first analysis of its kind to report this differential effect of paid sick leave on office-based healthcare provider use volume based on whether the benefit was gained or lost over the course of follow-up, as well as an effect specifically for workers suffering from chronic illnesses. Additionally, this is the first analysis to date that observed an increase in the number of emergency department visits with paid sick leave, as this was the case in both subsamples of analysis when participants were being compared to workers that not have paid sick leave, but only for the chronically ill subset of workers. Our results suggest that paid sick leave would not improve the situation with respect to emergency department crowding in the short run, however it is possible that changes in access to paid sick leave may cause patients to initially defer care when they lose the benefit, or initially use more care that was previously deferred when they gained the benefit, thus leading to a decrease in emergency department use in the long run. Further research into this effect of paid sick leave on emergency department use is needed, including replication studies using longitudinal methods with a longer follow-up time period.

These analyses present a more nuanced and rigorous take on analyzing the effects of paid sick leave on health, work absence behavior, and healthcare use behavior than

previously existed in the literature. By performing analyses using longitudinal data, we were better able to approximate the counter-factual than had been done in the previous studies on these topics, which all utilized some form of cross-sectional data. Additionally, these analyses filled an important literature gap by investigating the effects of paid sick leave on our outcomes of interest in a subset of workers with chronic illnesses, which had not been performed yet to date.

There are still limitations of these analyses that should be considered when interpreting the findings. It is possible that any longer-term effects on our outcomes that we would see as a result of a change in paid sick leave could take longer than the follow-up period to materialize, as the MEPS only follows participants for two years. As such, the results of these analyses can only be generalized as short-term effects of paid sick leave changes, which could be different than longer-term effects. Additionally, it is possible that there could be some misclassification of exposure to paid sick leave, based on how the question determining the participant's paid sick leave status was worded, as some jobs may offer paid sick leave, but the worker may not actually have the ability to take days off. We also do not have information about how each worker's paid sick leave program is designed, such as whether the wage replacement rate for sick days is less than 100%[49,50], or the existence of a requirement to demonstrate proof of illness for taking paid sick leave[15], or the specific reporting structure of taking leave[15], all of which have been shown to affect work absence behavior, which could in turn affect health and/or healthcare use behavior. Finally, although it may be of greater interest to policy-makers, this analysis does not specifically give us information about how an exogenous shock

such as the onset of paid sick due to a change in state or local paid sick leave policy would affect our outcomes, since all of our changes in paid sick leave coincided with a change in job. However, in the absence of such a policy shock, a change in jobs may be the most likely impetus for a change in employee health benefits. This study provides valuable information about the short-term effects of a change in paid sick leave exposure in the event of a job change.

Overall, this study provides an important contribution to the literature on the effects of paid sick leave on health, work absence behavior, and healthcare use. Future research on the topic should investigate these same outcomes using a longitudinal dataset with a longer follow-up time to better understand the longer-term consequences of a change in paid sick leave. Also, a survey with more reliable healthcare diagnosis information could be used to further understand the effect of paid sick leave on non-urgent emergency department use, as opposed to emergency department use overall. Finally, a study of an exogenous change in paid sick leave rather than changes due to job changes should be pursued, as it would give further information about the effect of a paid sick leave mandate policy on our outcomes of interest.

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Appendix

Appendix 1. Demographic differences of in-sample participants in Round 1.

	Subsample 1		
	Gained Sick Leave	Never Had Sick Leave	test
Unweighted Total	1,215	2,540	
Has Paid Vacation	28.81	22.37	**
Does Not Have Paid Vacation	71.19	77.63	**
Occupation			
Management, Business, and Financial Operations	6.15	4.05	**
Professional and Related Occupations	19.79	10.23	**
Service Occupations	22.79	30.37	**
Sales and Related Occupations	13.40	13.48	**
Office and Administrative Support	14.99	10.25	**
Farming, Fishing, and Forestry	0.48	1.91	**
Construction, Extraction, and Maintenance	8.63	12.84	**
Production, Transportation, Material Moving	12.86	16.12	**
Military Specific Occupations	0.20	0.13	**
Unclassifiable	0.72	0.63	**
Industry			
Natural Resources	0.69	2.03	**
Mining	0.22	0.86	**
Construction	5.50	10.33	**
Manufacturing	7.77	7.29	**

Wholesale and Retail Trade	17.15	17.68	**
Transportation and Utilities	3.18	4.25	**
Information	1.47	1.08	**
Financial Activities	3.98	3.30	**
Professional and Business Services	15.67	10.31	**
Education, Health, and Social Services	23.27	12.82	**
Leisure and Hospitality	15.67	22.51	**
Other Services	4.23	6.30	**
Public Administration	1.00	0.83	**
Military	0.20	0.13	**
Unclassifiable	0.00	0.26	**
Age			
Mean	32.27	32.63	
Hours Worked per Week (Current Main Job)			
Mean	33.65	32.39	*
General Health			
Excellent	33.73	28.57	**
Very Good	36.86	33.14	**
Good	21.21	29.22	**
Fair	6.85	7.96	**
Poor	1.36	1.11	**
Chronically Ill			
Yes	31.07	27.95	
No	68.93	72.05	
Cancer	4.86	2.80	**
Diabetes	4.08	3.44	
COPD	5.31	6.24	
Heart Disease	1.33	1.31	
Asthma	5.57	4.84	
Anxiety/Depression	18.03	15.66	

Has Private Health Insurance	58.16	47.83	**
Does Not Have Private Health Insurance	41.84	52.17	**
Usual Place of Care			
None	56.98	54.46	
Hospital Clinic / Outpatient Department	7.02	9.36	
Hospital Emergency Room	0.73	0.84	
Non-hospital Place	35.27	35.34	
Job Tenure			
Mean (years)	2.67	2.87	
Annual Income			
Mean (indexed to 2009 dollars)	30248.95	23560.45	**
Race			
White	78.28	85.35	**
Black	14.32	8.96	**
American Indian / Alaska Native	0.66	0.81	**
Asian	4.70	2.88	**
Native Hawaiian / Pacific Islander	0.40	0.16	**
Multiple Races Reported	1.64	1.84	**
Male	49.19	54.42	*
Female	50.81	45.58	*
Years of Education			
Mean	13.69	12.48	**
Days Missed of Work Due to Injury or Illness			
Mean	1.04	1.01	

Number of Office-Based Medical Provider Visits			
Mean	0.97	0.82	
Used Emergency Room in Round			
Yes	4.13	4.74	
No	95.87	95.26	
	Subsample 2		
	Lost Sick Leave	Always Had Sick Leave	test
Unweighted Total	996	2,302	
Has Paid Vacation	90.86	96.11	**
Does Not Have Paid Vacation	9.14	3.89	**
Occupation			
Management, Business, and Financial Operations	10.93	24.33	**
Professional and Related Occupations	21.63	34.32	**
Service Occupations	14.01	7.16	**
Sales and Related Occupations	12.24	8.27	**
Office and Administrative Support	16.63	15.06	**
Farming, Fishing, and Forestry	0.30	0.09	**
Construction, Extraction, and Maintenance	9.10	3.82	**
Production, Transportation, Material Moving	14.91	5.36	**
Military Specific Occupations	0.06	0.59	**
Unclassifiable	0.20	0.99	**
Industry			
Natural Resources	0.75	0.24	**
Mining	0.24	0.42	**

Construction	4.92	2.64	**
Manufacturing	12.53	10.36	**
Wholesale and Retail Trade	20.41	11.83	**
Transportation and Utilities	4.00	2.17	**
Information	2.43	4.21	**
Financial Activities	6.62	11.73	**
Professional and Business Services	7.55	16.14	**
Education, Health, and Social Services	25.37	28.29	**
Leisure and Hospitality	6.05	3.71	**
Other Services	4.88	2.50	**
Public Administration	4.12	4.93	**
Military	0.06	0.59	**
Unclassifiable	0.06	0.25	**
Age			
Mean	35.42	36.55	*
Hours Worked per Week (Current Main Job)			
Mean	41.51	43.32	**
General Health			
Excellent	31.44	32.62	*
Very Good	36.61	39.97	*
Good	22.81	21.80	*
Fair	7.90	4.99	*
Poor	1.23	0.62	*
Chronically Ill			
Yes	34.49	32.02	
No	65.51	67.98	
Cancer	2.88	3.63	
Diabetes	5.75	4.37	
COPD	5.17	5.99	
Heart Disease	2.32	1.76	
Asthma	4.72	5.85	

Anxiety/Depression	22.37	18.49	*
Has Private Health Insurance	78.39	91.53	**
Does Not Have Private Health Insurance	21.61	8.47	**
Usual Place of Care			
None	50.85	48.43	
Hospital Clinic / Outpatient Department	9.57	10.31	
Hospital Emergency Room	0.26	0.30	
Non-hospital Place	39.31	40.96	
Job Tenure			
Mean (years)	4.23	4.86	*
Annual Income			
Mean (indexed to 2009 dollars)	35172.97	57389.35	**
Race			
White	79.42	79.25	**
Black	15.46	10.88	**
American Indian / Alaska Native	1.01	0.48	**
Asian	2.96	7.65	**
Native Hawaiian / Pacific Islander	0.49	0.19	**
Multiple Races Reported	0.66	1.54	**
Male	52.64	51.08	
Female	47.36	48.92	
Years of Education			
Mean	13.39	14.79	**
Days Missed of Work Due to Injury or Illness			
Mean	1.33	1.21	

Number of Office-Based Medical Provider Visits			
Mean	1.11	1.42	*
Used Emergency Room in Round			
Yes	5.5	2.81	**
No	94.5	97.19	**
	Subsample 1		
	No Job Change	Job Change	test
Has Paid Vacation	41.00	24.66	**
Does Not Have Paid Vacation	59.00	75.34	**
Occupation			
Management, Business, and Financial Operations	6.17	4.79	**
Professional and Related Occupations	13.01	13.61	**
Service Occupations	21.95	27.69	**
Sales and Related Occupations	10.72	13.45	**
Office and Administrative Support	10.85	11.92	**
Farming, Fishing, and Forestry	1.63	1.41	**
Construction, Extraction, and Maintenance	13.84	11.35	**
Production, Transportation, Material Moving	21.25	14.97	**
Military Specific Occupations	0.01	0.16	**
Unclassifiable	0.57	0.66	**
Industry			
Natural Resources	2.11	1.56	**
Mining	0.51	0.64	**
Construction	10.72	8.62	**

Manufacturing	15.58	7.46	**
Wholesale and Retail Trade	15.42	17.50	**
Transportation and Utilities	5.06	3.87	**
Information	1.55	1.22	**
Financial Activities	4.08	3.54	**
Professional and Business Services	8.26	12.20	**
Education, Health, and Social Services	16.01	16.52	**
Leisure and Hospitality	13.39	20.09	**
Other Services	5.48	5.57	**
Public Administration	1.68	0.89	**
Military	0.01	0.16	**
Unclassifiable	0.16	0.17	**
Age			
Mean	41.02	32.50	**
Hours Worked per Week (Current Main Job)			
Mean	35.77	32.84	**
General Health			
Excellent	29.32	30.40	
Very Good	32.85	34.45	
Good	27.35	26.38	
Fair	9.32	7.57	
Poor	1.15	1.20	
Chronically Ill			
Yes	28.57	29.06	
No	71.43	70.94	
Cancer	4.58	3.53	*
Diabetes	6.34	3.67	**
COPD	6.01	5.91	
Heart Disease	3.15	1.31	**
Asthma	3.93	5.10	**
Anxiety/Depression	12.69	16.50	**

Has Private Health Insurance	60.85	51.49	**
Does Not Have Private Health Insurance	39.15	48.51	**
Usual Place of Care			
None	51.95	55.35	**
Hospital Clinic / Outpatient Department	10.31	8.53	**
Hospital Emergency Room	0.39	0.80	**
Non-hospital Place	37.35	35.31	**
Job Tenure			
Mean (years)	6.56	2.80	**
Annual Income			
Mean (indexed to 2009 dollars)	34363.30	25927.21	**
Race			
White	84.07	82.85	*
Black	9.29	10.86	*
American Indian / Alaska Native	0.81	0.76	*
Asian	4.21	3.53	*
Native Hawaiian / Pacific Islander	0.33	0.25	*
Multiple Races Reported	1.30	1.77	*
Male	55.68	52.57	**
Female	44.32	47.43	**
Years of Education			
Mean	12.39	12.91	**
Days Missed of Work Due to Injury or Illness			
Mean	0.85	1.02	

Number of Office-Based Medical Provider Visits			
Mean	0.98	0.87	*
Used Emergency Room in Round			
Yes	2.99	4.52	**
No	97.01	95.48	**
	Subsample 2		
	No Job Change	Job Change	test
Has Paid Vacation	94.19	94.67	
Does Not Have Paid Vacation	5.81	5.33	
Occupation			
Management, Business, and Financial Operations	18.55	20.64	**
Professional and Related Occupations	30.74	30.83	**
Service Occupations	10.65	9.05	**
Sales and Related Occupations	6.98	9.37	**
Office and Administrative Support	16.16	15.49	**
Farming, Fishing, and Forestry	0.23	0.15	**
Construction, Extraction, and Maintenance	5.78	5.27	**
Production, Transportation, Material Moving	10.18	7.97	**
Military Specific Occupations	0.23	0.45	**
Unclassifiable	0.51	0.78	**
Industry			
Natural Resources	0.47	0.38	**
Mining	0.37	0.37	**
Construction	3.17	3.27	**
Manufacturing	12.14	10.96	**

Wholesale and Retail Trade	11.47	14.20	**
Transportation and Utilities	6.02	2.67	**
Information	3.09	3.72	**
Financial Activities	7.71	10.32	**
Professional and Business Services	9.48	13.78	**
Education, Health, and Social Services	29.88	27.49	**
Leisure and Hospitality	3.16	4.35	**
Other Services	2.79	3.13	**
Public Administration	9.81	4.71	**
Military	0.23	0.45	**
Unclassifiable	0.20	0.20	**
Age			
Mean	42.80	36.24	**
Hours Worked per Week (Current Main Job)			
Mean	42.19	42.82	**
General Health			
Excellent	32.17	32.30	
Very Good	36.62	39.03	
Good	24.25	22.08	
Fair	6.10	5.79	
Poor	0.86	0.79	
Chronically Ill			
Yes	32.64	32.71	
No	67.36	67.29	
Cancer	5.74	3.43	**
Diabetes	6.38	4.75	**
COPD	6.44	5.77	
Heart Disease	3.04	1.92	**
Asthma	5.08	5.54	
Anxiety/Depression	15.31	19.56	**

Has Private Health Insurance	92.49	87.91	**
Does Not Have Private Health Insurance	7.51	12.09	**
Usual Place of Care			
None	44.62	49.09	**
Hospital Clinic / Outpatient Department	11.99	10.11	**
Hospital Emergency Room	0.29	0.29	**
Non-hospital Place	43.10	40.51	**
Job Tenure			
Mean (years)	9.69	4.68	**
Annual Income			
Mean (indexed to 2009 dollars)	55333.61	51275.54	**
Race			
White	81.13	79.29	*
Black	11.64	12.15	*
American Indian / Alaska Native	0.65	0.63	*
Asian	5.13	6.36	*
Native Hawaiian / Pacific Islander	0.43	0.27	*
Multiple Races Reported	1.02	1.30	*
Male	49.71	51.50	
Female	50.29	48.50	
Years of Education			
Mean	14.08	14.41	**
Days Missed of Work Due to Injury or Illness			
Mean	1.28	1.25	

Number of Office-Based Medical Provider Visits			
Mean	1.34	1.34	
Used Emergency Room in Round			
Yes	3.35	3.55	
No	96.65	96.45	

Table presents column percentages from Round 1 or mean values from Round 1.

Test refers to Design-Based Pearson Chi-Squared test for differences in categorical variables, two-sample t-test for differences for continuous variables between Subsample 1 and Subsample 2.

* Significant at the 95% confidence level

** Significant at the 99% confidence level

Appendix 2. Regression Output

```
-------------------------------------------------------------------------------------------
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      name:  <unnamed>
       log:  /Users/ryansklein/Downloads/Dissertation_OLS_fe.log
  log type:  text
 opened on:  27 Aug 2016, 21:23:56

.
. xtreg numov i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
> rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster
> (varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18042
Group variable: dupersid_p~l                    Number of groups   =      3742

R-sq:  within  = 0.0183                         Obs per group: min =         1
       between = 0.0337                                        avg =       4.8
       overall = 0.0169                                        max =         5

                                                F(26,156)          =    139.45
corr(u_i, Xb)  = -0.6420                        Prob > F           =    0.0000

                                  (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.0759885   .0819334    -0.93   0.355    -.2378305    .0858536
   1.changed |          0  (omitted)
         AGE |   .1850692   .0463057     4.00   0.000     .0936022    .2765362
income_idx_~d |  -.0014667   .0031041    -0.47   0.637    -.0075982    .0046647
    1.PAYVAC |   .1263065   .0828697     1.52   0.129    -.0373849     .289998
             |
      REGION |
          2  |   -.294979   .3230357    -0.91   0.363    -.9330674    .3431094
          3  |  -.4481639   .3893847    -1.15   0.252    -1.217311    .3209829
          4  |   -.348376   .4344621    -0.80   0.424    -1.206564    .5098115
             |
      OCCCAT |
          2  |   .0811792   .1265713     0.64   0.522    -.1688355    .3311939
          3  |  -.0508675   .1689112    -0.30   0.764    -.3845157    .2827808
          4  |  -.0074598   .2483733    -0.03   0.976    -.4980684    .4831488
          5  |   .1802245   .2401023     0.75   0.454    -.2940466    .6544956
          6  |   .2496753   .3399321     0.73   0.464    -.4217884     .921139
          7  |   .0236825   .2275995     0.10   0.917    -.4258919     .473257
          8  |   .0302367   .1706028     0.18   0.860    -.3067529    .3672263
          9  |   .4527766   .4378875     1.03   0.303     -.412177     1.31773
         11  |   -.155277   .3335706    -0.47   0.642    -.8141749    .5036208
             |
      2.PRIV |  -.3016305   .0398983    -7.56   0.000    -.3804411   -.2228199
        HOUR |  -.0067882   .0021481    -3.16   0.002    -.0110313   -.0025451
         rd1 |          0  (omitted)
         rd2 |   .4990654   .0387349    12.88   0.000     .4225528     .575578
         rd3 |   .5716827   .0758091     7.54   0.000     .4219379    .7214276
         rd4 |   .4061371   .1414162     2.87   0.005     .1267994    .6854747
         rd5 |   -.304588   .1234163    -2.47   0.015    -.5483707   -.0608052
      tenure |  -.0004571   .0045036    -0.10   0.919     -.009353    .0084389
             |
      PLCTYP |
          1  |    .134221   .1721543     0.78   0.437    -.2058332    .4742751
          2  |   .7958869   1.119686     0.71   0.478    -1.415815    3.007589
          3  |   .2878402   .0573597     5.02   0.000     .1745383    .4011422
             |
```

```
           _cons |  -4.577293   1.194457    -3.83   0.000    -6.936689   -2.217897
-----------------+------------------------------------------------------------------
         sigma_u |  2.8187766
         sigma_e |  2.9083572
             rho |  .48436238   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg numov i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
> rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster
> (varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16012
Group variable: dupersid_p~l                    Number of groups   =      3291

R-sq:  within  = 0.0189                         Obs per group: min =         1
       between = 0.0266                                        avg =       4.9
       overall = 0.0162                                        max =         5

                                                F(26,144)          =    121.68
corr(u_i, Xb)  = -0.4404                        Prob > F           =    0.0000

                                  (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .2181302   .0371631     5.87   0.000     .1446744    .2915859
   1.changed |          0  (omitted)
         AGE |   .1357813    .055927     2.43   0.016     .0252375    .2463252
income_idx_~d |   .0102348   .0064841     1.58   0.117    -.0025815    .0230512
    1.PAYVAC |  -.2207776    .049616    -4.45   0.000    -.3188473   -.1227079
             |
      REGION |
          2  |   .1393238   .3444211     0.40   0.686    -.5414505     .820098
          3  |   .2802446   .1064195     2.63   0.009     .0698984    .4905908
          4  |   .0035846   .1555264     0.02   0.982    -.3038251    .3109942
             |
      OCCCAT |
          2  |   .3362203   .1421084     2.37   0.019     .0553324    .6171082
          3  |   .0721121   .1931428     0.37   0.709    -.3096491    .4538734
          4  |   .0576655   .0629512     0.92   0.361    -.0667623    .1820933
          5  |   .1874689   .0841169     2.23   0.027     .0212056    .3537322
          6  |   .0138655   .1735761     0.08   0.936    -.3292206    .3569517
          7  |   .6374062    .235168     2.71   0.008     .1725789    1.102234
          8  |   .2026533   .1085678     1.87   0.064     -.011939    .4172457
          9  |   1.319967   .3295768     4.01   0.000      .668534      1.9714
         11  |   .1164718   .0893318     1.30   0.194    -.0600993    .2930429
             |
      2.PRIV |  -.3406588   .0362251    -9.40   0.000    -.4122603   -.2690572
        HOUR |  -.0070577   .0031818    -2.22   0.028    -.0133468   -.0007687
         rd1 |          0  (omitted)
         rd2 |   .5535078   .0721622     7.67   0.000     .4108738    .6961417
         rd3 |   .5802932   .1269399     4.57   0.000      .329387    .8311994
         rd4 |   .4820639   .0868165     5.55   0.000     .3104645    .6536632
         rd5 |  -.2519799   .1472773    -1.71   0.089    -.5430844    .0391247
      tenure |   .0160427   .0047044     3.41   0.001     .0067441    .0253413
             |
      PLCTYP |
          1  |   .1865572   .0877111     2.13   0.035     .0131895    .3599248
          2  |   .1789019   .0658522     2.72   0.007       .04874    .3090637
          3  |   .3647169   .1504894     2.42   0.017     .0672633    .6621706
             |
       _cons |   -4.07657   2.168277    -1.88   0.062    -8.362332    .2091921
-------------+----------------------------------------------------------------
     sigma_u |  2.6908258
     sigma_e |  2.9934648
```

```
             rho |   .44690921   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg numov i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
> rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID1C==1 & jobchanged==1 &
chronic==
> 1, fe cluster(varpsu)
note: 1.changed omitted because of collinearity
note: rd5 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4865
Group variable: dupersid_p~l                    Number of groups   =      1002

R-sq:  within  = 0.0428                         Obs per group: min =         1
       between = 0.0646                                        avg =       4.9
       overall = 0.0432                                        max =         5

                                                F(25,87)           = 533339.32
corr(u_i, Xb)  = 0.0001                         Prob > F           =    0.0000

                                    (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
                   |               Robust
             numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------------+----------------------------------------------------------------
          1.SICPAY |  -.1648088   .1587461    -1.04   0.302    -.4803339    .1507164
         1.changed |          0  (omitted)
               AGE |  -.0101312    .106874    -0.09   0.925    -.2225548    .2022924
income_idx_scaled |   .0171914   .0073649     2.33   0.022     .0025528      .03183
          1.PAYVAC |    .184992   .1098389     1.68   0.096    -.0333247    .4033087
                   |
           REGION  |
               2   |  -.9903261   .7710421    -1.28   0.202    -2.522856    .5422036
               3   |  -1.060175   .8750252    -1.21   0.229    -2.799383    .6790318
               4   |  -1.313279   .7190789    -1.83   0.071    -2.742526    .1159683
                   |
           OCCCAT  |
               2   |   .2301713    .374611     0.61   0.541    -.5144086    .9747512
               3   |   .0242679    .373767     0.06   0.948    -.7186346    .7671704
               4   |   -.280407   .3022899    -0.93   0.356    -.8812409     .320427
               5   |   .0393834   .3422548     0.12   0.909     -.640885    .7196518
               6   |   .6436063   .4635865     1.39   0.169    -.2778221    1.565035
               7   |  -.2421696   .3711014    -0.65   0.516    -.9797738    .4954346
               8   |  -.1662601   .3649133    -0.46   0.650    -.8915648    .5590446
              11   |  -.5415047   1.495331    -0.36   0.718    -3.513637    2.430627
                   |
           2.PRIV  |  -.4028132   .1643272    -2.45   0.016    -.7294312   -.0761951
             HOUR  |  -.0182953   .0034828    -5.25   0.000    -.0252177   -.0113729
              rd1  |  -.0555953   .1964144    -0.28   0.778    -.4459901    .3347995
              rd2  |   1.123064    .158725     7.08   0.000     .8075809    1.438547
              rd3  |        1.25     .20315     6.15   0.000     .8462171    1.653782
              rd4  |   1.062943   .1444001     7.36   0.000     .7759318    1.349954
              rd5  |          0  (omitted)
           tenure  |  -.0016456   .0167928    -0.10   0.922    -.0350232    .0317319
                   |
           PLCTYP  |
               1   |   .9696971   .6416193     1.51   0.134    -.3055907    2.244985
               2   |  -2.470347   .2054076   -12.03   0.000    -2.878617   -2.062077
               3   |   .4497255   .1620379     2.78   0.007     .1276576    .7717934
                   |
            _cons  |   3.114583   4.006192     0.78   0.439    -4.848156    11.07732
-------------------+----------------------------------------------------------------
         sigma_u   |  2.5640996
         sigma_e   |  3.3905429
             rho   |  .36383318   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg numov i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
```

```
> rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID2C==1 & jobchanged==1 &
chronic==
> 1, fe cluster(varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4979
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0432                         Obs per group: min =         1
       between = 0.0267                                        avg =       4.8
       overall = 0.0239                                        max =         5

                                                F(23,80)           =         .
corr(u_i, Xb)  = -0.3709                        Prob > F           =         .

                                  (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .4591802   .1294624     3.55   0.001     .2015418    .7168186
   1.changed |           0  (omitted)
         AGE |   .1272229   .1103816     1.15   0.253    -.0924435    .3468894
income_idx_~d |   .0256594   .0084812     3.03   0.003     .0087814    .0425375
    1.PAYVAC |  -.4529195   .0866031    -5.23   0.000    -.6252652   -.2805738
             |
      REGION |
           2 |  -.0554406   1.279142    -0.04   0.966    -2.601014    2.490132
           3 |   .6738256   .4696002     1.43   0.155    -.2607086     1.60836
           4 |  -.4444224   .9285822    -0.48   0.634     -2.29236    1.403515
             |
      OCCCAT |
           2 |   .9686466   .1005809     9.63   0.000     .7684843    1.168809
           3 |   .3509577   .3378132     1.04   0.302     -.321312    1.023227
           4 |   .3383546   .4286553     0.79   0.432    -.5146967    1.191406
           5 |   .2415083   .1839533     1.31   0.193    -.1245703     .607587
           6 |   1.307556   .2946549     4.44   0.000     .7211744    1.893938
           7 |   1.123642   .6038613     1.86   0.066    -.0780803    2.325364
           8 |   .6749063   .2273639     2.97   0.004     .2224377    1.127375
           9 |   1.205412   1.009722     1.19   0.236    -.8039993    3.214823
          11 |   3.380004   1.973681     1.71   0.091    -.5477467    7.307756
             |
      2.PRIV |  -.7618571   .0728935   -10.45   0.000    -.9069198   -.6167944
        HOUR |  -.0069446   .0073515    -0.94   0.348    -.0215745    .0076853
         rd1 |           0  (omitted)
         rd2 |   1.073306   .1268195     8.46   0.000     .8209271    1.325685
         rd3 |    1.15603   .4547078     2.54   0.013     .2511323    2.060927
         rd4 |   1.159053     .37496     3.09   0.003     .4128585    1.905247
         rd5 |  -.167907   .4443016    -0.38   0.706    -1.052095    .7162815
      tenure |   .0228925   .0090318     2.53   0.013     .0049187    .0408663
             |
      PLCTYP |
           1 |   .3775838   .2439056     1.55   0.126    -.1078038    .8629713
           2 |   .7132675   .1469394     4.85   0.000     .4208488    1.005686
           3 |   .6686022   .2778729     2.41   0.018     .1156175    1.221587
             |
       _cons |  -4.355513   3.668334    -1.19   0.239    -11.65573    2.944705
-------------+----------------------------------------------------------------
     sigma_u |   3.319614
     sigma_e |  3.6930539
         rho |   .4468984   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg DDNWRK i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure [pweight=longwt_int] if DID1C==1 & jobchanged==1, fe
cluster(var
> psu)
note: 1.changed omitted because of collinearity
```

```
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     17425
Group variable: dupersid_p~l                    Number of groups   =      3738

R-sq:  within  = 0.0044                         Obs per group: min =         1
       between = 0.0012                                        avg =       4.7
       overall = 0.0013                                        max =         5

                                                F(23,156)          =     53.23
corr(u_i, Xb)  = -0.1895                        Prob > F           =    0.0000

                                  (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.2905192   .2146805    -1.35   0.178    -.7145749    .1335366
   1.changed |          0  (omitted)
         AGE |   .0454251    .128185     0.35   0.724    -.2077772    .2986274
income_idx_s~d |   .0176142   .0073121     2.41   0.017     .0031706    .0320577
    1.PAYVAC |   .3443084   .1822591     1.89   0.061    -.0157057    .7043225
             |
      REGION |
          2  |  -.5623679   .3031252    -1.86   0.065    -1.161127    .0363915
          3  |  -.3661856   .1617134    -2.26   0.025    -.6856161    -.046755
          4  |  -.5139851   .3070064    -1.67   0.096    -1.120411    .0924408
             |
      OCCCAT |
          2  |  -.0458412   .1496099    -0.31   0.760    -.3413638    .2496813
          3  |  -.4833709   .3301817    -1.46   0.145    -1.135575    .1688328
          4  |  -.3601909   .2610614    -1.38   0.170    -.8758621    .1554804
          5  |   .1265698   .3755007     0.34   0.737    -.6151521    .8682917
          6  |  -.4629478   .3965433    -1.17   0.245    -1.246235    .3203392
          7  |  -.2056466    .274819    -0.75   0.455    -.7484931    .3371998
          8  |  -.1101995   .3564029    -0.31   0.758    -.8141977    .5937987
          9  |   .7635731   .8510793     0.90   0.371    -.9175532    2.444699
         11  |  -.5951714   .5414324    -1.10   0.273    -1.664656    .4743131
             |
      2.PRIV |   .0170562   .2818659     0.06   0.952    -.5397099    .5738224
        HOUR |  -.0079293   .0029417    -2.70   0.008      -.01374   -.0021187
         rd1 |          0  (omitted)
         rd2 |   .0991256   .1242098     0.80   0.426    -.1462244    .3444756
         rd3 |  -.4355498   .1857054    -2.35   0.020    -.8023713   -.0687283
         rd4 |   .2191195   .2114531     1.04   0.302    -.1985612    .6368001
         rd5 |   .0094575   .3503493     0.03   0.978     -.682583    .7014981
      tenure |   .0223545   .0107394     2.08   0.039     .0011412    .0435679
       _cons |     .08411   4.018286     0.02   0.983    -7.853161    8.021381
-------------+----------------------------------------------------------------
     sigma_u |  2.9001719
     sigma_e |  4.8723544
         rho |  .26161054   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. predict DDNWRK_hat1
(option xb assumed; fitted values)
(521,430 missing values generated)

. xtreg DDNWRK i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure [pweight=longwt_int] if DID2C==1 & jobchanged==1, fe
cluster(var
> psu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     15650
Group variable: dupersid_p~l                    Number of groups   =      3289

R-sq:  within  = 0.0052                         Obs per group: min =         1
```

```
       between = 0.0011                                        avg =       4.8
       overall = 0.0001                                        max =         5

                                               F(23,144)         =     52.79
corr(u_i, Xb)  = -0.7236                       Prob > F          =    0.0000

                                    (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .6932122   .4455449     1.56   0.122    -.1874408    1.573865
   1.changed |          0  (omitted)
         AGE |   .3108294   .2019345     1.54   0.126    -.0883092    .7099681
income_idx_~d |   .0010333   .0029624     0.35   0.728     -.004822    .0068886
    1.PAYVAC |  -.7622496   .2706738    -2.82   0.006    -1.297257   -.2272425
             |
      REGION |
           2 |   .2420996   .5831411     0.42   0.679    -.9105225    1.394722
           3 |   .0964148    .370937     0.26   0.795    -.6367701    .8295996
           4 |  -.0666064   .2924805    -0.23   0.820    -.6447159    .5115032
             |
      OCCCAT |
           2 |   .0581381   .2986955     0.19   0.846     -.532256    .6485321
           3 |   .3004906   .6224004     0.48   0.630    -.9297305    1.530712
           4 |   .0962065   .2203838     0.44   0.663    -.3393985    .5318116
           5 |  -.2686876   .3993218    -0.67   0.502    -1.057977    .5206018
           6 |  -.3125836   .2496489    -1.25   0.213    -.8060335    .1808662
           7 |    .081252   .2686343     0.30   0.763    -.4497239    .6122279
           8 |   .0048013   .2006238     0.02   0.981    -.3917466    .4013492
           9 |  -.0799221    .178981    -0.45   0.656    -.4336914    .2738472
          11 |  -.0785997   .2438265    -0.32   0.748    -.5605411    .4033416
             |
      2.PRIV |  -.3951838   .1272356    -3.11   0.002    -.6466744   -.1436931
        HOUR |   .0148684   .0061132     2.43   0.016     .0027851    .0269516
         rd1 |          0  (omitted)
         rd2 |   .1722093   .1419209     1.21   0.227     -.108308    .4527266
         rd3 |  -.3830399   .4446721    -0.86   0.390    -1.261968     .495888
         rd4 |   .0170732   .5424748     0.03   0.975    -1.055169    1.089315
         rd5 |  -.5509285   .5507929    -1.00   0.319    -1.639612     .537755
      tenure |    .061594    .016713     3.69   0.000     .0285594    .0946285
       _cons |  -10.96843   7.262174    -1.51   0.133    -25.32266    3.385806
-------------+----------------------------------------------------------------
     sigma_u |  4.9956498
     sigma_e |  5.6463109
         rho |  .43908661   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. predict DDNWRK_hat2
(option xb assumed; fitted values)
(521,430 missing values generated)

. xtreg DDNWRK i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure [pweight=longwt_int] if DID1C==1 & jobchanged==1 &
chronic==1, f
> e cluster(varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4695
Group variable: dupersid_p~l                    Number of groups   =      1000

R-sq:  within  = 0.0081                         Obs per group: min =         1
       between = 0.0005                                        avg =       4.7
       overall = 0.0004                                        max =         5

                                               F(22,87)          =     59.77
corr(u_i, Xb)  = -0.6717                       Prob > F          =    0.0000
```

```
                                    (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.8604596    .300865    -2.86   0.005    -1.458461   -.2624579
   1.changed |          0  (omitted)
         AGE |    .267001   .1402122     1.90   0.060     -.011686    .5456879
income_idx_~d|   .0099518      .0237     0.42   0.676    -.0371545    .0570581
    1.PAYVAC |   .5649635   .2998644     1.88   0.063    -.0310496    1.160976
             |
      REGION |
          2  |  -.0033367   .4000016    -0.01   0.993    -.7983832    .7917098
          3  |   .3379252   .1893358     1.78   0.078    -.0384002    .7142507
          4  |  -1.016677   .3941016    -2.58   0.012    -1.799997   -.2333572
             |
      OCCCAT |
          2  |   -.640543   .5359456    -1.20   0.235    -1.705793     .424707
          3  |  -1.299509   .6613254    -1.97   0.053    -2.613964    .0149471
          4  |  -1.923333   .5867098    -3.28   0.002    -3.089482   -.7571836
          5  |  -1.350125   .5636692    -2.40   0.019    -2.470478   -.2297712
          6  |   .8567102   1.756672     0.49   0.627    -2.634866    4.348287
          7  |  -.2989932   .5782778    -0.52   0.606    -1.448383    .8503965
          8  |   -.613782   .6685513    -0.92   0.361      -1.9426    .7150361
         11  |  -.9678187   .6686058    -1.45   0.151    -2.296745    .3611076
             |
     2.PRIV  |   .1195658   .3963086     0.30   0.764    -.6681404    .9072719
       HOUR  |  -.0169895   .0053936    -3.15   0.002      -.02771    -.006269
        rd1  |          0  (omitted)
        rd2  |   .0866396   .1320468     0.66   0.513    -.1758176    .3490969
        rd3  |  -.6536478   .2136546    -3.06   0.003    -1.078309   -.2289862
        rd4  |  -.0149911   .2673955    -0.06   0.955    -.5464685    .5164864
        rd5  |  -.1180027   .4225762    -0.28   0.781    -.9579186    .7219133
     tenure  |   .0036451   .0356966     0.10   0.919    -.0673058     .074596
      _cons  |  -6.371317   5.072514    -1.26   0.212    -16.45349    3.710854
-------------+----------------------------------------------------------------
     sigma_u |   5.088817
     sigma_e |  5.6696914
         rho |  .44616484   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. predict DDNWRK_hatc1
(option xb assumed; fitted values)
(521,430 missing values generated)

. xtreg DDNWRK i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure [pweight=longwt_int] if DID2C==1 & jobchanged==1 &
chronic==1, f
> e cluster(varpsu)
note: 1.changed omitted because of collinearity
note: rd5 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4862
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0135                         Obs per group: min =         1
       between = 0.0018                                        avg =       4.7
       overall = 0.0003                                        max =         5

                                                F(21,80)           =         .
corr(u_i, Xb)  = -0.9355                        Prob > F           =         .

                                    (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |    1.19632   .6077714     1.97   0.052    -.0131838    2.405823
   1.changed |          0  (omitted)
```

```
              AGE |   .9353754   .5568759     1.68   0.097    -.1728428    2.043594
income_idx_scaled |   .0044306   .0100403     0.44   0.660    -.0155503    .0244115
         1.PAYVAC |  -.9552637   .4708669    -2.03   0.046    -1.892319   -.0182088
                  |
           REGION |
               2  |  -.3058238    .200319    -1.53   0.131    -.7044713    .0928236
               3  |   .0422119   .0961519     0.44   0.662    -.1491365    .2335602
               4  |  -.0789226   .3372771    -0.23   0.816    -.7501254    .5922802
                  |
           OCCCAT |
               2  |   .7844791   .5424982     1.45   0.152    -.2951267    1.864085
               3  |   .5538453   1.776117     0.31   0.756    -2.980741    4.088431
               4  |    1.13644   .3947265     2.88   0.005     .3509095    1.921971
               5  |  -.1505388   1.548953    -0.10   0.923    -3.233053    2.931976
               6  |   .0125462   .8260858     0.02   0.988    -1.631417    1.656509
               7  |   .3120354   .5683528     0.55   0.585    -.8190227    1.443093
               8  |   .5752762   .6648082     0.87   0.389    -.7477343    1.898287
               9  |   2.928807   2.830538     1.03   0.304    -2.704142    8.561756
              11  |  -.5847146   .9366634    -0.62   0.534    -2.448734    1.279305
                  |
           2.PRIV |  -.7999148   .4088841    -1.96   0.054     -1.61362    .0137904
             HOUR |   .0063994   .0149502     0.43   0.670    -.0233525    .0361513
              rd1 |   1.892412   1.305527     1.45   0.151    -.7056694    4.490493
              rd2 |   2.352951   1.333576     1.76   0.081      -.30095    5.006853
              rd3 |   .9575182   .5120262     1.87   0.065    -.0614465    1.976483
              rd4 |   1.423606   .3315783     4.29   0.000     .7637445    2.083468
              rd5 |          0  (omitted)
           tenure |   .0868485   .0153848     5.65   0.000     .0562319    .1174652
            _cons |  -37.62625   21.99697    -1.71   0.091    -81.40161    6.149117
------------------+------------------------------------------------------------------
          sigma_u |  11.920833
          sigma_e |  7.0984971
              rho |   .7382338   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. predict DDNWRK_hatc2
(option xb assumed; fitted values)
(521,430 missing values generated)


.
. xtreg numerv i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluste
> r(varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18042
Group variable: dupersid_p~l                    Number of groups   =      3742

R-sq:  within  = 0.0057                         Obs per group: min =         1
       between = 0.0014                                        avg =       4.8
       overall = 0.0008                                        max =         5

                                                F(26,156)          =     55.32
corr(u_i, Xb)  = -0.5686                        Prob > F           =    0.0000

                                  (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
                  |               Robust
           numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
------------------+------------------------------------------------------------------
         1.SICPAY |  -.0024974   .0088056    -0.28   0.777    -.0198909    .0148961
        1.changed |          0  (omitted)
              AGE |  -.0107235   .0046548    -2.30   0.023     -.019918    -.001529
income_idx_scaled |   .0005756   .0002435     2.36   0.019     .0000945    .0010566
         1.PAYVAC |   .0000775   .0061204     0.01   0.990     -.012012    .0121671
                  |
```

```
          REGION |
              2  |  -.0005352   .0253608    -0.02   0.983      -.05063    .0495597
              3  |  -.0589579    .032007    -1.84   0.067    -.1221809    .0042651
              4  |  -.0142505   .0206343    -0.69   0.491    -.0550093    .0265082
                 |
          OCCCAT |
              2  |   .0053007   .0099548     0.53   0.595    -.0143628    .0249643
              3  |   .0069904   .0197105     0.35   0.723    -.0319435    .0459243
              4  |  -.0011323   .0109417    -0.10   0.918    -.0227454    .0204807
              5  |   .0091927   .0193428     0.48   0.635    -.0290149    .0474002
              6  |  -.0358347    .037057    -0.97   0.335     -.109033    .0373636
              7  |   .0195164   .0231181     0.84   0.400    -.0261484    .0651812
              8  |    .038841   .0159476     2.44   0.016       .00734    .0703421
              9  |    .139457   .0795434     1.75   0.082    -.0176642    .2965782
             11  |   .1762312   .0863201     2.04   0.043     .0057243    .3467382
                 |
          2.PRIV |   .0037022   .0085203     0.43   0.665    -.0131279    .0205322
            HOUR |   .0002106   .0001715     1.23   0.222    -.0001283    .0005494
             rd1 |          0  (omitted)
             rd2 |   .0275763   .0086844     3.18   0.002     .0104221    .0447305
             rd3 |   .0454297   .0053911     8.43   0.000     .0347807    .0560787
             rd4 |   .0431593   .0102413     4.21   0.000     .0229299    .0633888
             rd5 |   .0114723   .0087848     1.31   0.194    -.0058802    .0288248
          tenure |  -.0020369   .0005203    -3.92   0.000    -.0030645   -.0010092
                 |
          PLCTYP |
              1  |   -.011686   .0164136    -0.71   0.478    -.0441076    .0207356
              2  |   .0858495   .0798137     1.08   0.284    -.0718056    .2435046
              3  |  -.0021996   .0221781    -0.10   0.921    -.0460076    .0416085
                 |
           _cons |   .4046982   .1497987     2.70   0.008     .1088027    .7005937
-----------------+------------------------------------------------------------------
         sigma_u |  .21845639
         sigma_e |  .31336063
             rho |  .32705471   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg numerv i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluste
> r(varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16012
Group variable: dupersid_p~l                    Number of groups   =      3291

R-sq:  within  = 0.0054                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(26,144)          =     82.89
corr(u_i, Xb)  = -0.5694                        Prob > F           =    0.0000

                                  (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
                 |               Robust
          numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-----------------+------------------------------------------------------------------
        1.SICPAY |   .0262468   .0138367     1.90   0.060    -.0011025    .0535961
       1.changed |          0  (omitted)
             AGE |   .0091163   .0080407     1.13   0.259    -.0067768    .0250094
income_idx_scaled |  -.0003611   .0001237    -2.92   0.004    -.0006056   -.0001166
        1.PAYVAC |  -.0300893   .0138577    -2.17   0.032      -.05748   -.0026985
                 |
          REGION |
              2  |  -.0071725   .0134944    -0.53   0.596    -.0338453    .0195003
              3  |  -.0114274   .0159873    -0.71   0.476    -.0430274    .0201727
              4  |   .0041295   .0134139     0.31   0.759     -.022384    .0306431
```

```
             |
      OCCCAT |
          2  |   .0346329   .0091659     3.78   0.000     .0165159      .05275
          3  |   .0252621    .014119     1.79   0.076    -.0026451    .0531693
          4  |  -.0012306   .0161272    -0.08   0.939    -.0331073    .0306461
          5  |   .0061413   .0107627     0.57   0.569    -.0151319    .0274145
          6  |  -.0670264   .0852613    -0.79   0.433    -.2355519     .101499
          7  |  -.0342982   .0178695    -1.92   0.057    -.0696186    .0010221
          8  |   .0024167   .0101309     0.24   0.812    -.0176078    .0224413
          9  |   .0372811   .0190272     1.96   0.052    -.0003277    .0748898
         11  |   .0110749   .0240754     0.46   0.646    -.0365119    .0586618
             |
      2.PRIV |   .0049121   .0138708     0.35   0.724    -.0225046    .0323288
        HOUR |  -.0005793   .0005943    -0.97   0.331     -.001754    .0005955
         rd1 |           0  (omitted)
         rd2 |   .0198058   .0043754     4.53   0.000     .0111575    .0284541
         rd3 |   .0165671   .0183663     0.90   0.369    -.0197353    .0528694
         rd4 |   .0212553   .0161607     1.32   0.191    -.0106874    .0531981
         rd5 |  -.0073208   .0166617    -0.44   0.661    -.0402538    .0256122
      tenure |   .0002612   .0003393     0.77   0.443    -.0004094    .0009318
             |
      PLCTYP |
          1  |   .0150088   .0127082     1.18   0.240      -.01011    .0401275
          2  |   .0987787   .0352544     2.80   0.006     .0290958    .1684616
          3  |  -.0121981   .0088555    -1.38   0.171    -.0297017    .0053054
             |
       _cons |  -.2615146   .2765129    -0.95   0.346    -.8080632     .285034
-------------+----------------------------------------------------------------
     sigma_u |   .1777223
     sigma_e |  .25848097
         rho |   .3209957   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg numerv i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID1C==1 & chronic==1 &
jobchanged=
> =1, fe cluster(varpsu)
note: 1.changed omitted because of collinearity
note: rd5 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4865
Group variable: dupersid_p~l                    Number of groups   =      1002

R-sq:  within  = 0.0141                         Obs per group: min =         1
       between = 0.0069                                        avg =       4.9
       overall = 0.0026                                        max =         5

                                                F(25,87)           = 142601.20
corr(u_i, Xb)  = -0.8744                        Prob > F           =    0.0000

                                    (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0010006   .0111409     0.09   0.929    -.0211431    .0231443
   1.changed |           0  (omitted)
         AGE |  -.0346861   .0078337    -4.43   0.000    -.0502563   -.0191159
income_idx_~d |   .0006983   .0007721     0.90   0.368    -.0008364     .002233
    1.PAYVAC |    .059333   .0200969     2.95   0.004     .0193883    .0992777
             |
      REGION |
          2  |   -.003875   .0556332    -0.07   0.945    -.1144521     .106702
          3  |   .0374804    .081975     0.46   0.649    -.1254538    .2004145
          4  |   .0418813   .0260463     1.61   0.111    -.0098885     .093651
             |
      OCCCAT |
          2  |   .0380529   .0277195     1.37   0.173    -.0170427    .0931485
          3  |   .0250535   .0305734     0.82   0.415    -.0357143    .0858214
```

```
               4   |  -.0065116   .0226227    -0.29   0.774    -.0514767    .0384535
               5   |   .0615895   .0468275     1.32   0.192    -.0314852    .1546642
               6   |   .2244077    .058572     3.83   0.000     .1079895    .3408258
               7   |     .01197   .0361648     0.33   0.741    -.0599114    .0838514
               8   |   .1058297   .0466923     2.27   0.026     .0130237    .1986357
              11   |   .3709616   .1867976     1.99   0.050    -.0003188     .742242
                   |
          2.PRIV   |   .0284855   .0167481     1.70   0.093    -.0048032    .0617743
            HOUR   |  -.0004221   .0003348    -1.26   0.211    -.0010875    .0002434
             rd1   |  -.0318153   .0174602    -1.82   0.072    -.0665195    .0028888
             rd2   |   .0093395    .013638     0.68   0.495    -.0177674    .0364465
             rd3   |   .0397335   .0131539     3.02   0.003     .0135887    .0658784
             rd4   |   .0289353   .0087608     3.30   0.001     .0115223    .0463483
             rd5   |          0  (omitted)
          tenure   |  -.0012106   .0014163    -0.85   0.395    -.0040257    .0016045
                   |
          PLCTYP   |
               1   |   .0604477   .0231292     2.61   0.011     .0144759    .1064195
               2   |  -.0764007   .1762009    -0.43   0.666    -.4266192    .2738177
               3   |   .0026443   .0249092     0.11   0.916    -.0468654     .052154
                   |
           _cons   |   1.247696   .2863279     4.36   0.000     .6785883    1.816804
------------------+------------------------------------------------------------------
         sigma_u   |  .48494742
         sigma_e   |  .36765376
             rho   |  .63501623   (fraction of variance due to u_i)
------------------------------------------------------------------------------

. xtreg numerv i.SICPAY i.changed AGE income_idx_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV
HOUR
>  rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP [pweight=longwt] if DID2C==1 & chronic==1 &
jobchanged=
> =1, fe cluster(varpsu)
note: 1.changed omitted because of collinearity
note: rd1 omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4979
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0149                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.8
       overall = 0.0003                                        max =         5

                                                F(23,80)           =         .
corr(u_i, Xb)  = -0.6731                        Prob > F           =         .

                                     (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
                   |               Robust
            numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
------------------+------------------------------------------------------------------
         1.SICPAY |   .0464416   .0167612     2.77   0.007     .0130857    .0797975
        1.changed |          0  (omitted)
               AGE |   .0140923   .0182214     0.77   0.442    -.0221695    .0503541
income_idx_scaled |  -.0008469   .0003244    -2.61   0.011    -.0014925   -.0002013
         1.PAYVAC |   -.046149   .0185746    -2.48   0.015    -.0831136   -.0091844
                   |
           REGION  |
               2   |  -.0601235    .036038    -1.67   0.099    -.1318414    .0115944
               3   |  -.0392996   .0297083    -1.32   0.190    -.0984211    .0198218
               4   |   -.032927   .0158437    -2.08   0.041    -.0644571   -.0013969
                   |
           OCCCAT  |
               2   |   .0671995   .0205095     3.28   0.002     .0263842    .1080147
               3   |   .1029926   .0365811     2.82   0.006      .030194    .1757913
               4   |   .0475429   .0449518     1.06   0.293    -.0419139    .1369998
               5   |   .0099769   .0458089     0.22   0.828    -.0811858    .1011397
               6   |  -.0218906   .0390502    -0.56   0.577     -.099603    .0558219
               7   |   -.109786   .0578734    -1.90   0.061    -.2249576    .0053857
               8   |    .005349   .0549924     0.10   0.923    -.1040894    .1147874
```

```
               9  |     .04569   .0325653     1.40   0.164    -.0191171    .1104971
              11  |   .0517552   .1079552     0.48   0.633    -.1630826     .266593
                  |
          2.PRIV  |   .0096454   .0192463     0.50   0.618     -.028656    .0479468
            HOUR  |  -.0018915   .0016417    -1.15   0.253    -.0051585    .0013756
             rd1  |          0  (omitted)
             rd2  |   .0413209   .0087418     4.73   0.000     .0239241    .0587177
             rd3  |    .028328   .0343279     0.83   0.412    -.0399866    .0966426
             rd4  |   .0321366   .0300319     1.07   0.288    -.0276289     .091902
             rd5  |  -.0103699   .0366979    -0.28   0.778    -.0834011    .0626614
          tenure  |   .0012223   .0005731     2.13   0.036     .0000819    .0023628
                  |
          PLCTYP  |
               1  |  -.0050125   .0225059    -0.22   0.824    -.0498007    .0397757
               2  |   -.122111   .1347655    -0.91   0.368     -.390303     .146081
               3  |  -.0357309   .0157581    -2.27   0.026    -.0670905   -.0043712
                  |
           _cons  |  -.3779767   .6191365    -0.61   0.543    -1.610098    .8541441
------------------+------------------------------------------------------------------
         sigma_u  |  .24678654
         sigma_e  |  .31802326
             rho  |  .37584977   (fraction of variance due to u_i)
------------------------------------------------------------------------------

.
.

. svy, subpop(if jobchanged==1 & DID1C==1): meoprobit hstat DDNWRK_hat1 i.changed rd1 rd2
rd3
> rd4 rd5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex i.racex educyr
tenure
>  || dupersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       470                 Number of obs     =    791,300
Number of PSUs     =     1,278                 Population size   = 512,891.23
                                                 Subpop. no. obs   =     17,950
                                                 Subpop. size      = 12,607.414
                                                 Design df         =        808
                                                 F(  30,    779)   =      13.19
                                                 Prob > F          =     0.0000

------------------------------------------------------------------------------
                  |             Linearized
            hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
------------------+-----------------------------------------------------------------
       DDNWRK_hat1 |   .2693898   .1171958     2.30   0.022     .0393457     .499434
         1.changed |   .1593748   .0476283     3.35   0.001     .0658849    .2528646
               rd1 |  -.0866024   .0352221    -2.46   0.014      -.15574   -.0174647
               rd2 |  -.1149225   .0366727    -3.13   0.002    -.1869074   -.0429375
               rd3 |   .0739946   .0583406     1.27   0.205    -.0405225    .1885116
               rd4 |  -.0861445   .0381428    -2.26   0.024    -.1610151   -.0112739
               rd5 |          0  (omitted)
               AGE |  -.0369113   .0057431    -6.43   0.000    -.0481844   -.0256382
income_idx2_scaled |  -.0001536   .0012116    -0.13   0.899    -.0025319    .0022247
          1.PAYVAC |  -.0617559   .0427235    -1.45   0.149    -.1456181    .0221063
                   |
            REGION |
                2  |   .0296573   .0911555     0.33   0.745    -.1492722    .2085867
                3  |  -.0194279   .0770714    -0.25   0.801    -.1707116    .1318559
                4  |   .0630043   .0928818     0.68   0.498    -.1193137    .2453223
                   |
            OCCCAT |
                2  |   .0529805   .0796398     0.67   0.506    -.1033448    .2093058
                3  |   .1190305   .0938451     1.27   0.205    -.0651785    .3032394
                4  |   .0936325   .0899927     1.04   0.298    -.0830146    .2702797
                5  |  -.0000165   .0765573    -0.00   1.000    -.1502911    .1502582
                6  |    .171556   .1679025     1.02   0.307    -.1580206    .5011326
```

```
               7  |  -.0127634   .0951656    -0.13   0.893    -.1995644    .1740376
               8  |  -.0156393   .0840317    -0.19   0.852    -.1805855    .1493069
               9  |   .3086632   .2840889     1.09   0.278     -.248976    .8663025
              11  |   .0766261   .2160957     0.35   0.723    -.3475491    .5008014
                  |
           2.PRIV |  -.1213155   .0307255    -3.95   0.000    -.1816268   -.0610042
            2.sex |  -.2098417   .0444712    -4.72   0.000    -.2971344   -.1225491
                  |
            racex |
               2  |  -.0479265   .0538944    -0.89   0.374    -.1537161    .0578631
               3  |  -.3719224   .1822817    -2.04   0.042    -.7297239   -.0141209
               4  |   .0449459   .1089435     0.41   0.680    -.1688999    .2587916
               5  |   -.444188   .4039596    -1.10   0.272    -1.237122     .348746
               6  |  -.1321626   .1390581    -0.95   0.342    -.4051203    .1407951
                  |
           educyr |   .0700913   .0080583     8.70   0.000     .0542736    .0859089
           tenure |   .0023723   .0049249     0.48   0.630    -.0072948    .0120394
------------------+------------------------------------------------------------------
            /cut1 |  -3.454366   .1620695   -21.31   0.000    -3.772493   -3.136239
            /cut2 |  -2.156265   .1533228   -14.06   0.000    -2.457223   -1.855307
            /cut3 |  -.6829313    .153613    -4.45   0.000    -.9844588   -.3814037
            /cut4 |   .7031931   .1536296     4.58   0.000     .4016329    1.004753
------------------+------------------------------------------------------------------
dupersid_panel    |
        var(_cons)|   .8178585   .0387992                      .7451379    .8976762
------------------------------------------------------------------------------------
Note: 36 strata omitted because they contain no subpopulation members.

. margins, dydx(DDNWRK_hat1) predict(outcome(5)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    277,976
                                                Subpop. no. obs   =     17,950
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : DDNWRK_hat1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat1 |   .0637024   .0277408     2.30   0.022     .0093314    .1180734
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat1) predict(outcome(4)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    277,976
                                                Subpop. no. obs   =     17,950
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : DDNWRK_hat1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat1 |    .007343   .0032919     2.23   0.026     .0008909     .013795
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat1) predict(outcome(3)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    277,976
                                                Subpop. no. obs   =     17,950
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : DDNWRK_hat1

------------------------------------------------------------------------------
```

```
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat1 |  -.0434109   .0189273    -2.29   0.022    -.0805076   -.0063141
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat1) predict(outcome(2)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    277,976
                                                Subpop. no. obs   =     17,950
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : DDNWRK_hat1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat1 |  -.0227118   .0098415    -2.31   0.021    -.0420008   -.0034229
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat1) predict(outcome(1)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    277,976
                                                Subpop. no. obs   =     17,950
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : DDNWRK_hat1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat1 |  -.0049226   .0021704    -2.27   0.023    -.0091766   -.0006687
------------------------------------------------------------------------------

. svy, subpop(if jobchanged==1 & DID2C==1): meoprobit hstat DDNWRK_hat2 i.changed rd1 rd2
rd3
> rd4 rd5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex i.racex educyr
tenure
>  || dupersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       472                  Number of obs     =    789,742
Number of PSUs     =     1,283                  Population size   = 512,700.19
                                                Subpop. no. obs   =     15,972
                                                Subpop. size      =  13,178.39
                                                Design df         =        811
                                                F(  30,    782)   =       8.95
                                                Prob > F          =     0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hat2  |  -.0236837   .0780683    -0.30   0.762    -.1769235    .1295561
  1.changed  |  -.1133272   .0565195    -2.01   0.045     -.224269   -.0023854
         rd1 |  -.0263229   .0666497    -0.39   0.693    -.1571493    .1045034
         rd2 |  -.0734837   .0735877    -1.00   0.318    -.2179285     .070961
         rd3 |  -.0046736   .0403978    -0.12   0.908    -.0839701    .0746229
         rd4 |    -.00335    .058357    -0.06   0.954    -.1178985    .1111985
         rd5 |           0  (omitted)
         AGE |  -.0135824   .0242244    -0.56   0.575    -.0611324    .0339676
income_idx2_scaled |   .0004323   .0005353     0.81   0.420    -.0006185     .001483
    1.PAYVAC |   .0318626   .0549851     0.58   0.562    -.0760673    .1397925
             |
```

```
            REGION |
                2  |  -.0303378   .0780514    -0.39   0.698    -.1835443    .1228688
                3  |   .0768911   .0681912     1.13   0.260     -.056961    .2107431
                4  |   .0202509    .074784     0.27   0.787     -.126542    .1670439
                   |
            OCCCAT |
                2  |  -.0309988   .0504493    -0.61   0.539    -.1300253    .0680277
                3  |  -.2032617   .0649276    -3.13   0.002    -.3307078   -.0758157
                4  |  -.0174759   .0686154    -0.25   0.799    -.1521606    .1172087
                5  |  -.1740786   .0702437    -2.48   0.013    -.3119596   -.0361977
                6  |  -.3677488   .1938662    -1.90   0.058    -.7482875    .0127898
                7  |  -.0052806   .0864058    -0.06   0.951     -.174886    .1643249
                8  |    .031509   .0787985     0.40   0.689    -.1231641    .1861821
                9  |   .1507457   .2679523     0.56   0.574    -.3752161    .6767074
               11  |  -.0943294   .1465587    -0.64   0.520    -.3820085    .1933497
                   |
            2.PRIV |   .0026425   .0543772     0.05   0.961    -.1040942    .1093791
             2.sex |  -.2582849   .0497392    -5.19   0.000    -.3559177    -.160652
                   |
             racex |
                2  |  -.1629386   .0652837    -2.50   0.013    -.2910835   -.0347937
                3  |    .189857   .2919104     0.65   0.516    -.3831321    .7628461
                4  |   .1149912   .0840642     1.37   0.172    -.0500179    .2800003
                5  |   -.407337    .181452    -2.24   0.025    -.7635079    -.051166
                6  |   -.004585   .2128506    -0.02   0.983     -.422388    .4132179
                   |
            educyr |   .0808031   .0128235     6.30   0.000     .0556319    .1059743
            tenure |  -.0004861   .0063414    -0.08   0.939    -.0129336    .0119614
-------------------+------------------------------------------------------------------
             /cut1 |  -3.416832   .8640512    -3.95   0.000    -5.112873   -1.720792
             /cut2 |  -2.008311   .8509489    -2.36   0.019    -3.678633   -.3379895
             /cut3 |  -.3816031   .8446091    -0.45   0.652    -2.039481    1.276274
             /cut4 |   1.242618   .8415771     1.48   0.140    -.4093085    2.894544
-------------------+------------------------------------------------------------------
dupersid_panel     |
         var(_cons)|   1.224676   .0633528                      1.106426    1.355563
------------------------------------------------------------------------------------
Note: 34 strata omitted because they contain no subpopulation members.

. margins, dydx(DDNWRK_hat2) predict(outcome(5)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    277,776
                                                Subpop. no. obs   =     15,972
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : DDNWRK_hat2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat2 |  -.0054177   .0178678    -0.30   0.762     -.040438    .0296026
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat2) predict(outcome(4)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    277,776
                                                Subpop. no. obs   =     15,972
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : DDNWRK_hat2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat2 |   .0001401   .0004716     0.30   0.766    -.0007843    .0010644
------------------------------------------------------------------------------
```

```
. margins, dydx(DDNWRK_hat2) predict(outcome(3)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    277,776
                                                Subpop. no. obs   =     15,972
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : DDNWRK_hat2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat2 |   .0035943   .0118474     0.30   0.762    -.0196263    .0268149
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat2) predict(outcome(2)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    277,776
                                                Subpop. no. obs   =     15,972
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : DDNWRK_hat2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat2 |   .0014286   .0047145     0.30   0.762    -.0078116    .0106687
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hat2) predict(outcome(1)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    277,776
                                                Subpop. no. obs   =     15,972
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : DDNWRK_hat2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
 DDNWRK_hat2 |   .0002548   .0008461     0.30   0.763    -.0014036    .0019132
------------------------------------------------------------------------------

. svy, subpop(if jobchanged==1 & DID1C==1 & chronic==1): meoprobit hstat DDNWRK_hatc1
i.change
> d rd1 rd2 rd3 rd4 rd5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex
i.racex
>  educyr tenure || dupersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       352                  Number of obs     =    693,341
Number of PSUs     =       995                  Population size   = 452,369.93
                                                Subpop. no. obs   =      4,851
                                                Subpop. size      = 3,674.3565
                                                Design df         =        643
                                                F(  29,    615)   =       5.71
                                                Prob > F          =     0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
      DDNWRK_hatc1 |    .059329   .0828309     0.72   0.474    -.1033227    .2219808
         1.changed |  -.0436718   .0894261    -0.49   0.625    -.2192743    .1319307
               rd1 |  -.0767662   .0736293    -1.04   0.298    -.2213492    .0678168
               rd2 |   -.080879   .0739222    -1.09   0.274     -.226037    .0642791
               rd3 |   .0103123   .0701623     0.15   0.883    -.1274625    .1480872
               rd4 |   .0440938   .0584981     0.75   0.451    -.0707765    .1589641
               rd5 |          0  (omitted)
               AGE |  -.0344278   .0230438    -1.49   0.136    -.0796781    .0108224
income_idx2_scaled |    .002487   .0017889     1.39   0.165    -.0010257    .0059998
          1.PAYVAC |  -.0040805   .0686569    -0.06   0.953    -.1388994    .1307384
                   |
            REGION |
                2  |  -.0388956   .1163344    -0.33   0.738    -.2673368    .1895456
                3  |  -.2470679   .1174302    -2.10   0.036    -.4776608   -.0164749
                4  |   .0228899   .1361331     0.17   0.867    -.2444292    .2902091
                   |
            OCCCAT |
                2  |   .1731322   .1370461     1.26   0.207    -.0959797    .4422441
                3  |   .2415637   .1540354     1.57   0.117    -.0609095    .5440369
                4  |   .1716466   .2116278     0.81   0.418    -.2439185    .5872116
                5  |   .2699771   .1734957     1.56   0.120    -.0707094    .6106637
                6  |   .0769672   .4559967     0.17   0.866    -.8184554    .9723898
                7  |   .0131913   .1712227     0.08   0.939    -.3230319    .3494144
                8  |   .2359653   .1551742     1.52   0.129    -.0687442    .5406748
               11  |   .4636494   .4855148     0.95   0.340    -.4897366    1.417035
                   |
            2.PRIV |  -.1891677   .0564661    -3.35   0.001     -.300048   -.0782875
             2.sex |  -.0660675   .0817857    -0.81   0.419    -.2266668    .0945318
                   |
             racex |
                2  |  -.2952056   .1052807    -2.80   0.005    -.5019412   -.0884701
                3  |   .0699954   .3401557     0.21   0.837    -.5979549    .7379457
                4  |   .0429242   .3347288     0.13   0.898    -.6143693    .7002177
                5  |   .0089479   .5184415     0.02   0.986    -1.009095    1.026991
                6  |    .206255   .2110623     0.98   0.329    -.2081996    .6207097
                   |
            educyr |   .1096959   .0168648     6.50   0.000     .0765792    .1428126
            tenure |  -.0013742   .0058329    -0.24   0.814    -.0128281    .0100796
-------------------+------------------------------------------------------------------
             /cut1 |  -2.529388   .6876239    -3.68   0.000    -3.879648   -1.179128
             /cut2 |  -1.254405   .6892157    -1.82   0.069    -2.607791    .0989803
             /cut3 |   .1860892   .6836329     0.27   0.786    -1.156334    1.528512
             /cut4 |   1.696063   .6882746     2.46   0.014     .3445259    3.047601
-------------------+------------------------------------------------------------------
dupersid_panel     |
         var(_cons)|   .8707881   .0818541                      .7240167    1.047313
------------------------------------------------------------------------------------
Note: 154 strata omitted because they contain no subpopulation members.

. margins, dydx(DDNWRK_hatc1) predict(outcome(5)) subpop(if jobchanged==1 & DID1C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    244,349
                                                Subpop. no. obs   =      4,851
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : DDNWRK_hatc1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc1 |   .0103859   .0145577     0.71   0.476    -.0181467    .0389185
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc1) predict(outcome(4)) subpop(if jobchanged==1 & DID1C==1 &
chronic
> ==1)
```

```
Average marginal effects                        Number of obs     =    244,349
                                                Subpop. no. obs   =      4,851
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : DDNWRK_hatc1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc1 |   .0061059    .008459     0.72   0.470    -.0104736    .0226853
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc1) predict(outcome(3)) subpop(if jobchanged==1 & DID1C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    244,349
                                                Subpop. no. obs   =      4,851
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : DDNWRK_hatc1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc1 |  -.0074296   .0104306    -0.71   0.476    -.0278732    .0130141
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc1) predict(outcome(2)) subpop(if jobchanged==1 & DID1C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    244,349
                                                Subpop. no. obs   =      4,851
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : DDNWRK_hatc1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc1 |  -.0067485   .0093733    -0.72   0.472    -.0251199    .0116228
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc1) predict(outcome(1)) subpop(if jobchanged==1 & DID1C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    244,349
                                                Subpop. no. obs   =      4,851
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : DDNWRK_hatc1

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc1 |  -.0023137   .0032172    -0.72   0.472    -.0086192    .0039919
------------------------------------------------------------------------------
```

```
. svy, subpop(if jobchanged==1 & DID2C==1 & chronic==1): meoprobit hstat DDNWRK_hatc2
i.change
> d rd1 rd2 rd3 rd4 rd5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex
i.racex
>  educyr tenure || dupersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       363                 Number of obs     =    697,974
Number of PSUs     =     1,016                 Population size   = 456,527.15
                                                 Subpop. no. obs   =      4,974
                                                 Subpop. size      = 4,297.4295
                                                 Design df         =        653
                                                 F(  30,    624)   =       5.28
                                                 Prob > F          =     0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc2 |   -.023175   .1064724    -0.22   0.828    -.2322445    .1858945
  1.changed  |  -.1273478   .1040454    -1.22   0.221    -.3316518    .0769562
         rd1 |   .0707594   .2382896     0.30   0.767     -.397147    .5386657
         rd2 |  -.0038546   .2747299    -0.01   0.989    -.5433151    .5356059
         rd3 |   .0133752   .1381194     0.10   0.923    -.2578366     .284587
         rd4 |   .0687804     .17267     0.40   0.691    -.2702751    .4078358
         rd5 |           0  (omitted)
         AGE |   .0029618   .0995095     0.03   0.976    -.1924354     .198359
income_idx2_scaled |   .0018531   .0010049     1.84   0.066    -.0001203    .0038264
    1.PAYVAC |  -.0360506   .0864031    -0.42   0.677    -.2057121    .1336108
             |
      REGION |
           2 |   .0417565   .1179329     0.35   0.723    -.1898169    .2733299
           3 |   .1336901   .1115163     1.20   0.231    -.0852836    .3526639
           4 |   .0803756   .1247966     0.64   0.520    -.1646754    .3254267
             |
      OCCCAT |
           2 |  -.1041899     .11205    -0.93   0.353    -.3242116    .1158318
           3 |  -.3349636   .1197173    -2.80   0.005    -.5700409   -.0998863
           4 |  -.1305779   .1563126    -0.84   0.404    -.4375139    .1763581
           5 |  -.2623877   .1052468    -2.49   0.013    -.4690506   -.0557248
           6 |  -.7982276   .2003135    -3.98   0.000    -1.191564   -.4048913
           7 |  -.1415513   .1635564    -0.87   0.387    -.4627113    .1796086
           8 |  -.1274819   .1537559    -0.83   0.407    -.4293975    .1744336
           9 |   .3572676   .7205218     0.50   0.620    -1.057551    1.772087
          11 |   .3861787   .2553368     1.51   0.131    -.1152015    .8875588
             |
      2.PRIV |  -.0108604   .1172129    -0.09   0.926      -.24102    .2192992
       2.sex |   -.078668   .0975161    -0.81   0.420    -.2701509    .1128149
             |
       racex |
           2 |  -.2433781   .1184989    -2.05   0.040     -.476063   -.0106931
           3 |   .4295232   .5542982     0.77   0.439    -.6588986    1.517945
           4 |  -.1906605   .1786994    -1.07   0.286    -.5415553    .1602343
           5 |  -.1650359   .2866269    -0.58   0.565    -.7278575    .3977858
           6 |    .276123   .3075984     0.90   0.370    -.3278782    .8801242
             |
      educyr |     .11492   .0225026     5.11   0.000     .0707338    .1591062
      tenure |   .0008516   .0114724     0.07   0.941    -.0216756    .0233787
-------------+----------------------------------------------------------------
       /cut1 |  -1.737672   3.945304    -0.44   0.660    -9.484686    6.009341
       /cut2 |  -.3425216   3.903426    -0.09   0.930    -8.007302    7.322259
       /cut3 |   1.379151   3.888409     0.35   0.723    -6.256142    9.014445
       /cut4 |   3.043106   3.883207     0.78   0.434    -4.581973    10.66819
-------------+----------------------------------------------------------------
dupersid_panel |
    var(_cons)|   1.319852   .1080155                      1.123917    1.549944
------------------------------------------------------------------------------
Note: 143 strata omitted because they contain no subpopulation members.
```

```
. margins, dydx(DDNWRK_hatc2) predict(outcome(5)) subpop(if jobchanged==1 & DID2C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    245,920
                                                Subpop. no. obs   =      4,974
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : DDNWRK_hatc2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc2 |  -.0040502   .0186334    -0.22   0.828    -.0405709    .0324706
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc2) predict(outcome(4)) subpop(if jobchanged==1 & DID2C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    245,920
                                                Subpop. no. obs   =      4,974
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : DDNWRK_hatc2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc2 |  -.0016854     .00775    -0.22   0.828    -.0168751    .0135043
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc2) predict(outcome(3)) subpop(if jobchanged==1 & DID2C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    245,920
                                                Subpop. no. obs   =      4,974
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : DDNWRK_hatc2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc2 |   .0031684   .0145721     0.22   0.828    -.0253924    .0317291
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc2) predict(outcome(2)) subpop(if jobchanged==1 & DID2C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    245,920
                                                Subpop. no. obs   =      4,974
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : DDNWRK_hatc2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
DDNWRK_hatc2 |   .0020024   .0091869     0.22   0.827    -.0160035    .0200084
------------------------------------------------------------------------------

. margins, dydx(DDNWRK_hatc2) predict(outcome(1)) subpop(if jobchanged==1 & DID2C==1 &
chronic
> ==1)

Average marginal effects                        Number of obs     =    245,920
                                                Subpop. no. obs   =      4,974
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : DDNWRK_hatc2

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
DDNWRK_hatc2 |   .0005647   .0026248     0.22   0.830    -.0045798    .0057093
------------------------------------------------------------------------------

. svy, subpop(if jobchanged==1 & DID1C==1): meoprobit hstat SICPAY i.changed rd1 rd2 rd3
rd4 r
> d5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex i.racex educyr tenure
|| d
> upersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       470                  Number of obs     =    791,466
Number of PSUs     =     1,278                  Population size   = 512,993.59
                                                Subpop. no. obs   =     18,116
                                                Subpop. size      = 12,709.778
                                                Design df         =        808
                                                F(  30,    779)   =      13.14
                                                Prob > F          =     0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0112255   .0523555    -0.21   0.830    -.1139943    .0915433
   1.changed |   .1313233   .0499844     2.63   0.009     .0332088    .2294378
         rd1 |  -.0720983    .035108    -2.05   0.040    -.1410119   -.0031847
         rd2 |   -.083161   .0333759    -2.49   0.013    -.1486747   -.0176474
         rd3 |   -.040775   .0338294    -1.21   0.228    -.1071788    .0256289
         rd4 |  -.0339043   .0289648    -1.17   0.242    -.0907595    .0229508
         rd5 |           0  (omitted)
         AGE |  -.0247897   .0018445   -13.44   0.000    -.0284102   -.0211691
income_idx2_scaled |   .0018656   .0008769     2.13   0.034     .0001444    .0035868
   1.PAYVAC |   -.006899   .0403057    -0.17   0.864    -.0860152    .0722172
            |
      REGION |
           2 |  -.1173164   .0668636    -1.75   0.080    -.2485632    .0139303
           3 |  -.1183724   .0625738    -1.89   0.059    -.2411988    .0044539
           4 |  -.0695171   .0710214    -0.98   0.328    -.2089253    .0698912
            |
      OCCCAT |
           2 |   .0465091   .0792734     0.59   0.558    -.1090971    .2021152
           3 |   .0005424   .0753082     0.01   0.994    -.1472805    .1483653
           4 |    .007551    .079731     0.09   0.925    -.1489532    .1640553
           5 |   .0456083   .0756025     0.60   0.547    -.1027921    .1940088
           6 |   .0253916   .1579335     0.16   0.872    -.2846167    .3353999
           7 |  -.0659647   .0905493    -0.73   0.467    -.2437044     .111775
           8 |  -.0467382   .0816415    -0.57   0.567    -.2069927    .1135163
           9 |   .5179431   .2745648     1.89   0.060    -.0210013    1.056887
          11 |  -.0495576   .2029267    -0.24   0.807    -.4478832    .3487681
            |
      2.PRIV |  -.1144479   .0306173    -3.74   0.000    -.1745467    -.054349
```

```
             2.sex |  -.2022154   .0443152    -4.56   0.000    -.2892019    -.115229
                   |
             racex |
                2  |  -.0509132   .0538067    -0.95   0.344    -.1565306    .0547042
                3  |  -.3486302   .1785824    -1.95   0.051    -.6991704      .00191
                4  |   .0524765   .1071122     0.49   0.624    -.1577745    .2627275
                5  |  -.4804786   .3911416    -1.23   0.220    -1.248252    .2872948
                6  |  -.1331942    .139453    -0.96   0.340    -.4069271    .1405387
                   |
            educyr |    .070806   .0080022     8.85   0.000     .0550985    .0865135
            tenure |   .0104961   .0038303     2.74   0.006     .0029776    .0180147
-------------------+------------------------------------------------------------------
             /cut1 |  -3.397644   .1588956   -21.38   0.000    -3.709541   -3.085747
             /cut2 |  -2.096936   .1501426   -13.97   0.000    -2.391652   -1.802221
             /cut3 |  -.6194678   .1508176    -4.11   0.000    -.9155082   -.3234273
             /cut4 |   .7671535   .1511477     5.08   0.000     .4704651    1.063842
-------------------+------------------------------------------------------------------
dupersid_panel     |
         var(_cons)|   .8213778   .0388009                      .7486399     .901183
------------------------------------------------------------------------------------
Note: 36 strata omitted because they contain no subpopulation members.

. margins, dydx(SICPAY) predict(outcome(5)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    278,818
                                                Subpop. no. obs   =     18,116
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0026493   .0123593    -0.21   0.830     -.026873    .0215745
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(4)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    278,818
                                                Subpop. no. obs   =     18,116
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0003118   .0014513    -0.21   0.830    -.0031563    .0025328
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(3)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    278,818
                                                Subpop. no. obs   =     18,116
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0018098   .0084404     0.21   0.830    -.0147331    .0183527
------------------------------------------------------------------------------
```

```
. margins, dydx(SICPAY) predict(outcome(2)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    278,818
                                                Subpop. no. obs   =     18,116
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0009465   .0044129     0.21   0.830    -.0077025    .0095955
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(1)) subpop(if jobchanged==1 & DID1C==1)

Average marginal effects                        Number of obs     =    278,818
                                                Subpop. no. obs   =     18,116
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0002048    .000957     0.21   0.831    -.0016709    .0020804
------------------------------------------------------------------------------

. svy, subpop(if jobchanged==1 & DID2C==1): meoprobit hstat SICPAY i.changed rd1 rd2 rd3
rd4 r
> d5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex i.racex educyr tenure
|| d
> upersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       472                  Number of obs     =    789,796
Number of PSUs     =     1,283                  Population size   = 512,744.23
                                                Subpop. no. obs   =     16,026
                                                Subpop. size      = 13,222.424
                                                Design df         =        811
                                                F(  30,    782)   =       9.03
                                                Prob > F          =     0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   -.023116   .0652883    -0.35   0.723      -.15127    .1050381
   1.changed |    -.11671   .0582711    -2.00   0.046      -.23109   -.0023299
         rd1 |  -.0379292    .043912    -0.86   0.388    -.1241238    .0482653
         rd2 |  -.0885095   .0389445    -2.27   0.023    -.1649535   -.0120656
         rd3 |  -.0117148   .0354641    -0.33   0.741    -.0813271    .0578975
         rd4 |  -.0207703   .0324159    -0.64   0.522    -.0843993    .0428588
         rd5 |           0  (omitted)
         AGE |  -.0207238   .0022147    -9.36   0.000    -.0250711   -.0163765
income_idx2_scaled |   .0003793   .0005286     0.72   0.473    -.0006582    .0014168
    1.PAYVAC |   .0604581   .0564466     1.07   0.284    -.0503405    .1712566
             |
      REGION |
           2 |  -.0350699   .0749982    -0.47   0.640    -.1822834    .1121435
           3 |    .072268    .067857     1.07   0.287     -.060928     .205464
           4 |   .0177117   .0749472     0.24   0.813    -.1294017     .164825
             |
      OCCCAT |
```

```
               2  |  -.0292243   .0504735    -0.58   0.563    -.1282983    .0698497
               3  |  -.2174275   .0641882    -3.39   0.001    -.3434222   -.0914329
               4  |  -.0214315    .069384    -0.31   0.757    -.1576249    .1147619
               5  |  -.1629185    .062907    -2.59   0.010    -.2863982   -.0394388
               6  |  -.3538499    .190945    -1.85   0.064    -.7286545    .0209546
               7  |  -.0032093    .086375    -0.04   0.970    -.1727543    .1663357
               8  |   .0320745   .0793393     0.40   0.686      -.12366     .187809
               9  |   .1369468   .2596568     0.53   0.598    -.3727319    .6466255
              11  |  -.0996075   .1417108    -0.70   0.482    -.3777706    .1785556
                  |
          2.PRIV  |   .0151486   .0407623     0.37   0.710    -.0648633    .0951606
           2.sex  |   -.260887   .0497604    -5.24   0.000    -.3585614   -.1632126
                  |
           racex  |
               2  |   -.158146   .0654522    -2.42   0.016    -.2866217   -.0296703
               3  |   .1932564   .2920186     0.66   0.508    -.3799449    .7664577
               4  |   .1151804   .0837719     1.37   0.170    -.0492549    .2796157
               5  |  -.4000037   .1813158    -2.21   0.028    -.7559073   -.0441001
               6  |  -.0474924   .2189664    -0.22   0.828    -.4773001    .3823153
                  |
          educyr  |   .0808165   .0127919     6.32   0.000     .0557075    .1059256
          tenure  |  -.0021587    .003337    -0.65   0.518    -.0087089    .0043915
------------------+------------------------------------------------------------------
           /cut1  |  -3.667874    .243203   -15.08   0.000    -4.145256   -3.190493
           /cut2  |  -2.257704   .2349265    -9.61   0.000    -2.718839   -1.796568
           /cut3  |  -.6305449   .2347008    -2.69   0.007    -1.091238   -.1698522
           /cut4  |   .9915474   .2381607     4.16   0.000     .5240634    1.459031
------------------+------------------------------------------------------------------
dupersid_panel    |
       var(_cons)|   1.220672   .0629943                      1.103078    1.350803
------------------------------------------------------------------------------------
Note: 34 strata omitted because they contain no subpopulation members.

. margins, dydx(SICPAY) predict(outcome(5)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    278,620
                                                Subpop. no. obs   =     16,026
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0052897   .0149537    -0.35   0.724    -.0345985     .024019
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(4)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    278,620
                                                Subpop. no. obs   =     16,026
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0001296   .0003856     0.34   0.737    -.0006261    .0008853
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(3)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    278,620
                                                Subpop. no. obs   =     16,026
Model VCE    : Linearized
```

```
Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0035149   .0099262     0.35   0.723    -.0159401      .02297
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(2)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    278,620
                                                Subpop. no. obs   =     16,026
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0013973   .0039485     0.35   0.723    -.0063416    .0091362
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(1)) subpop(if jobchanged==1 & DID2C==1)

Average marginal effects                        Number of obs     =    278,620
                                                Subpop. no. obs   =     16,026
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0002479   .0007069     0.35   0.726    -.0011377    .0016335
------------------------------------------------------------------------------

. svy, subpop(if jobchanged==1 & DID1C==1 & chronic==1): meoprobit hstat SICPAY i.changed
rd1
> rd2 rd3 rd4 rd5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex i.racex
educy
> r tenure || dupersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       352                  Number of obs     =    693,392
Number of PSUs     =       995                  Population size   =  452,404.3
                                                Subpop. no. obs   =      4,902
                                                Subpop. size      = 3,708.7173
                                                Design df         =        643
                                                F(  29,    615)   =       5.71
                                                Prob > F          =     0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0250412   .0968167    -0.26   0.796    -.2151564     .165074
   1.changed |  -.0528701   .0898569    -0.59   0.556    -.2293186    .1235783
         rd1 |  -.0695559   .0691241    -1.01   0.315    -.2052921    .0661803
         rd2 |  -.0699865   .0657234    -1.06   0.287     -.199045     .059072
         rd3 |  -.0206298   .0632446    -0.33   0.744    -.1448207    .1035611
         rd4 |   .0476676   .0562998     0.85   0.397    -.0628862    .1582214
```

```
               rd5 |          0  (omitted)
               AGE |  -.0188159   .0032457    -5.80   0.000    -.0251893   -.0124424
income_idx2_scaled |   .0027308   .0017606     1.55   0.121    -.0007263    .006188
          1.PAYVAC |   .0092121   .0798003     0.12   0.908    -.1474886    .1659128
                   |
            REGION |
               2   |  -.0335996   .1161095    -0.29   0.772    -.2615992    .1944001
               3   |  -.2264049   .1118404    -2.02   0.043    -.4460215   -.0067882
               4   |  -.0299653   .1175394    -0.25   0.799    -.2607728    .2008423
                   |
            OCCCAT |
               2   |   .1217761   .1212403     1.00   0.316    -.1162986    .3598507
               3   |   .1562666   .1095984     1.43   0.154    -.0589473    .3714805
               4   |   .0600617   .1299588     0.46   0.644    -.1951333    .3152567
               5   |     .18292   .1205117     1.52   0.130     -.053724     .419564
               6   |   .1402475   .4410997     0.32   0.751    -.7259225    1.006418
               7   |  -.0202802   .1684772    -0.12   0.904    -.3511122    .3105519
               8   |   .1730753   .1374191     1.26   0.208     -.096769    .4429197
              11   |   .3990556    .482617     0.83   0.409    -.5486403    1.346751
                   |
            2.PRIV |  -.1816088   .0558736    -3.25   0.001    -.2913254   -.0718921
             2.sex |     -.0654   .0814527    -0.80   0.422    -.2253455    .0945455
                   |
             racex |
               2   |  -.2946592   .1032948    -2.85   0.004    -.4974951   -.0918232
               3   |     .17628   .3389938     0.52   0.603    -.4893887    .8419487
               4   |   .0624728   .3249917     0.19   0.848    -.5757004     .700646
               5   |  -.0833194   .4736769    -0.18   0.860     -1.01346    .8468211
               6   |   .2076063   .2113746     0.98   0.326    -.2074616    .6226742
                   |
            educyr |   .1088884   .0168531     6.46   0.000     .0757946    .1419822
            tenure |   .0003774   .0057377     0.07   0.948    -.0108895    .0116442
-------------------+------------------------------------------------------------------
             /cut1 |  -2.139824   .2981886    -7.18   0.000    -2.725365   -1.554283
             /cut2 |  -.8616346   .2974506    -2.90   0.004    -1.445727   -.2775427
             /cut3 |    .579338   .2992294     1.94   0.053    -.0082469    1.166923
             /cut4 |   2.089723   .3014671     6.93   0.000     1.497744    2.681702
-------------------+------------------------------------------------------------------
dupersid_panel     |
         var(_cons)|   .8671913   .0807019                      .7223566    1.041066
------------------------------------------------------------------------------------
Note: 154 strata omitted because they contain no subpopulation members.

. margins, dydx(SICPAY) predict(outcome(5)) subpop(if jobchanged==1 & DID1C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    245,091
                                                Subpop. no. obs   =      4,902
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0043724   .0169361    -0.26   0.796    -.0375666    .0288218
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(4)) subpop(if jobchanged==1 & DID1C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    245,091
                                                Subpop. no. obs   =      4,902
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : SICPAY
```

```
------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0025975    .010021    -0.26   0.795    -.0222383    .0170434
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(3)) subpop(if jobchanged==1 & DID1C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    245,091
                                                Subpop. no. obs   =      4,902
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |    .003137   .0121525     0.26   0.796    -.0206814    .0269554
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(2)) subpop(if jobchanged==1 & DID1C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    245,091
                                                Subpop. no. obs   =      4,902
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0028597   .0110342     0.26   0.796     -.018767    .0244864
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(1)) subpop(if jobchanged==1 & DID1C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    245,091
                                                Subpop. no. obs   =      4,902
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0009732   .0037711     0.26   0.796    -.0064181    .0083644
------------------------------------------------------------------------------

. svy, subpop(if jobchanged==1 & DID2C==1 & chronic==1): meoprobit hstat SICPAY i.changed
rd1
> rd2 rd3 rd4 rd5 AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT i.PRIV i.sex i.racex
educy
> r tenure || dupersid_panel:
(running meoprobit on estimation sample)

Survey: Mixed-effects oprobit regression

Number of strata   =       363                  Number of obs     =    697,992
Number of PSUs     =     1,016                  Population size   = 456,538.59
                                                Subpop. no. obs   =      4,992
```

```
                                                Subpop. size      = 4,308.8691
                                                Design df         =       653
                                                F(  30,    624)   =      5.17
                                                Prob > F          =    0.0000

------------------------------------------------------------------------------
             |             Linearized
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0094022   .1280887     0.07   0.942    -.2421132    .2609176
   1.changed |  -.1243962   .1044003    -1.19   0.234     -.329397    .0806045
         rd1 |    .018343   .0767466     0.24   0.811    -.1323569    .1690429
         rd2 |  -.0653551   .0692822    -0.94   0.346    -.2013978    .0706876
         rd3 |  -.0176975   .0667578    -0.27   0.791    -.1487834    .1133885
         rd4 |   .0275439   .0571103     0.48   0.630     -.084598    .1396858
         rd5 |          0  (omitted)
         AGE |  -.0184888   .0038787    -4.77   0.000    -.0261051   -.0108725
income_idx2_~ |   .0018686   .0009824     1.90   0.058    -.0000605    .0037976
   1.PAYVAC |  -.0220603   .0947783    -0.23   0.816    -.2081673    .1640467
            |
      REGION |
          2 |   .0464437   .1143923     0.41   0.685    -.1781774    .2710649
          3 |    .130994   .1115201     1.17   0.241    -.0879873    .3499753
          4 |   .0762396   .1252953     0.61   0.543    -.1697908    .3222699
            |
      OCCCAT |
          2 |  -.1279478   .0844793    -1.51   0.130    -.2938316    .0379361
          3 |  -.3384425   .1176308    -2.88   0.004    -.5694228   -.1074623
          4 |  -.1452406   .1305842    -1.11   0.266    -.4016563     .111175
          5 |  -.2415048   .0997952    -2.42   0.016    -.4374631   -.0455465
          6 |  -.8019146   .1944115    -4.12   0.000    -1.183662   -.4201676
          7 |  -.1264701   .1582318    -0.80   0.424    -.4371747    .1842344
          8 |  -.1248411    .147189    -0.85   0.397     -.413862    .1641798
          9 |   .1176903   .5916538     0.20   0.842    -1.044083    1.279464
         11 |    .406238   .2429446     1.67   0.095    -.0708089    .8832849
            |
      2.PRIV |   .0213209   .0691815     0.31   0.758     -.114524    .1571659
       2.sex |  -.0793699   .0976363    -0.81   0.417     -.271089    .1123492
            |
       racex |
          2 |  -.2426068   .1183605    -2.05   0.041    -.4750199   -.0101938
          3 |   .4327777   .5539495     0.78   0.435    -.6549594    1.520515
          4 |  -.2004353   .1760524    -1.14   0.255    -.5461323    .1452617
          5 |   -.148052   .2868654    -0.52   0.606    -.7113419    .4152378
          6 |   .1347939   .3421082     0.39   0.694    -.5369709    .8065587
            |
      educyr |   .1167837   .0224526     5.20   0.000     .0726957    .1608716
      tenure |  -.0013699   .0049294    -0.28   0.781    -.0110492    .0083095
-------------+----------------------------------------------------------------
       /cut1 |  -2.542982   .4043065    -6.29   0.000     -3.33688   -1.749084
       /cut2 |  -1.144525   .4092414    -2.80   0.005    -1.948113   -.3409368
       /cut3 |   .5753061   .4087957     1.41   0.160    -.2274066    1.378019
       /cut4 |   2.237229   .4187146     5.34   0.000     1.415039    3.059418
-------------+----------------------------------------------------------------
dupersid_pa~l |
   var(_cons)|   1.317796   .1073206                      1.123047    1.546316
------------------------------------------------------------------------------
Note: 143 strata omitted because they contain no subpopulation members.

. margins, dydx(SICPAY) predict(outcome(5)) subpop(if jobchanged==1 & DID2C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    246,722
                                                Subpop. no. obs   =      4,992
Model VCE    : Linearized

Expression   : Marginal predicted mean (5.hstat), predict(outcome(5))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
```

```
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0016426   .0223684     0.07   0.941    -.0421987     .045484
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(4)) subpop(if jobchanged==1 & DID2C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    246,722
                                                Subpop. no. obs   =      4,992
Model VCE    : Linearized

Expression   : Marginal predicted mean (4.hstat), predict(outcome(4))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   .0006866   .0093516     0.07   0.941    -.0176423    .0190154
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(3)) subpop(if jobchanged==1 & DID2C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    246,722
                                                Subpop. no. obs   =      4,992
Model VCE    : Linearized

Expression   : Marginal predicted mean (3.hstat), predict(outcome(3))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |  -.0012841   .0174868    -0.07   0.941    -.0355576    .0329895
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(2)) subpop(if jobchanged==1 & DID2C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    246,722
                                                Subpop. no. obs   =      4,992
Model VCE    : Linearized

Expression   : Marginal predicted mean (2.hstat), predict(outcome(2))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      SICPAY |   -.000816   .0111235    -0.07   0.942    -.0226178    .0209857
------------------------------------------------------------------------------

. margins, dydx(SICPAY) predict(outcome(1)) subpop(if jobchanged==1 & DID2C==1 &
chronic==1)

Average marginal effects                        Number of obs     =    246,722
                                                Subpop. no. obs   =      4,992
Model VCE    : Linearized

Expression   : Marginal predicted mean (1.hstat), predict(outcome(1))
dy/dx w.r.t. : SICPAY

------------------------------------------------------------------------------
             |            Delta-method
             |      dy/dx   Std. Err.      z    P>|z|     [95% Conf. Interval]
```

SICPAY	-.0002291	.0031097	-0.07	0.941	-.0063241	.0058659

Appendix 3. Bivariate analyses of each covariate on each outcome of interest.

```
-------------------------------------------------------------------------------
-----
      name:  <unnamed>
       log:  /Users/ryansklein/Downloads/bivariate_diss.log
  log type:  text
 opened on:  10 Sep 2016, 16:03:33

. foreach var in i.SICPAY i.changed AGE income_idx2_scaled i.PAYVAC i.REGION i.OCCCAT
i.PRIV H
> OUR rd1 rd2 rd3 rd4 rd5 tenure i.PLCTYP {
  2.         xtreg hstat `var' [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster(varpsu
> )
  3.         xtreg hstat `var' [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster(varpsu
> )
  4.         xtreg hstat `var' [pweight=longwt] if DID1C==1 & jobchanged==1 & chronic==1,
fe c
> luster(varpsu)
  5.         xtreg hstat `var' [pweight=longwt] if DID2C==1 & jobchanged==1 & chronic==1,
fe c
> luster(varpsu)
  6.         xtreg DDNWRK `var' [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster(varps
> u)
  7.         xtreg DDNWRK `var' [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster(varps
> u)
  8.         xtreg DDNWRK `var' [pweight=longwt] if DID1C==1 & jobchanged==1 &
chronic==1, fe
> cluster(varpsu)
  9.         xtreg DDNWRK `var' [pweight=longwt] if DID2C==1 & jobchanged==1 &
chronic==1, fe
> cluster(varpsu)
 10.         xtreg numov `var' [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster(varpsu
> )
 11.         xtreg numov `var' [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster(varpsu
> )
 12.         xtreg numov `var' [pweight=longwt] if DID1C==1 & jobchanged==1 & chronic==1,
fe c
> luster(varpsu)
 13.         xtreg numov `var' [pweight=longwt] if DID2C==1 & jobchanged==1 & chronic==1,
fe c
> luster(varpsu)
 14.         xtreg numerv `var' [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster(varps
> u)
 15.         xtreg numerv `var' [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster(varps
> u)
 16.         xtreg numerv `var' [pweight=longwt] if DID1C==1 & jobchanged==1 &
chronic==1, fe
> cluster(varpsu)
 17.         xtreg numerv `var' [pweight=longwt] if DID2C==1 & jobchanged==1 &
chronic==1, fe
> cluster(varpsu)
 18.         xtreg ervyn `var' [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster(varpsu
> )
 19.         xtreg ervyn `var' [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster(varpsu
> )
 20.         xtreg ervyn `var' [pweight=longwt] if DID1C==1 & jobchanged==1 & chronic==1,
fe c
> luster(varpsu)
```

```
 21.         xtreg ervyn `var' [pweight=longwt] if DID2C==1 & jobchanged==1 & chronic==1,
fe c
> luster(varpsu)
 22.         xtreg poorhealth `var' [pweight=longwt] if DID1C==1 & jobchanged==1, fe
cluster(v
> arpsu)
 23.         xtreg poorhealth `var' [pweight=longwt] if DID2C==1 & jobchanged==1, fe
cluster(v
> arpsu)
 24.         xtreg poorhealth `var' [pweight=longwt] if DID1C==1 & jobchanged==1 &
chronic==1,
>  fe cluster(varpsu)
 25.         xtreg poorhealth `var' [pweight=longwt] if DID2C==1 & jobchanged==1 &
chronic==1,
>  fe cluster(varpsu)
 26. }

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         4
       between = 0.0074                                        avg =       5.0
       overall = 0.0031                                        max =         5

                                                F(1,156)           =      1.53
corr(u_i, Xb)  = 0.0576                         Prob > F           =    0.2177

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0222165   .0179491     1.24   0.218    -.0132381    .0576711
       _cons |   3.846636   .0034849  1103.79   0.000     3.839752     3.85352
-------------+----------------------------------------------------------------
     sigma_u |  .74778467
     sigma_e |  .66091022
         rho |  .56143651   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0060                                        avg =       5.0
       overall = 0.0019                                        max =         5

                                                F(1,145)           =      0.00
corr(u_i, Xb)  = -0.0573                        Prob > F           =    0.9840

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.0003285   .0163541    -0.02   0.984    -.0326517    .0319947
       _cons |   3.961725   .0139723   283.54   0.000     3.934109     3.98934
-------------+----------------------------------------------------------------
     sigma_u |  .71436124
     sigma_e |    .604667
         rho |  .58259171   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0005                         Obs per group: min =         5
       between = 0.0019                                        avg =       5.0
       overall = 0.0015                                        max =         5
```

```
                                                F(1,87)           =      1.60
corr(u_i, Xb)  = 0.0186                         Prob > F          =    0.2099

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0499862   .0395703     1.26   0.210     -.028664    .1286364
       _cons |   3.551745    .008237   431.19   0.000     3.535373    3.568117
-------------+----------------------------------------------------------------
     sigma_u |  .78548333
     sigma_e |  .68466211
         rho |  .56825805   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0103                                        avg =       5.0
       overall = 0.0036                                        max =         5

                                                F(1,80)           =      0.03
corr(u_i, Xb)  = 0.0732                         Prob > F          =    0.8730

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0037062   .0231194     0.16   0.873    -.0423029    .0497153
       _cons |   3.656564   .0196159   186.41   0.000     3.617527    3.695601
-------------+----------------------------------------------------------------
     sigma_u |  .75901805
     sigma_e |  .62392923
         rho |  .59675858   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0013                                        avg =       4.8
       overall = 0.0003                                        max =         5

                                                F(1,156)          =      0.23
corr(u_i, Xb)  = 0.0238                         Prob > F          =    0.6302

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |    .034306   .0711128     0.48   0.630    -.1061622    .1747743
       _cons |   1.005868   .0140267    71.71   0.000     .9781612    1.033575
-------------+----------------------------------------------------------------
     sigma_u |  2.8562527
     sigma_e |   4.813589
         rho |  .26040495   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0001                                        max =         5

                                                F(1,145)          =      3.64
```

```
corr(u_i, Xb)  = -0.0330                        Prob > F           =    0.0582

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .4794878   .2511842     1.91   0.058    -.0169675    .9759432
       _cons |   .7796416   .2151642     3.62   0.000     .3543783    1.204905
-------------+----------------------------------------------------------------
     sigma_u |  3.4146796
     sigma_e |  5.6665539
         rho |  .26639414   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0007                                        avg =       4.8
       overall = 0.0001                                        max =         5

                                                F(1,87)            =      1.39
corr(u_i, Xb)  = -0.0294                        Prob > F           =    0.2421

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.2150405    .182597    -1.18   0.242    -.5779719    .1478909
       _cons |   1.582978   .0391122    40.47   0.000     1.505238    1.660718
-------------+----------------------------------------------------------------
     sigma_u |   3.677926
     sigma_e |  5.6183101
         rho |  .29998614   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0016                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.9
       overall = 0.0009                                        max =         5

                                                F(1,80)            =      4.85
corr(u_i, Xb)  = -0.0395                        Prob > F           =    0.0305

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   1.060537   .4815943     2.20   0.031     .1021342     2.01894
       _cons |   .9760972   .4103592     2.38   0.020     .1594563    1.792738
-------------+----------------------------------------------------------------
     sigma_u |  4.3009968
     sigma_e |  7.1839881
         rho |  .26385727   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0029                                        avg =       5.0
       overall = 0.0012                                        max =         5

                                                F(1,156)           =      9.27
corr(u_i, Xb)  = 0.0267                         Prob > F           =    0.0027
```

```
                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .1363162   .0447775     3.04   0.003     .0478678    .2247647
       _cons |    1.26258   .0086931   145.24   0.000     1.245409    1.279752
-------------+----------------------------------------------------------------
     sigma_u |  2.1803534
     sigma_e |  2.9193545
         rho |  .35806992   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0053                                        avg =       5.0
       overall = 0.0017                                        max =         5

                                                F(1,145)           =      2.90
corr(u_i, Xb)  = 0.0437                         Prob > F           =    0.0906

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .1180396   .0692814     1.70   0.091    -.0188924    .2549716
       _cons |   1.573828   .0591918    26.59   0.000     1.456837    1.690818
-------------+----------------------------------------------------------------
     sigma_u |  2.3755595
     sigma_e |  3.0519651
         rho |  .37728094   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0042                                        avg =       5.0
       overall = 0.0016                                        max =         5

                                                F(1,87)            =      5.66
corr(u_i, Xb)  = 0.0322                         Prob > F           =    0.0195

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .1983327   .0833572     2.38   0.020     .0326513    .3640141
       _cons |   2.229026   .0173518   128.46   0.000     2.194537    2.263514
-------------+----------------------------------------------------------------
     sigma_u |  2.6683446
     sigma_e |  3.5061361
         rho |  .36676677   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0139                                        avg =       5.0
       overall = 0.0049                                        max =         5

                                                F(1,80)            =      1.57
corr(u_i, Xb)  = 0.0709                         Prob > F           =    0.2141
```

```
                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .2362906   .1886725     1.25   0.214    -.1391796    .6117608
       _cons |    2.47143   .1600807    15.44   0.000      2.15286    2.790001
-------------+----------------------------------------------------------------
     sigma_u |  3.0537719
     sigma_e |  3.7826714
         rho |  .39457872   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0003                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(1,156)           =      0.00
corr(u_i, Xb)  = -0.0123                        Prob > F           =    0.9930

                                (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0001003   .0113569     0.01   0.993    -.0223328    .0225335
       _cons |   .0721928   .0022048    32.74   0.000     .0678377    .0765479
-------------+----------------------------------------------------------------
     sigma_u |  .17528003
     sigma_e |  .31303271
         rho |  .23869534   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0046                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,145)           =      0.82
corr(u_i, Xb)  = 0.0405                         Prob > F           =    0.3681

                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.0066696   .0073873    -0.90   0.368    -.0212703    .0079311
       _cons |   .0613931   .0063115     9.73   0.000     .0489187    .0738674
-------------+----------------------------------------------------------------
     sigma_u |  .14026495
     sigma_e |  .25830552
         rho |  .22772184   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0002                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      4.84
corr(u_i, Xb)  = -0.0272                        Prob > F           =    0.0305

                                (Std. Err. adjusted for 88 clusters in varpsu)
```

```
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0192233   .0087408     2.20   0.031       .00185    .0365966
       _cons |   .0987605   .0018195    54.28   0.000      .095144     .102377
-------------+----------------------------------------------------------------
     sigma_u |  .22923316
     sigma_e |  .37299283
         rho |  .27415575   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0159                                        avg =       5.0
       overall = 0.0030                                        max =         5

                                                F(1,80)            =      2.02
corr(u_i, Xb)  = 0.0695                         Prob > F           =    0.1590

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.0202996   .0142769    -1.42   0.159    -.0487114    .0081123
       _cons |   .1032699   .0121133     8.53   0.000     .0791636    .1273761
-------------+----------------------------------------------------------------
     sigma_u |  .17652272
     sigma_e |  .31896849
         rho |  .23446197   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0001                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      0.15
corr(u_i, Xb)  = -0.0148                        Prob > F           =    0.7029

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |   .0036733   .0096134     0.38   0.703     -.015316    .0226625
       _cons |   .0578649   .0018663    31.00   0.000     .0541783    .0615514
-------------+----------------------------------------------------------------
     sigma_u |   .1224803
     sigma_e |  .22467838
         rho |  .22909305   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0050                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,145)           =      0.28
corr(u_i, Xb)  = 0.0459                         Prob > F           =    0.5962

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
------------+----------------------------------------------------------------
   1.SICPAY |   -.003473   .0065399    -0.53   0.596    -.0163988    .0094527
      _cons |   .0511869   .0055875     9.16   0.000     .0401435    .0622303
------------+----------------------------------------------------------------
    sigma_u |  .10897907
    sigma_e |  .20667477
        rho |  .21755344   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0007                         Obs per group: min =         5
       between = 0.0002                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,87)            =     21.21
corr(u_i, Xb)  = -0.0419                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
------------+----------------------------------------------------------------
   1.SICPAY |   .0226237   .0049125     4.61   0.000     .0128595     .032388
      _cons |   .0739281   .0010226    72.29   0.000     .0718956    .0759607
------------+----------------------------------------------------------------
    sigma_u |  .15010946
    sigma_e |  .25520915
        rho |  .25703489   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0147                                        avg =       5.0
       overall = 0.0023                                        max =         5

                                                F(1,80)            =      0.50
corr(u_i, Xb)  = 0.0755                         Prob > F           =    0.4827

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
------------+----------------------------------------------------------------
   1.SICPAY |   -.008753   .0124114    -0.71   0.483    -.0334525    .0159465
      _cons |   .0810497   .0105306     7.70   0.000     .0600933    .1020062
------------+----------------------------------------------------------------
    sigma_u |  .13449766
    sigma_e |  .24992899
        rho |  .22456482   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0017                         Obs per group: min =         4
       between = 0.0029                                        avg =       5.0
       overall = 0.0022                                        max =         5

                                                F(1,156)           =     24.95
corr(u_i, Xb)  = 0.0089                         Prob > F           =    0.0000

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
```

```
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.0301024    .006026    -5.00   0.000    -.0420055   -.0181992
       _cons |   .0825673     .00117    70.57   0.000     .0802562    .0848783
-------------+----------------------------------------------------------------
     sigma_u |  .20339557
     sigma_e |  .21498216
         rho |  .47232715   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0004                         Obs per group: min =         4
       between = 0.0043                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(1,145)           =     41.55
corr(u_i, Xb)  = -0.0644                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |    .013298    .002063     6.45   0.000     .0092206    .0173755
       _cons |   .0443353   .0017625    25.15   0.000     .0408517    .0478189
-------------+----------------------------------------------------------------
     sigma_u |  .16604917
     sigma_e |  .18561761
         rho |  .44452694   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0035                         Obs per group: min =         5
       between = 0.0020                                        avg =       5.0
       overall = 0.0026                                        max =         5

                                                F(1,87)            =     30.12
corr(u_i, Xb)  = -0.0091                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.SICPAY |  -.0527849   .0096182    -5.49   0.000    -.0719021   -.0336677
       _cons |   .1468104   .0020021    73.33   0.000      .142831    .1507899
-------------+----------------------------------------------------------------
     sigma_u |  .26529554
     sigma_e |  .27338412
         rho |  .48498781   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0083                                        avg =       5.0
       overall = 0.0013                                        max =         5

                                                F(1,80)            =      7.70
corr(u_i, Xb)  = -0.0795                        Prob > F           =    0.0069

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
```

```
-------------+----------------------------------------------------------------
    1.SICPAY |   .0149315   .0053803     2.78   0.007     .0042244    .0256386
       _cons |   .0903603   .0045649    19.79   0.000     .0812758    .0994448
-------------+----------------------------------------------------------------
     sigma_u |  .22733017
     sigma_e |  .23896028
         rho |  .47507372   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,156)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |    3.85095   1.82e-17  2.1e+17   0.000      3.85095     3.85095
-------------+----------------------------------------------------------------
     sigma_u |  .74829885
     sigma_e |  .66092146
         rho |  .56176661   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0000                                        avg =       5.0
       overall =      .                                       max =         5

                                                F(0,145)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   3.961444   1.95e-17  2.0e+17   0.000     3.961444    3.961444
-------------+----------------------------------------------------------------
     sigma_u |  .71435431
     sigma_e |  .60464408
         rho |  .58260542   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,87)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |    3.56215   1.80e-17  2.0e+17   0.000      3.56215     3.56215
-------------+----------------------------------------------------------------
     sigma_u |   .7859801
     sigma_e |  .68475015
         rho |  .56850517   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,80)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   3.659709   1.95e-17  1.9e+17   0.000     3.659709    3.659709
-------------+----------------------------------------------------------------
     sigma_u |  .75912028
     sigma_e |  .62385419
         rho |  .59688128   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between =      .                                       avg =       4.8
       overall =      .                                       max =         5

                                                F(0,156)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   1.012635   3.60e-17  2.8e+16   0.000     1.012635    1.012635
-------------+----------------------------------------------------------------
     sigma_u |  2.8565935
     sigma_e |  4.8134322
         rho |  .26046346   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between =      .                                       avg =       4.9
       overall =      .                                       max =         5

                                                F(0,145)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .
```

```
                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   1.190371   3.77e-17  3.2e+16   0.000     1.190371    1.190371
-------------+----------------------------------------------------------------
     sigma_u |  3.4116659
     sigma_e |  5.6677502
         rho |  .26596674   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0006                                        avg =       4.8
       overall =      .                                        max =         5

                                                F(0,87)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   1.536917   1.11e-16  1.4e+16   0.000     1.536917    1.536917
-------------+----------------------------------------------------------------
     sigma_u |  3.6757762
     sigma_e |  5.6179733
         rho |  .29976582   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between =      .                                        avg =       4.9
       overall =      .                                        max =         5

                                                F(0,80)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   1.879765   9.13e-17  2.1e+16   0.000     1.879765    1.879765
-------------+----------------------------------------------------------------
     sigma_u |  4.2963043
     sigma_e |  7.1889128
         rho |  .26316758   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall =      .                                        max =         5

                                                F(0,156)           =         .
```

```
corr(u_i, Xb)  =      .                          Prob > F          =         .

                                (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   1.289045   7.52e-18  1.7e+17   0.000     1.289045    1.289045
-------------+----------------------------------------------------------------
     sigma_u |   2.182083
     sigma_e |  2.9195406
         rho |  .35840521   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall =      .                                        max =         5

                                                F(0,145)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   1.674677   1.07e-16  1.6e+16   0.000     1.674677    1.674677
-------------+----------------------------------------------------------------
     sigma_u |  2.3776756
     sigma_e |  3.0520101
         rho |  .37769246   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall =      .                                        max =         5

                                                F(0,87)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   2.270311   4.22e-17  5.4e+16   0.000     2.270311    2.270311
-------------+----------------------------------------------------------------
     sigma_u |  2.6714595
     sigma_e |  3.5062325
         rho |  .36729609   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall =      .                                        max =         5
```

```
                                                F(0,80)           =         .
corr(u_i, Xb)  =      .                         Prob > F          =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |           0  (omitted)
       _cons |   2.671913   4.58e-17  5.8e+16   0.000     2.671913    2.671913
-------------+----------------------------------------------------------------
     sigma_u |  3.0607158
     sigma_e |  3.7827682
         rho |  .39565215   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,156)          =         .
corr(u_i, Xb)  =      .                         Prob > F          =         .

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |           0  (omitted)
       _cons |   .0722123   3.35e-18  2.2e+16   0.000     .0722123    .0722123
-------------+----------------------------------------------------------------
     sigma_u |  .17527956
     sigma_e |  .31302229
         rho |  .23870646   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,145)          =         .
corr(u_i, Xb)  =      .                         Prob > F          =         .

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |           0  (omitted)
       _cons |   .0556947   2.26e-18  2.5e+16   0.000     .0556947    .0556947
-------------+----------------------------------------------------------------
     sigma_u |  .14037613
     sigma_e |  .25830179
         rho |  .22800572   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
```

```
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,87)           =         .
corr(u_i, Xb)  =      .                         Prob > F          =         .

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |    .102762   1.61e-18  6.4e+16   0.000      .102762     .102762
-------------+----------------------------------------------------------------
     sigma_u |  .22909515
     sigma_e |  .37299346
         rho |  .27391547   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,80)           =         .
corr(u_i, Xb)  =      .                         Prob > F          =         .

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .0860466   1.64e-18  5.3e+16   0.000     .0860466    .0860466
-------------+----------------------------------------------------------------
     sigma_u |  .17713657
     sigma_e |  .31897844
         rho |   .2356992   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall =      .                                       max =         5

                                                F(0,156)          =         .
corr(u_i, Xb)  =      .                         Prob > F          =         .

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |    .058578   3.14e-18  1.9e+16   0.000      .058578     .058578
-------------+----------------------------------------------------------------
     sigma_u |  .12246398
     sigma_e |  .22467357
         rho |  .22905352   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298
```

```
R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,145)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .0482196   4.99e-18  9.7e+15   0.000     .0482196    .0482196
-------------+----------------------------------------------------------------
     sigma_u |  .10904179
     sigma_e |  .20666899
         rho |  .21775891   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,87)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .0786375   2.15e-18  3.7e+16   0.000     .0786375    .0786375
-------------+----------------------------------------------------------------
     sigma_u |  .14987974
     sigma_e |  .25527259
         rho |   .2563556   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,80)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .0736232   1.51e-18  4.9e+16   0.000     .0736232    .0736232
-------------+----------------------------------------------------------------
     sigma_u |  .13476604
     sigma_e |  .24991016
         rho |  .22528613   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity
```

```
Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,156)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .0767227   2.13e-18  3.6e+16   0.000     .0767227    .0767227
-------------+----------------------------------------------------------------
     sigma_u |  .20367709
     sigma_e |  .21516251
         rho |  .47259861   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,145)           =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .0556966   9.12e-19  6.1e+16   0.000     .0556966    .0556966
-------------+----------------------------------------------------------------
     sigma_u |  .16577318
     sigma_e |  .18564411
         rho |  .44363512   (fraction of variance due to u_i)
------------------------------------------------------------------------------
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,87)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |   .1358226   3.73e-18  3.6e+16   0.000     .1358226    .1358226
-------------+----------------------------------------------------------------
     sigma_u |   .2655454
     sigma_e |  .27383345
         rho |  .48463772   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
note: 1.changed omitted because of collinearity

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall =      .                                       max =         5

                                                F(0,80)            =         .
corr(u_i, Xb)  =      .                         Prob > F           =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
   1.changed |          0  (omitted)
       _cons |    .103029   4.95e-19  2.1e+17   0.000      .103029     .103029
-------------+----------------------------------------------------------------
     sigma_u |  .22692185
     sigma_e |  .23896642
         rho |  .47416436   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0615                                        avg =       5.0
       overall = 0.0366                                        max =         5

                                                F(1,156)           =      0.04
corr(u_i, Xb)  = -0.2660                        Prob > F           =    0.8365

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0012177   .0058918     0.21   0.837    -.0104202    .0128556
       _cons |   3.810258   .1968877    19.35   0.000     3.421348    4.199168
-------------+----------------------------------------------------------------
     sigma_u |  .75205581
     sigma_e |  .66094279
         rho |  .56421502   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         4
       between = 0.0298                                        avg =       5.0
       overall = 0.0182                                        max =         5

                                                F(1,145)           =      3.54
corr(u_i, Xb)  = -0.3536                        Prob > F           =    0.0621

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |    .013181   .0070098     1.88   0.062    -.0006735    .0270355
       _cons |    3.47172   .2604395    13.33   0.000     2.956972    3.986468
-------------+----------------------------------------------------------------
     sigma_u |  .75244361
     sigma_e |  .60458134
         rho |  .60768216   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between = 0.0430                                        avg =       5.0
       overall = 0.0259                                        max =         5

                                                F(1,87)            =      4.17
corr(u_i, Xb)  = -0.4986                        Prob > F           =    0.0441

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0217392   .0106428     2.04   0.044     .0005855    .0428929
       _cons |   2.774341   .3856851     7.19   0.000     2.007751    3.540932
-------------+----------------------------------------------------------------
     sigma_u |  .88747585
     sigma_e |  .68462881
         rho |  .62691601   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0184                                        avg =       5.0
       overall = 0.0116                                        max =         5

                                                F(1,80)            =      0.38
corr(u_i, Xb)  = -0.2662                        Prob > F           =    0.5370

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |    .009134   .0147299     0.62   0.537    -.0201795    .0384474
       _cons |   3.296088   .5863935     5.62   0.000     2.129128    4.463048
-------------+----------------------------------------------------------------
     sigma_u |  .78038362
     sigma_e |  .62388958
         rho |  .61007427   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0006                                        avg =       4.8
       overall = 0.0002                                        max =         5

                                                F(1,156)           =      4.72
corr(u_i, Xb)  = -0.2409                        Prob > F           =    0.0314

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0658444   .0303183     2.17   0.031     .0059569    .1257318
       _cons |  -1.184252   1.011566    -1.17   0.244    -3.182386    .8138827
-------------+----------------------------------------------------------------
     sigma_u |  2.9445129
     sigma_e |  4.8133331
         rho |  .27231818   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0013                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                                F(1,145)           =      3.62
corr(u_i, Xb)  = -0.2169                        Prob > F           =    0.0591

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0802715   .0421999    -1.90   0.059    -.1636779    .0031349
       _cons |   4.171078   1.567001     2.66   0.009     1.073964    7.268192
-------------+----------------------------------------------------------------
     sigma_u |  3.4915034
     sigma_e |  5.6676325
         rho |  .27510417   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.8
       overall = 0.0001                                        max =         5

                                                F(1,87)            =      0.97
corr(u_i, Xb)  = -0.3612                        Prob > F           =    0.3281

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |    .120276   .1223094     0.98   0.328    -.1228271    .3633792
       _cons |  -2.788596   4.398638    -0.63   0.528    -11.53137    5.954174
-------------+----------------------------------------------------------------
     sigma_u |   3.964481
     sigma_e |  5.6179375
         rho |  .33243792   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0006                         Obs per group: min =         1
       between = 0.0023                                        avg =       4.9
       overall = 0.0007                                        max =         5

                                                F(1,80)            =      4.37
corr(u_i, Xb)  = -0.4753                        Prob > F           =    0.0398

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.2173046   .1039671    -2.09   0.040    -.4242057   -.0104036
       _cons |   10.52231   4.134932     2.54   0.013     2.293531    18.75108
-------------+----------------------------------------------------------------
     sigma_u |  4.8683982
     sigma_e |  7.1878292
         rho |  .31448188   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
```

```
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0263                                        avg =       5.0
       overall = 0.0112                                        max =         5

                                                F(1,156)           =      7.57
corr(u_i, Xb)  = -0.2249                        Prob > F           =    0.0066

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0710099    .025809     2.75   0.007     .0200297      .12199
       _cons |  -1.083895    .862459    -1.26   0.211    -2.787499    .6197099
-------------+----------------------------------------------------------------
     sigma_u |  2.2099398
     sigma_e |  2.9191249
         rho |  .36432591   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0207                                        avg =       5.0
       overall = 0.0092                                        max =         5

                                                F(1,145)           =      0.02
corr(u_i, Xb)  = 0.1219                         Prob > F           =    0.8758

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0048164   .0307546     0.16   0.876    -.0559689    .0656016
       _cons |   1.495723   1.142697     1.31   0.193    -.7627719    3.754218
-------------+----------------------------------------------------------------
     sigma_u |  2.3707111
     sigma_e |  3.0521235
         rho |  .37629707   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0387                                        avg =       5.0
       overall = 0.0167                                        max =         5

                                                F(1,87)            =      0.82
corr(u_i, Xb)  = -0.0091                        Prob > F           =    0.3689

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0426344   .0471999     0.90   0.369    -.0511806    .1364493
       _cons |   .7252816    1.71048     0.42   0.673    -2.674483    4.125046
-------------+----------------------------------------------------------------
     sigma_u |  2.6193292
     sigma_e |  3.5065135
         rho |   .3581488   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028
```

```
R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0177                                        avg =       5.0
       overall = 0.0080                                        max =         5

                                                F(1,80)            =      0.26
corr(u_i, Xb)  = -0.0619                        Prob > F           =    0.6124

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0516867   .1016263     0.51   0.612    -.1505562    .2539295
       _cons |   .6142793    4.04572     0.15   0.880     -7.43696    8.665519
-------------+----------------------------------------------------------------
     sigma_u |  3.0393508
     sigma_e |  3.7830145
         rho |  .39227616   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0013                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(1,156)           =      0.22
corr(u_i, Xb)  = -0.0858                        Prob > F           =    0.6429

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0017917   .0038562    -0.46   0.643    -.0094089    .0058255
       _cons |   .1320849   .1288642     1.02   0.307    -.1224589    .3866287
-------------+----------------------------------------------------------------
     sigma_u |  .17581422
     sigma_e |  .31302966
         rho |  .23980658   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0007                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,145)           =     13.93
corr(u_i, Xb)  = -0.4510                        Prob > F           =    0.0003

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0061852   .0016575     3.73   0.000     .0029092    .0094611
       _cons |  -.1741171   .0615845    -2.83   0.005    -.2958364   -.0523978
-------------+----------------------------------------------------------------
     sigma_u |  .15729836
     sigma_e |  .25826743
         rho |  .27057595   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005
```

```
R-sq:  within  = 0.0010                         Obs per group: min =         5
       between = 0.0075                                        avg =       5.0
       overall = 0.0024                                        max =         5

                                                F(1,87)           =     34.24
corr(u_i, Xb)  = -0.6116                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0152579   .0026074    -5.85   0.000    -.0204404   -.0100754
       _cons |   .6556947   .0944895     6.94   0.000     .4678866    .8435027
-------------+----------------------------------------------------------------
     sigma_u |  .28873272
     sigma_e |  .37285307
         rho |  .37487335   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0028                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,80)           =      5.84
corr(u_i, Xb)  = -0.5249                        Prob > F          =    0.0180

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0086676    .003587     2.42   0.018     .0015293    .0158059
       _cons |  -.2590082   .1427969    -1.81   0.073     -.543183    .0251667
-------------+----------------------------------------------------------------
     sigma_u |  .20795477
     sigma_e |  .31894593
         rho |  .29830091   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0020                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(1,156)          =      0.02
corr(u_i, Xb)  = -0.0121                        Prob > F          =    0.8911

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0005826   .0042478    -0.14   0.891    -.0089732    .0078081
       _cons |   .0780455   .1419489     0.55   0.583    -.2023443    .3584354
-------------+----------------------------------------------------------------
     sigma_u |  .12234919
     sigma_e |   .2246806
         rho |  .22871146   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         5
```

```
       between = 0.0012                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                               F(1,145)          =     13.84
corr(u_i, Xb)  = -0.4254                       Prob > F          =    0.0003

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0043789    .001177     3.72   0.000     .0020527    .0067052
       _cons |    -.11448   .0437311    -2.62   0.010    -.2009127   -.0280473
-------------+----------------------------------------------------------------
     sigma_u |  .12046861
     sigma_e |  .20664916
         rho |  .25364485   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0074                                        avg =       5.0
       overall = 0.0021                                        max =         5

                                               F(1,87)           =      5.24
corr(u_i, Xb)  = -0.3196                       Prob > F          =    0.0245

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0049128   .0021458    -2.29   0.024    -.0091777   -.0006479
       _cons |   .2566726   .0777604     3.30   0.001     .1021153    .4112298
-------------+----------------------------------------------------------------
     sigma_u |   .1576183
     sigma_e |  .25527605
         rho |   .2760104   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0035                                        avg =       5.0
       overall = 0.0009                                        max =         5

                                               F(1,80)           =      4.00
corr(u_i, Xb)  = -0.3910                       Prob > F          =    0.0490

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |   .0042821   .0021419     2.00   0.049     .0000195    .0085447
       _cons |  -.0968476   .0852704    -1.14   0.259    -.2665411    .0728458
-------------+----------------------------------------------------------------
     sigma_u |   .1462169
     sigma_e |  .24991834
         rho |  .25500654   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0010                         Obs per group: min =         4
       between = 0.0281                                        avg =       5.0
```

```
       overall = 0.0134                                        max =         5

                                               F(1,156)          =     14.61
corr(u_i, Xb)  = -0.5780                       Prob > F          =    0.0002

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0090305   .0023629    -3.82   0.000     -.013698    -.004363
       _cons |   .3785002   .0789634     4.79   0.000     .2225247    .5344757
-------------+----------------------------------------------------------------
     sigma_u |  .24622201
     sigma_e |  .21505711
         rho |  .56725493   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0015                         Obs per group: min =         4
       between = 0.0100                                        avg =       5.0
       overall = 0.0045                                        max =         5

                                               F(1,145)          =     87.86
corr(u_i, Xb)  = -0.5757                       Prob > F          =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0091905   .0009805    -9.37   0.000    -.0111284   -.0072526
       _cons |   .3971585   .0364285    10.90   0.000      .325159     .469158
-------------+----------------------------------------------------------------
     sigma_u |  .20193955
     sigma_e |  .18551546
         rho |  .54231363   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0032                         Obs per group: min =         5
       between = 0.0204                                        avg =       5.0
       overall = 0.0099                                        max =         5

                                               F(1,87)           =     24.52
corr(u_i, Xb)  = -0.7467                       Prob > F          =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0200164   .0040427    -4.95   0.000    -.0280516   -.0119812
       _cons |   .8611985   .1465022     5.88   0.000     .5700094    1.152388
-------------+----------------------------------------------------------------
     sigma_u |  .39583801
     sigma_e |  .27342939
         rho |  .67697908   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0027                         Obs per group: min =         5
       between = 0.0054                                        avg =       5.0
       overall = 0.0025                                        max =         5
```

```
                                                F(1,80)           =     32.86
corr(u_i, Xb)  = -0.6621                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         AGE |  -.0159568   .0027835    -5.73   0.000    -.0214961   -.0104176
       _cons |   .7382668    .110809     6.66   0.000       .51775    .9587837
-------------+----------------------------------------------------------------
     sigma_u |  .30242319
     sigma_e |  .23867274
         rho |  .61620425   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0056                                        avg =       5.0
       overall = 0.0026                                        max =         5

                                                F(1,156)          =      0.22
corr(u_i, Xb)  = -0.0726                        Prob > F          =    0.6411

                                    (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
        hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+---------------------------------------------------------
income_idx2_scaled |  -.0002334   .0004997    -0.47   0.641    -.0012204    .0007536
             _cons |   3.857292   .0135784   284.08   0.000     3.830471    3.884113
--------------------+---------------------------------------------------------
           sigma_u |  .74864402
           sigma_e |  .66093867
               rho |  .56198083   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         4
       between = 0.0153                                        avg =       5.0
       overall = 0.0072                                        max =         5

                                                F(1,145)          =     11.70
corr(u_i, Xb)  = -0.1373                        Prob > F          =    0.0008

                                    (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
        hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+---------------------------------------------------------
income_idx2_scaled |  -.0005406    .000158    -3.42   0.001    -.0008529   -.0002283
             _cons |   3.989711   .0082625   482.87   0.000     3.973381    4.006042
--------------------+---------------------------------------------------------
           sigma_u |  .71689478
           sigma_e |  .60459675
               rho |  .58436899   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0156                                        avg =       5.0
       overall = 0.0079                                        max =         5
```

```
                                                F(1,87)           =      0.19
corr(u_i, Xb)  = 0.1070                         Prob > F          =    0.6674

                                    (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |   .0002265   .0005253     0.43   0.667    -.0008177    .0012706
       _cons |   3.555759   .0148243   239.86   0.000     3.526294    3.585224
-------------+----------------------------------------------------------------
     sigma_u |  .78545626
     sigma_e |  .68483026
         rho |  .56812064   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0375                                        avg =       5.0
       overall = 0.0196                                        max =         5

                                                F(1,80)           =      0.01
corr(u_i, Xb)  = 0.1742                         Prob > F          =    0.9205

                                    (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |   .0000667    .000666     0.10   0.920    -.0012587    .0013922
       _cons |   3.656189   .0351295   104.08   0.000     3.586279    3.726099
-------------+----------------------------------------------------------------
     sigma_u |  .75869296
     sigma_e |  .62392897
         rho |   .5965526   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.8
       overall = 0.0001                                        max =         5

                                                F(1,156)          =      7.18
corr(u_i, Xb)  = -0.0533                        Prob > F          =    0.0082

                                   (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |   .0099484   .0037134     2.68   0.008     .0026133    .0172835
       _cons |   .7411407   .1013407     7.31   0.000     .5409637    .9413178
-------------+----------------------------------------------------------------
     sigma_u |  2.8612391
     sigma_e |  4.8124092
         rho |  .26117197   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0040                                        avg =       4.9
       overall = 0.0013                                        max =         5

                                                F(1,145)          =      0.74
```

```
corr(u_i, Xb)  = 0.0519                         Prob > F          =    0.3897

                                    (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
     DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |  -.0008979   .0010407    -0.86   0.390    -.0029549    .0011591
       _cons |   1.237368   .0544761    22.71   0.000     1.129699    1.345038
-------------+----------------------------------------------------------------
     sigma_u |  3.4098564
     sigma_e |  5.6679506
         rho |  .26574584   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0002                                        avg =       4.8
       overall = 0.0000                                        max =         5

                                                F(1,87)           =      0.45
corr(u_i, Xb)  = -0.0465                        Prob > F          =    0.5053

                                    (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
     DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |   .0080212   .0119908     0.67   0.505    -.0158118    .0318542
       _cons |   1.311113   .3375505     3.88   0.000     .6401947    1.982031
-------------+----------------------------------------------------------------
     sigma_u |  3.6810308
     sigma_e |  5.6179468
         rho |  .30036784   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0063                                        avg =       4.9
       overall = 0.0021                                        max =         5

                                                F(1,80)           =      0.00
corr(u_i, Xb)  = 0.0769                         Prob > F          =    0.9663

                                    (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
     DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |  -.0002218   .0052269    -0.04   0.966    -.0106236    .0101801
       _cons |   1.891508   .2767523     6.83   0.000     1.340753    2.442262
-------------+----------------------------------------------------------------
     sigma_u |  4.2957233
     sigma_e |  7.1898139
         rho |  .26306652   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0179                                        avg =       5.0
       overall = 0.0058                                        max =         5

                                                F(1,156)          =      0.01
corr(u_i, Xb)  = -0.1222                        Prob > F          =    0.9033
```

```
                                  (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
                    |               Robust
              numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+---------------------------------------------------------------
income_idx2_scaled |  -.0001763    .001449    -0.12   0.903    -.0030384    .0026859
             _cons |   1.293834   .0393734    32.86   0.000     1.216061    1.371608
--------------------+---------------------------------------------------------------
           sigma_u |  2.1825352
           sigma_e |  2.9196371
               rho |   .3584853   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0092                                        avg =       5.0
       overall = 0.0042                                        max =         5

                                                F(1,145)           =      2.82
corr(u_i, Xb)  = 0.0452                         Prob > F           =    0.0952

                                  (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
                    |               Robust
              numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+---------------------------------------------------------------
income_idx2_scaled |   .0032541   .0019376     1.68   0.095    -.0005754    .0070837
             _cons |   1.504487   .1013341    14.85   0.000     1.304205     1.70477
--------------------+---------------------------------------------------------------
           sigma_u |  2.3695266
           sigma_e |  3.0516211
               rho |  .37613979   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0005                         Obs per group: min =         5
       between = 0.0263                                        avg =       5.0
       overall = 0.0105                                        max =         5

                                                F(1,87)            =      5.81
corr(u_i, Xb)  = 0.1017                         Prob > F           =    0.0180

                                  (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
                    |               Robust
              numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+---------------------------------------------------------------
income_idx2_scaled |   .0069449   .0028805     2.41   0.018     .0012196    .0126702
             _cons |   2.074335   .0812841    25.52   0.000     1.912774    2.235896
--------------------+---------------------------------------------------------------
           sigma_u |  2.6533349
           sigma_e |  3.5057369
               rho |  .36420324   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0025                         Obs per group: min =         5
       between = 0.0134                                        avg =       5.0
       overall = 0.0070                                        max =         5

                                                F(1,80)            =      9.78
corr(u_i, Xb)  = -0.0020                        Prob > F           =    0.0025
```

```
                                  (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |    .010848   .0034696     3.13   0.002     .0039433    .0177526
       _cons |   2.099744   .1829996    11.47   0.000     1.735564    2.463925
-------------+----------------------------------------------------------------
     sigma_u |  3.0401218
     sigma_e |  3.7784443
         rho |  .39297367   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0037                                        avg =       5.0
       overall = 0.0009                                        max =         5

                                                F(1,156)           =      1.65
corr(u_i, Xb)  = -0.0679                        Prob > F           =    0.2006

                                  (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |   .0001325   .0001031     1.29   0.201    -.0000711     .000336
       _cons |    .068613   .0028006    24.50   0.000     .0630811    .0741449
-------------+----------------------------------------------------------------
     sigma_u |   .1754514
     sigma_e |  .31302945
         rho |  .23905446   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0072                                        avg =       5.0
       overall = 0.0020                                        max =         5

                                                F(1,145)           =      7.32
corr(u_i, Xb)  = 0.0410                         Prob > F           =    0.0077

                                  (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |  -.0001658   .0000613    -2.70   0.008    -.0002869   -.0000446
       _cons |   .0643634   .0032049    20.08   0.000     .0580291    .0706977
-------------+----------------------------------------------------------------
     sigma_u |  .14000567
     sigma_e |  .25829611
         rho |  .22708452   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0092                                        avg =       5.0
       overall = 0.0025                                        max =         5

                                                F(1,87)            =      0.02
corr(u_i, Xb)  = 0.0838                         Prob > F           =    0.8979

                                  (Std. Err. adjusted for 88 clusters in varpsu)
```

```
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |  -.0000291   .0002265    -0.13   0.898    -.0004793     .000421
       _cons |   .1035844   .0063905    16.21   0.000     .0908825    .1162863
-------------+----------------------------------------------------------------
     sigma_u |  .22904286
     sigma_e |  .37303971
         rho |  .27377538   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0190                                        avg =       5.0
       overall = 0.0051                                        max =         5

                                                F(1,80)            =      5.57
corr(u_i, Xb)  = 0.0743                         Prob > F           =    0.0207

                                  (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |  -.0003019   .0001279    -2.36   0.021    -.0005565   -.0000474
       _cons |   .1019711   .0067469    15.11   0.000     .0885443    .1153978
-------------+----------------------------------------------------------------
     sigma_u |  .17603364
     sigma_e |  .31897331
         rho |  .23346206   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0053                                        avg =       5.0
       overall = 0.0012                                        max =         5

                                                F(1,156)           =      0.78
corr(u_i, Xb)  = -0.0765                        Prob > F           =    0.3791

                                  (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
income_idx2_~d |   .0000782   .0000887     0.88   0.379    -.0000969    .0002534
       _cons |   .0564528   .0024095    23.43   0.000     .0516933    .0612123
-------------+----------------------------------------------------------------
     sigma_u |  .12258123
     sigma_e |  .22467947
         rho |   .2293824   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0081                                        avg =       5.0
       overall = 0.0022                                        max =         5

                                                F(1,145)           =      9.07
corr(u_i, Xb)  = 0.0423                         Prob > F           =    0.0031

                                  (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
```

```
                    |               Robust
              ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+------------------------------------------------------------------
income_idx2_scaled |  -.0001397   .0000464    -3.01   0.003    -.0002315    -.000048
             _cons |   .0555277   .0024271    22.88   0.000     .0507307    .0603248
--------------------+------------------------------------------------------------------
           sigma_u |   .1087145
           sigma_e |  .20666308
               rho |  .21674626   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0162                                        avg =       5.0
       overall = 0.0042                                        max =         5

                                                F(1,87)            =      1.10
corr(u_i, Xb)  = 0.1004                         Prob > F           =    0.2972

                                     (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
                    |               Robust
              ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+------------------------------------------------------------------
income_idx2_scaled |  -.0001198   .0001142    -1.05   0.297    -.0003468    .0001072
             _cons |   .0820175   .0032228    25.45   0.000     .0756118    .0884231
--------------------+------------------------------------------------------------------
           sigma_u |  .14960851
           sigma_e |  .25530054
               rho |  .25562395   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0192                                        avg =       5.0
       overall = 0.0053                                        max =         5

                                                F(1,80)            =     10.42
corr(u_i, Xb)  = 0.0733                         Prob > F           =    0.0018

                                     (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
                    |               Robust
              ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
--------------------+------------------------------------------------------------------
income_idx2_scaled |  -.0002382   .0000738    -3.23   0.002     -.000385   -.0000913
             _cons |   .0861855   .0038916    22.15   0.000     .0784409    .0939302
--------------------+------------------------------------------------------------------
           sigma_u |  .13389691
           sigma_e |  .24990567
               rho |  .22304192   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0052                                        avg =       5.0
       overall = 0.0020                                        max =         5

                                                F(1,156)           =      0.04
corr(u_i, Xb)  = 0.0624                         Prob > F           =    0.8381

                                   (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
                    |               Robust
```

```
        poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------------+----------------------------------------------------------------
income_idx2_scaled |  -.0000302   .0001475    -0.20   0.838    -.0003216    .0002612
             _cons |   .0775431   .0040082    19.35   0.000     .0696257    .0854605
-------------------+----------------------------------------------------------------
           sigma_u |  .20363642
           sigma_e |  .21516943
               rho |  .47248301   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0079                                        avg =       5.0
       overall = 0.0030                                        max =         5

                                                F(1,145)           =      0.05
corr(u_i, Xb)  = 0.0798                         Prob > F           =    0.8256

                                    (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
                   |               Robust
        poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------------+----------------------------------------------------------------
income_idx2_scaled |  -.0000101   .0000457    -0.22   0.826    -.0001004    .0000803
             _cons |   .0562243   .0023903    23.52   0.000     .0514999    .0609487
-------------------+----------------------------------------------------------------
           sigma_u |  .16574268
           sigma_e |  .18565107
               rho |  .44352578   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0125                                        avg =       5.0
       overall = 0.0061                                        max =         5

                                                F(1,87)            =     21.02
corr(u_i, Xb)  = 0.0466                         Prob > F           =    0.0000

                                    (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
                   |               Robust
        poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------------+----------------------------------------------------------------
income_idx2_scaled |  -.0008406   .0001833    -4.58   0.000     -.001205   -.0004762
             _cons |   .1595437   .0051738    30.84   0.000     .1492601    .1698272
-------------------+----------------------------------------------------------------
           sigma_u |  .26424172
           sigma_e |  .27369269
               rho |  .48243642   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0007                         Obs per group: min =         5
       between = 0.0216                                        avg =       5.0
       overall = 0.0100                                        max =         5

                                                F(1,80)            =      8.83
corr(u_i, Xb)  = 0.0866                         Prob > F           =    0.0039

                                    (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
                   |               Robust
        poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
```

```
-------------------+----------------------------------------------------------------
income_idx2_scaled |  -.0003601   .0001212    -2.97   0.004    -.0006012    -.000119
             _cons |   .1220223   .0063906    19.09   0.000     .1093046      .13474
-------------------+----------------------------------------------------------------
           sigma_u |   .2254698
           sigma_e |  .23891207
               rho |  .47107763   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18468
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.9
       overall = 0.0002                                        max =         5

                                                F(1,156)           =      4.12
corr(u_i, Xb)  = -0.0048                        Prob > F           =    0.0441

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0328272   .0161772     2.03   0.044     .0008726    .0647818
       _cons |   3.837072   .0058671   654.00   0.000     3.825482    3.848661
-------------+----------------------------------------------------------------
     sigma_u |  .75180413
     sigma_e |  .66094226
         rho |  .56405082   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16378
Group variable: dupersid_p~l                    Number of groups   =      3296

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0042                                        avg =       5.0
       overall = 0.0018                                        max =         5

                                                F(1,144)           =      1.06
corr(u_i, Xb)  = 0.0454                         Prob > F           =    0.3048

                              (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |    .016494    .016015     1.03   0.305    -.0151608    .0481488
       _cons |   3.947224   .0135613   291.06   0.000     3.920419    3.974029
-------------+----------------------------------------------------------------
     sigma_u |  .71659438
     sigma_e |  .60371636
         rho |  .58487317   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4964
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0008                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      3.21
corr(u_i, Xb)  = -0.0399                        Prob > F           =    0.0767

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
    1.PAYVAC |   .0505266   .0282007     1.79   0.077    -.0055255    .1065786
       _cons |   3.541961    .010422   339.86   0.000     3.521247    3.562676
-------------+----------------------------------------------------------------
     sigma_u |  .79107522
     sigma_e |  .68570913
         rho |  .57098696   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5109
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0055                                        avg =       5.0
       overall = 0.0023                                        max =         5

                                                F(1,80)            =      0.05
corr(u_i, Xb)  = -0.0603                        Prob > F           =    0.8248

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |  -.0078768   .0354683    -0.22   0.825     -.078461    .0627073
       _cons |   3.668279   .0298592   122.85   0.000     3.608857    3.727701
-------------+----------------------------------------------------------------
     sigma_u |  .76043151
     sigma_e |  .62241382
         rho |  .59882262   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     17808
Group variable: dupersid_p~l                    Number of groups   =      3751

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0023                                        avg =       4.7
       overall = 0.0007                                        max =         5

                                                F(1,156)           =     16.28
corr(u_i, Xb)  = 0.0094                         Prob > F           =    0.0001

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .2455112    .060843     4.04   0.000     .1253287    .3656937
       _cons |   .9274685   .0224235    41.36   0.000     .8831755    .9717614
-------------+----------------------------------------------------------------
     sigma_u |  2.8285233
     sigma_e |  4.8238181
         rho |  .25585559   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16003
Group variable: dupersid_p~l                    Number of groups   =      3295

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,144)           =      0.01
corr(u_i, Xb)  = -0.0092                        Prob > F           =    0.9195

                              (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0248023   .2450596     0.10   0.920    -.4595763    .5091809
```

```
       _cons |   1.173391   .2080283     5.64   0.000     .7622073    1.584575
-------------+----------------------------------------------------------------
     sigma_u |  3.4330446
     sigma_e |  5.6819388
         rho |  .26743216   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4774
Group variable: dupersid_p~l                    Number of groups   =      1004

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0009                                        avg =       4.8
       overall = 0.0003                                        max =         5

                                                F(1,87)            =      5.75
corr(u_i, Xb)  = 0.0010                         Prob > F           =    0.0186

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |    .240588   .1003057     2.40   0.019     .0412196    .4399564
       _cons |   1.449557   .0380106    38.14   0.000     1.374007    1.525107
-------------+----------------------------------------------------------------
     sigma_u |   3.673541
     sigma_e |  5.6380355
         rho |  .29801686   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4986
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.9
       overall = 0.0005                                        max =         5

                                                F(1,80)            =      0.40
corr(u_i, Xb)  = -0.0085                        Prob > F           =    0.5274

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .4022899   .6338234     0.63   0.527    -.8590588    1.663639
       _cons |   1.545988   .5354375     2.89   0.005     .4804337    2.611543
-------------+----------------------------------------------------------------
     sigma_u |   4.302616
     sigma_e |  7.2073794
         rho |  .26274217   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18470
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0004                         Obs per group: min =         1
       between = 0.0013                                        avg =       4.9
       overall = 0.0009                                        max =         5

                                                F(1,156)           =     14.12
corr(u_i, Xb)  = 0.0028                         Prob > F           =    0.0002

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |    .191646   .0510039     3.76   0.000     .0908986    .2923934
       _cons |   1.227184   .0184963    66.35   0.000     1.190648    1.263719
```

```
-------------+----------------------------------------------------------------
     sigma_u |  2.1841983
     sigma_e |  2.9339111
         rho |  .35659469   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16380
Group variable: dupersid_p~l                    Number of groups   =      3296

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0020                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,144)           =      0.15
corr(u_i, Xb)  = -0.0380                        Prob > F           =    0.6964

                              (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |  -.0259407   .0663507    -0.39   0.696    -.1570877    .1052064
       _cons |   1.701664   .0561857    30.29   0.000     1.590609    1.812719
-------------+----------------------------------------------------------------
     sigma_u |  2.3799247
     sigma_e |  3.0597394
         rho |  .37694823   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4964
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0005                                        avg =       4.9
       overall = 0.0005                                        max =         5

                                                F(1,87)            =     17.26
corr(u_i, Xb)  = -0.0108                        Prob > F           =    0.0001

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .2561691   .0616587     4.15   0.000     .1336158    .3787224
       _cons |   2.188488   .0227868    96.04   0.000     2.143197    2.233779
-------------+----------------------------------------------------------------
     sigma_u |  2.6817678
     sigma_e |  3.5201195
         rho |  .36724886   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5109
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0044                                        avg =       5.0
       overall = 0.0018                                        max =         5

                                                F(1,80)            =      0.00
corr(u_i, Xb)  = 0.0520                         Prob > F           =    0.9811

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0034476    .145449     0.02   0.981    -.2860051    .2929003
       _cons |   2.676463   .1224473    21.86   0.000     2.432785    2.920141
-------------+----------------------------------------------------------------
```

```
     sigma_u |  3.0637537
     sigma_e |  3.7893215
         rho |  .39529887   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18470
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      0.00
corr(u_i, Xb)  = 0.0043                         Prob > F           =    0.9855

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0001299   .0071593     0.02   0.986    -.0140117    .0142716
       _cons |   .0720888   .0025963    27.77   0.000     .0669605    .0772172
-------------+----------------------------------------------------------------
     sigma_u |  .17578277
     sigma_e |   .3138931
         rho |   .2387387   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16380
Group variable: dupersid_p~l                    Number of groups   =      3296

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0025                                        avg =       5.0
       overall = 0.0009                                        max =         5

                                                F(1,144)           =     13.78
corr(u_i, Xb)  = 0.0056                         Prob > F           =    0.0003

                              (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   -.022862   .0061593    -3.71   0.000    -.0350362   -.0106878
       _cons |    .075159   .0052157    14.41   0.000     .0648499    .0854681
-------------+----------------------------------------------------------------
     sigma_u |  .14431332
     sigma_e |   .2583316
         rho |  .23784794   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4964
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0016                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      9.02
corr(u_i, Xb)  = -0.0664                        Prob > F           =    0.0035

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0463674   .0154429     3.00   0.003      .015673    .0770618
       _cons |   .0852699   .0057071    14.94   0.000     .0739264    .0966135
-------------+----------------------------------------------------------------
     sigma_u |  .22973995
```

```
     sigma_e |  .37246505
         rho |  .27560057   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5109
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0012                         Obs per group: min =         1
       between = 0.0105                                        avg =       5.0
       overall = 0.0030                                        max =         5

                                                F(1,80)            =     11.91
corr(u_i, Xb)  = 0.0281                         Prob > F           =    0.0009

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |  -.0425502   .0123298    -3.45   0.001    -.0670873   -.0180131
       _cons |   .1221941   .0103799    11.77   0.000     .1015374    .1428509
-------------+----------------------------------------------------------------
     sigma_u |  .17903832
     sigma_e |  .31927412
         rho |  .23923095   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18470
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      0.03
corr(u_i, Xb)  = -0.0022                        Prob > F           =    0.8694

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0011171   .0067822     0.16   0.869    -.0122798     .014514
       _cons |   .0580506   .0024595    23.60   0.000     .0531923    .0629089
-------------+----------------------------------------------------------------
     sigma_u |  .12343616
     sigma_e |  .22471143
         rho |  .23179809   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16380
Group variable: dupersid_p~l                    Number of groups   =      3296

R-sq:  within  = 0.0004                         Obs per group: min =         1
       between = 0.0021                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,144)           =      9.97
corr(u_i, Xb)  = 0.0057                         Prob > F           =    0.0019

                              (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |  -.0160758    .005092    -3.16   0.002    -.0261404   -.0060111
       _cons |   .0618972   .0043119    14.36   0.000     .0533745    .0704199
-------------+----------------------------------------------------------------
     sigma_u |   .1117126
     sigma_e |  .20657376
```

```
         rho |  .22627662   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4964
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0011                         Obs per group: min =         1
       between = 0.0004                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,87)            =     28.13
corr(u_i, Xb)  = -0.0695                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0260022   .0049026     5.30   0.000     .0162578    .0357466
       _cons |   .0686636   .0018118    37.90   0.000     .0650625    .0722648
-------------+----------------------------------------------------------------
     sigma_u |  .15087308
     sigma_e |  .25462868
         rho |  .25985262   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5109
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0008                         Obs per group: min =         1
       between = 0.0057                                        avg =       5.0
       overall = 0.0017                                        max =         5

                                                F(1,80)            =      9.52
corr(u_i, Xb)  = 0.0169                         Prob > F           =    0.0028

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   -.027002    .008752    -3.09   0.003    -.0444191    -.009585
       _cons |    .096617   .0073679    13.11   0.000     .0819544    .1112797
-------------+----------------------------------------------------------------
     sigma_u |  .13742387
     sigma_e |  .24999672
         rho |  .23205293   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18468
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0008                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0001                                        max =         5

                                                F(1,156)           =      4.69
corr(u_i, Xb)  = -0.0295                        Prob > F           =    0.0318

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   -.019607   .0090511    -2.17   0.032    -.0374856   -.0017284
       _cons |   .0842984   .0032826    25.68   0.000     .0778143    .0907826
-------------+----------------------------------------------------------------
     sigma_u |  .20556423
     sigma_e |  .21589794
         rho |    .475496   (fraction of variance due to u_i)
```

```
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16378
Group variable: dupersid_p~l                    Number of groups   =      3296

R-sq:  within  = 0.0004                         Obs per group: min =         1
       between = 0.0019                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(1,144)           =     18.09
corr(u_i, Xb)  = -0.0539                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 145 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0148784   .0034984     4.25   0.000     .0079634    .0217933
       _cons |   .0428786   .0029624    14.47   0.000     .0370231    .0487341
-------------+----------------------------------------------------------------
     sigma_u |  .16867415
     sigma_e |  .18564376
         rho |  .45221586   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4964
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0014                         Obs per group: min =         1
       between = 0.0007                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      2.21
corr(u_i, Xb)  = -0.0573                        Prob > F           =    0.1409

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |  -.0324614   .0218468    -1.49   0.141    -.0758843    .0109615
       _cons |   .1482519   .0080738    18.36   0.000     .1322044    .1642994
-------------+----------------------------------------------------------------
     sigma_u |  .26910516
     sigma_e |  .27444984
         rho |  .49016813   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5109
Group variable: dupersid_p~l                    Number of groups   =      1027

R-sq:  within  = 0.0004                         Obs per group: min =         1
       between = 0.0039                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,80)            =      9.82
corr(u_i, Xb)  = -0.0671                        Prob > F           =    0.0024

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
    1.PAYVAC |   .0177343   .0056593     3.13   0.002     .0064718    .0289967
       _cons |   .0871228   .0047644    18.29   0.000     .0776415    .0966042
-------------+----------------------------------------------------------------
     sigma_u |  .22961181
     sigma_e |  .23868414
         rho |   .4806342   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0004                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(3,156)           =      6.75
corr(u_i, Xb)  = -0.1329                        Prob > F           =    0.0003

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.0902001   .1325704    -0.68   0.497    -.3520646    .1716645
           3 |   .0056786    .105945     0.05   0.957    -.2035933    .2149505
           4 |   .1542876     .19543     0.79   0.431    -.2317428     .540318
             |
       _cons |   3.836454    .113024    33.94   0.000     3.613199    4.059709
-------------+----------------------------------------------------------------
     sigma_u |  .75495928
     sigma_e |  .66084312
         rho |  .56618303   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0005                         Obs per group: min =         4
       between = 0.0001                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,145)           =      1.33
corr(u_i, Xb)  = -0.0682                        Prob > F           =    0.2684

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |   .0441054   .0662869     0.67   0.507    -.0869079    .1751187
           3 |   .1068112   .0699846     1.53   0.129    -.0315105     .245133
           4 |   .1736768   .1105489     1.57   0.118    -.0448186    .3921722
             |
       _cons |    3.87265   .0479452    80.77   0.000     3.777889    3.967412
-------------+----------------------------------------------------------------
     sigma_u |  .71605052
     sigma_e |  .60457413
         rho |  .58381465   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between = 0.0016                                        avg =       5.0
       overall = 0.0010                                        max =         5

                                                F(3,87)            =     13.15
corr(u_i, Xb)  = -0.1755                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
      REGION |
          2  |  -.1967191   .2019063    -0.97   0.333    -.5980297    .2045915
          3  |  -.1947635   .1476485    -1.32   0.191    -.4882309    .0987039
          4  |   .2045004   .2047414     1.00   0.321    -.2024453    .6114462
             |
       _cons |   3.633637   .1345147    27.01   0.000     3.366275       3.901
-------------+----------------------------------------------------------------
     sigma_u |   .7979191
     sigma_e |  .68466661
         rho |  .57594534   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(3,80)            =      2.83
corr(u_i, Xb)  = -0.1156                        Prob > F           =    0.0438

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |    .095811   .1250802     0.77   0.446    -.1531065    .3447286
          3  |   .2589826   .1618054     1.60   0.113    -.0630205    .5809856
          4  |   .1469572   .0934876     1.57   0.120     -.039089    .3330034
             |
       _cons |   3.507373   .0687364    51.03   0.000     3.370583    3.644163
-------------+----------------------------------------------------------------
     sigma_u |  .76444916
     sigma_e |  .62368994
         rho |  .60036936   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0010                                        avg =       4.8
       overall = 0.0003                                        max =         5

                                                F(3,156)           =      1.12
corr(u_i, Xb)  = -0.0153                        Prob > F           =    0.3442

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |  -.4904357   .3410399    -1.44   0.152    -1.164088    .1832162
          3  |  -.3266781   .1966115    -1.66   0.099    -.7150423    .0616861
          4  |  -.4107603   .3637015    -1.13   0.260    -1.129175    .3076548
             |
       _cons |   1.351977   .2351585     5.75   0.000     .8874711    1.816482
-------------+----------------------------------------------------------------
     sigma_u |  2.8556256
     sigma_e |  4.8138718
         rho |  .26029776   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         1
```

```
       between = 0.0021                                        avg =       4.9
       overall = 0.0007                                        max =         5

                                               F(3,145)          =      7.82
corr(u_i, Xb)  = 0.0059                        Prob > F          =    0.0001

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |   .2439248   .4849568     0.50   0.616    -.7145726    1.202422
           3 |  -.0387093    .324513    -0.12   0.905     -.680096    .6026775
           4 |  -.1759156   .2489898    -0.71   0.481     -.668034    .3162027
             |
       _cons |   1.190783   .2842418     4.19   0.000     .6289906    1.752576
-------------+----------------------------------------------------------------
     sigma_u |  3.4080797
     sigma_e |  5.6683318
         rho |  .26551627   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0030                                        avg =       4.8
       overall = 0.0007                                        max =         5

                                               F(3,87)           =     27.23
corr(u_i, Xb)  = -0.0688                       Prob > F          =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |   .0445178    .389735     0.11   0.909    -.7301227    .8191583
           3 |   .3919104   .1424912     2.75   0.007     .1086937     .675127
           4 |   -.775389   .4761528    -1.63   0.107    -1.721794    .1710164
             |
       _cons |   1.581261   .2531455     6.25   0.000     1.078106    2.084415
-------------+----------------------------------------------------------------
     sigma_u |   3.678816
     sigma_e |  5.6198398
         rho |  .29997343   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0012                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                               F(3,80)           =     44.34
corr(u_i, Xb)  = -0.0650                       Prob > F          =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |   -.295581   .2785405    -1.06   0.292    -.8498942    .2587323
           3 |  -.1407832   .1952479    -0.72   0.473    -.5293388    .2477724
           4 |   .0302256   .4544936     0.07   0.947    -.8742456    .9346967
             |
```

```
       _cons |   1.994058   .2309458     8.63   0.000     1.534461    2.453655
-------------+----------------------------------------------------------------
     sigma_u |  4.3020911
     sigma_e |  7.1915773
         rho |  .26354604   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0094                                        avg =       5.0
       overall = 0.0040                                        max =         5

                                                F(3,156)           =      0.89
corr(u_i, Xb)  = 0.0129                         Prob > F           =    0.4489

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |   -.480426   .2992066    -1.61   0.110    -1.071445     .110593
          3  |   -.600448   .4244553    -1.41   0.159    -1.438869    .2379732
          4  |  -.5933543   .4056291    -1.46   0.146    -1.394588    .2078798
             |
       _cons |   1.768526   .3120723     5.67   0.000     1.152093    2.384958
-------------+----------------------------------------------------------------
     sigma_u |  2.1719989
     sigma_e |  2.9196427
         rho |  .35626169   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0034                                        avg =       5.0
       overall = 0.0014                                        max =         5

                                                F(3,145)           =      2.94
corr(u_i, Xb)  = -0.1009                        Prob > F           =    0.0355

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |    .253192   .3558257     0.71   0.478    -.4500832    .9564672
          3  |   .2783298   .1005348     2.77   0.006     .0796267    .4770328
          4  |    .088168   .2123047     0.42   0.679    -.3314437    .5077797
             |
       _cons |   1.492372   .1304872    11.44   0.000     1.234469    1.750274
-------------+----------------------------------------------------------------
     sigma_u |  2.3862418
     sigma_e |  3.0522579
         rho |  .37934627   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0009                         Obs per group: min =         5
       between = 0.0230                                        avg =       5.0
       overall = 0.0103                                        max =         5

                                                F(3,87)            =      2.98
corr(u_i, Xb)  = -0.0408                        Prob > F           =    0.0357
```

```
                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.9099866   .8612279    -1.06   0.294     -2.62177    .8017972
           3 |  -1.291998   1.046562    -1.23   0.220    -3.372153    .7881583
           4 |  -1.714749   .7268421    -2.36   0.021    -3.159426   -.2700713
             |
       _cons |   3.354368   .6699712     5.01   0.000     2.022727    4.686008
-------------+----------------------------------------------------------------
     sigma_u |  2.6427557
     sigma_e |  3.5058916
         rho |  .36233465   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between = 0.0014                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(3,80)            =     70.42
corr(u_i, Xb)  = -0.1764                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.1598764   1.212996    -0.13   0.895    -2.573816    2.254063
           3 |   .7535053   .2401891     3.14   0.002     .2755138    1.231497
           4 |  -.2659334   .9189404    -0.29   0.773    -2.094683    1.562816
             |
       _cons |   2.469576   .5021937     4.92   0.000     1.470179    3.468974
-------------+----------------------------------------------------------------
     sigma_u |  3.1090632
     sigma_e |  3.7829386
         rho |  .40314947   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0003                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,156)           =      2.96
corr(u_i, Xb)  = -0.1202                        Prob > F           =    0.0342

                               (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.0094829   .0238359    -0.40   0.691    -.0565657    .0375999
           3 |  -.0631117   .0333571    -1.89   0.060    -.1290015    .0027781
           4 |  -.0303931   .0224921    -1.35   0.179    -.0748214    .0140352
             |
       _cons |   .1049483   .0185843     5.65   0.000     .0682389    .1416576
-------------+----------------------------------------------------------------
     sigma_u |  .17656389
     sigma_e |  .31302489
         rho |  .24136695   (fraction of variance due to u_i)
```

```
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0020                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(3,145)           =      1.21
corr(u_i, Xb)  = -0.1055                        Prob > F           =    0.3098

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.0039304   .0144418    -0.27   0.786     -.032474    .0246132
           3 |  -.0127693   .0155631    -0.82   0.413    -.0435291    .0179905
           4 |   .0101597   .0163899     0.62   0.536    -.0222343    .0425538
             |
       _cons |   .0593156   .0104001     5.70   0.000     .0387603    .0798709
-------------+----------------------------------------------------------------
     sigma_u |  .14104796
     sigma_e |  .25832465
         rho |  .22965961   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(3,87)            =      2.17
corr(u_i, Xb)  = -0.0967                        Prob > F           =    0.0971

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.0210619   .0644717    -0.33   0.745    -.1492064    .1070826
           3 |   .0313696   .0888693     0.35   0.725    -.1452678    .2080071
           4 |    .019005   .0210276     0.90   0.369    -.0227897    .0607998
             |
       _cons |   .0942453   .0486552     1.94   0.056    -.0024621    .1909528
-------------+----------------------------------------------------------------
     sigma_u |   .2301983
     sigma_e |  .37311036
         rho |  .27570522   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0001                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(3,80)            =      1.99
corr(u_i, Xb)  = -0.1310                        Prob > F           =    0.1215

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
```

```
------------+----------------------------------------------------------------
      REGION |
          2  |  -.0732803   .0433894    -1.69   0.095    -.1596279    .0130674
          3  |  -.0465314   .0253262    -1.84   0.070    -.0969322    .0038693
          4  |  -.0375046   .0211508    -1.77   0.080    -.0795961    .0045868
             |
       _cons |   .1282148   .0186443     6.88   0.000     .0911115    .1653181
------------+----------------------------------------------------------------
     sigma_u |  .17872271
     sigma_e |   .3190588
         rho |  .23883453   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0003                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,156)           =      5.37
corr(u_i, Xb)  = -0.1444                        Prob > F           =    0.0015

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |  -.0150562   .0196717    -0.77   0.445    -.0539135    .0238011
          3  |  -.0566446   .0293586    -1.93   0.055    -.1146362     .001347
          4  |  -.0341183   .0200162    -1.70   0.090    -.0736561    .0054196
             |
       _cons |   .0911741   .0182234     5.00   0.000     .0551777    .1271706
-------------+----------------------------------------------------------------
     sigma_u |  .12377436
     sigma_e |  .22466777
         rho |  .23284337   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0030                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(3,145)           =      1.27
corr(u_i, Xb)  = -0.1418                        Prob > F           =    0.2879

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |   .0045695   .0138026     0.33   0.741    -.0227108    .0318497
          3  |  -.0083129   .0163109    -0.51   0.611    -.0405508    .0239249
          4  |   .0174694   .0202857     0.86   0.391    -.0226245    .0575634
             |
       _cons |   .0466807   .0124364     3.75   0.000     .0221005    .0712608
-------------+----------------------------------------------------------------
     sigma_u |  .11002759
     sigma_e |  .20668296
         rho |  .22081733   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005
```

```
R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0018                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(3,87)           =      3.02
corr(u_i, Xb)  = -0.0566                        Prob > F          =    0.0341

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.0017939   .0585809    -0.03   0.976    -.1182298     .114642
           3 |   .0343278   .0814748     0.42   0.675    -.1276122    .1962679
           4 |   .0148639   .0230096     0.65   0.520    -.0308702     .060598
             |
       _cons |   .0645748   .0476446     1.36   0.179    -.0301239    .1592736
-------------+----------------------------------------------------------------
     sigma_u |  .14998967
     sigma_e |  .25534987
         rho |  .25651976   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0005                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(3,80)           =      2.06
corr(u_i, Xb)  = -0.1207                        Prob > F          =    0.1127

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |  -.0620402   .0328948    -1.89   0.063     -.127503    .0034226
           3 |  -.0494832     .02404    -2.06   0.043    -.0973243   -.0016422
           4 |  -.0350046   .0191499    -1.83   0.071    -.0731142    .0031049
             |
       _cons |   .1139153    .017431     6.54   0.000     .0792266     .148604
-------------+----------------------------------------------------------------
     sigma_u |  .13575731
     sigma_e |  .24996181
         rho |  .22778185   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0004                         Obs per group: min =         4
       between = 0.0006                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(3,156)          =      5.95
corr(u_i, Xb)  = -0.1439                        Prob > F          =    0.0007

                               (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |   .0241542   .0416558     0.58   0.563     -.058128    .1064364
           3 |  -.0385442   .0429109    -0.90   0.370    -.1233056    .0462172
           4 |   .0021072   .0414936     0.05   0.960    -.0798546     .084069
```

```
             |
       _cons |   .0844329   .0354304     2.38   0.018     .0144476    .1544182
-------------+----------------------------------------------------------------
     sigma_u |  .20579552
     sigma_e |  .21514143
         rho |  .47780831   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(3,145)           =     15.65
corr(u_i, Xb)  = -0.0701                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |  -.0090153   .0128639    -0.70   0.485    -.0344403    .0164097
          3  |   -.007599   .0138881    -0.55   0.585    -.0350483    .0198503
          4  |  -.0416189    .012009    -3.47   0.001    -.0653542   -.0178835
             |
       _cons |   .0696289   .0097492     7.14   0.000     .0503601    .0888978
-------------+----------------------------------------------------------------
     sigma_u |  .16616754
     sigma_e |  .18563967
         rho |  .44482017   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0042                                        avg =       5.0
       overall = 0.0018                                        max =         5

                                                F(3,87)            =     31.86
corr(u_i, Xb)  = -0.1796                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
          2  |   .0563903   .0403549     1.40   0.166    -.0238194    .1366001
          3  |  -.0173295   .0198039    -0.88   0.384    -.0566918    .0220329
          4  |   .0434404   .0477948     0.91   0.366     -.051557    .1384378
             |
       _cons |    .114881   .0291507     3.94   0.000     .0569408    .1728213
-------------+----------------------------------------------------------------
     sigma_u |  .26946833
     sigma_e |  .27388153
         rho |  .49187834   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(3,80)            =      7.89
```

```
corr(u_i, Xb)  = -0.0684                        Prob > F          =    0.0001

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      REGION |
           2 |   .0079034   .0394488     0.20   0.842    -.0706023     .086409
           3 |  -.0123527   .0143491    -0.86   0.392    -.0409084    .0162029
           4 |  -.0340614   .0198512    -1.72   0.090    -.0735665    .0054438
             |
       _cons |   .1130908   .0178836     6.32   0.000     .0775012    .1486804
-------------+----------------------------------------------------------------
     sigma_u |  .22747036
     sigma_e |  .23903596
         rho |  .47522328   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0008                         Obs per group: min =         4
       between = 0.0024                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(9,156)           =      3.35
corr(u_i, Xb)  = -0.0742                        Prob > F           =    0.0009

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |    .054381   .0291088     1.87   0.064    -.0031172    .1118792
           3 |   .0692246   .0254673     2.72   0.007     .0189194    .1195297
           4 |   .0378814   .0252187     1.50   0.135    -.0119327    .0876956
           5 |   .0821003   .0224263     3.66   0.000     .0378018    .1263988
           6 |   .2443381   .1192514     2.05   0.042     .0087824    .4798938
           7 |   .0216953   .0346002     0.63   0.532      -.04665    .0900406
           8 |   .0509286   .0281831     1.81   0.073    -.0047411    .1065983
           9 |   .2008202   .1393183     1.44   0.151    -.0743735    .4760139
          11 |   .0281502   .1132952     0.25   0.804    -.1956405    .2519408
             |
       _cons |   3.795964   .0213792   177.55   0.000     3.753734    3.838194
-------------+----------------------------------------------------------------
     sigma_u |   .7502201
     sigma_e |  .66086426
         rho |  .56307132   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0014                         Obs per group: min =         4
       between = 0.0075                                        avg =       5.0
       overall = 0.0045                                        max =         5

                                                F(9,145)           =      8.53
corr(u_i, Xb)  = 0.0303                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |  -.0222585   .0170713    -1.30   0.194    -.0559993    .0114822
           3 |  -.0952546   .0298954    -3.19   0.002    -.1543416   -.0361675
```

```
          4  |   -.012219   .0250512    -0.49   0.626    -.0617316    .0372937
          5  |  -.0623935   .0211547    -2.95   0.004     -.104205    -.020582
          6  |  -.2825317   .1092324    -2.59   0.011    -.4984251   -.0666384
          7  |   .0223583   .0458936     0.49   0.627    -.0683486    .1130651
          8  |   .0491296   .0386502     1.27   0.206     -.027261    .1255202
          9  |  -.0427424   .0863951    -0.49   0.622    -.2134988     .128014
         11  |   .0199727   .0280103     0.71   0.477    -.0353886     .075334
             |
       _cons |   3.983355   .0121107   328.91   0.000     3.959418    4.007291
-------------+----------------------------------------------------------------
     sigma_u |  .71210951
     sigma_e |  .60443931
         rho |   .5812388   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0034                         Obs per group: min =         5
       between = 0.0013                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(8,87)            =      7.90
corr(u_i, Xb)  = -0.0929                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0595496   .0442587     1.35   0.182    -.0284193    .1475185
          3  |   .0783636   .0381281     2.06   0.043       .00258    .1541473
          4  |   -.004307   .0599375    -0.07   0.943    -.1234393    .1148253
          5  |   .1375017   .0400221     3.44   0.001     .0579535    .2170499
          6  |     .24805   .3894163     0.64   0.526    -.5259571    1.022057
          7  |  -.1209826   .0680873    -1.78   0.079    -.2563134    .0143483
          8  |   .0817264   .0492532     1.66   0.101    -.0161696    .1796224
         11  |    .150275   .5085651     0.30   0.768    -.8605532    1.161103
             |
       _cons |   3.506176   .0330475   106.10   0.000     3.440491    3.571862
-------------+----------------------------------------------------------------
     sigma_u |  .79013556
     sigma_e |  .68426085
         rho |  .57144046   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0059                         Obs per group: min =         5
       between = 0.0127                                        avg =       5.0
       overall = 0.0098                                        max =         5

                                                F(8,80)            =         .
corr(u_i, Xb)  = 0.0131                         Prob > F           =         .

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |  -.0698537   .0545683    -1.28   0.204    -.1784482    .0387408
          3  |   -.209459   .0367028    -5.71   0.000       -.2825   -.1364181
          4  |  -.1188366   .0649043    -1.83   0.071    -.2480002     .010327
          5  |  -.1322305   .0283348    -4.67   0.000    -.1886186   -.0758424
          6  |  -.6662064    .042729   -15.59   0.000    -.7512398   -.5811729
          7  |  -.0681598   .0935919    -0.73   0.469    -.2544136    .1180939
          8  |  -.0590674   .0637876    -0.93   0.357    -.1860089     .067874
```

```
          9  |    .024808   .4909352     0.05   0.960     -.952184      1.0018
         11  |   .4989272   .0472044    10.57   0.000     .4049875     .592867
             |
       _cons |   3.736807   .0234495   159.36   0.000     3.690141    3.783473
-------------+----------------------------------------------------------------
     sigma_u |  .75437892
     sigma_e |  .62269462
         rho |  .59475968   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0007                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.8
       overall = 0.0000                                        max =         5

                                                F(9,156)           =      5.78
corr(u_i, Xb)  = -0.0613                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |  -.0563208    .141985    -0.40   0.692     -.336782    .2241405
          3  |  -.4638856   .2973061    -1.56   0.121    -1.051151    .1233793
          4  |  -.3569715   .2555074    -1.40   0.164    -.8616721    .1477292
          5  |   .1018595   .3912232     0.26   0.795    -.6709188    .8746377
          6  |  -.4026928   .3886206    -1.04   0.302     -1.17033    .3649446
          7  |  -.1138366    .227958    -0.50   0.618    -.5641191    .3364459
          8  |  -.0999928   .3548321    -0.28   0.778    -.8008882    .6009025
          9  |    .754588   .9028285     0.84   0.405    -1.028758    2.537934
         11  |  -.4807647    .393225    -1.22   0.223    -1.257497    .2959678
             |
       _cons |   1.199565     .22606     5.31   0.000     .7530314    1.646098
-------------+----------------------------------------------------------------
     sigma_u |  2.8638455
     sigma_e |  4.8132681
         rho |  .26145459   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(9,145)           =      8.67
corr(u_i, Xb)  = -0.0373                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0652596   .3728565     0.18   0.861    -.6716761    .8021953
          3  |   .2442085   .5635822     0.43   0.665    -.8696889    1.358106
          4  |   .1064729   .1937184     0.55   0.583    -.2764037    .4893494
          5  |  -.2531893   .3899654    -0.65   0.517     -1.02394    .5175616
          6  |   -.119835   .1207063    -0.99   0.322    -.3584062    .1187362
          7  |   .2235203   .1778371     1.26   0.211    -.1279674     .575008
          8  |   .0200111    .203382     0.10   0.922    -.3819652    .4219874
          9  |   .3602157    .133438     2.70   0.008     .0964808    .6239506
         11  |   .1835397   .3502664     0.52   0.601    -.5087476    .8758271
             |
       _cons |   1.161131   .2296338     5.06   0.000      .707269    1.614993
```

```
-------------+----------------------------------------------------------------
     sigma_u |  3.4149206
     sigma_e |  5.6691691
         rho |  .26624141   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0031                         Obs per group: min =         1
       between = 0.0010                                        avg =       4.8
       overall = 0.0002                                        max =         5

                                                F(8,87)            =     11.49
corr(u_i, Xb)  = -0.1323                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |  -.6245245   .5040592    -1.24   0.219    -1.626397    .3773477
           3 |  -1.101716    .561799    -1.96   0.053    -2.218352    .0149201
           4 |  -1.831033   .5378873    -3.40   0.001    -2.900142   -.7619237
           5 |  -1.294547   .5371096    -2.41   0.018    -2.362111   -.2269839
           6 |   .7450839   1.452347     0.51   0.609    -2.141614    3.631782
           7 |  -.0965577   .4489576    -0.22   0.830    -.9889096    .7957941
           8 |  -.5566754    .583818    -0.95   0.343    -1.717077    .6037261
          11 |   -1.15481   .5372393    -2.15   0.034    -2.222631   -.0869883
             |
       _cons |   2.448408   .4481169     5.46   0.000     1.557727    3.339089
-------------+----------------------------------------------------------------
     sigma_u |  3.7188308
     sigma_e |  5.6151799
         rho |  .30488798   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0011                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0001                                        max =         5

                                                F(8,80)            =         .
corr(u_i, Xb)  = -0.0696                        Prob > F           =         .

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .7820041   .6902536     1.13   0.261    -.5916444    2.155653
           3 |   .1084006    1.71415     0.06   0.950    -3.302867    3.519668
           4 |   1.000404   .3380153     2.96   0.004     .3277322    1.673076
           5 |  -.1191467    1.50118    -0.08   0.937     -3.10659    2.868297
           6 |   .2736835   .5996474     0.46   0.649    -.9196529     1.46702
           7 |   .4740843   .6752375     0.70   0.485    -.8696811     1.81785
           8 |   .6320189   .5622445     1.12   0.264    -.4868834    1.750921
           9 |   2.439248   .8467569     2.88   0.005     .7541483    4.124348
          11 |    .120801   1.681029     0.07   0.943    -3.224554    3.466156
             |
       _cons |   1.485751   .6740826     2.20   0.030     .1442837    2.827218
-------------+----------------------------------------------------------------
     sigma_u |  4.3117679
     sigma_e |  7.1930557
         rho |  .26433917   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0087                                        avg =       5.0
       overall = 0.0033                                        max =         5

                                                F(9,156)           =      6.32
corr(u_i, Xb)  = 0.0496                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .1849345   .1166884     1.58   0.115    -.0455587    .4154276
           3 |  -.0092864    .161276    -0.06   0.954    -.3278528      .30928
           4 |   -.004301   .2410311    -0.02   0.986    -.4804067    .4718046
           5 |   .2277017    .253734     0.90   0.371    -.2734958    .7288993
           6 |   .0232214   .2095879     0.11   0.912     -.390775    .4372178
           7 |   .0682536   .2037672     0.33   0.738    -.3342452    .4707524
           8 |   .0822775   .1661196     0.50   0.621    -.2458564    .4104113
           9 |   .6067944   .4504404     1.35   0.180     -.282955    1.496544
          11 |  -.0036104    .160762    -0.02   0.982    -.3211617    .3139408
             |
       _cons |   1.210511   .1595224     7.59   0.000     .8954084    1.525613
-------------+----------------------------------------------------------------
     sigma_u |  2.1764203
     sigma_e |  2.9198398
         rho |    .357164   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between = 0.0001                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(9,145)           =     21.49
corr(u_i, Xb)  = -0.0479                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .3480447    .131858     2.64   0.009     .0874327    .6086567
           3 |   .0487289   .1580519     0.31   0.758    -.2636543    .3611121
           4 |   .0795221   .0711194     1.12   0.265    -.0610426    .2200867
           5 |   .2096419   .0953984     2.20   0.030     .0210908    .3981931
           6 |   .1299668   .2494874     0.52   0.603     -.363135    .6230686
           7 |   .6203878   .2599204     2.39   0.018     .1066655     1.13411
           8 |    .243668   .0941405     2.59   0.011     .0576032    .4297329
           9 |   1.229971   .3301796     3.73   0.000     .5773845    1.882558
          11 |   .1374244   .0833047     1.65   0.101     -.027224    .3020727
             |
       _cons |   1.464282   .0511204    28.64   0.000     1.363245    1.565319
-------------+----------------------------------------------------------------
     sigma_u |  2.3811219
     sigma_e |  3.0515439
         rho |  .37844544   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005
```

```
R-sq:  within  = 0.0009                         Obs per group: min =         5
       between = 0.0199                                        avg =       5.0
       overall = 0.0081                                        max =         5

                                                F(8,87)           =      4.75
corr(u_i, Xb)  = 0.0674                         Prob > F          =    0.0001

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .4244555   .3717165     1.14   0.257    -.3143713    1.163282
           3 |   .1122483   .3744294     0.30   0.765    -.6319707    .8564673
           4 |  -.1679495   .2840253    -0.59   0.556    -.7324806    .3965816
           5 |   .0536604   .3589329     0.15   0.882    -.6597577    .7670784
           6 |  -.0334897   .4023134    -0.08   0.934    -.8331311    .7661518
           7 |   -.248673   .3488015    -0.71   0.478    -.9419537    .4446077
           8 |  -.0749344   .3664552    -0.20   0.838    -.8033038    .6534351
          11 |  -.3636399   1.117284    -0.33   0.746    -2.584363    1.857083
             |
       _cons |   2.202605   .2985467     7.38   0.000     1.609212    2.795999
-------------+----------------------------------------------------------------
     sigma_u |  2.6524492
     sigma_e |  3.5081638
         rho |  .36372826   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0038                         Obs per group: min =         5
       between = 0.0001                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(8,80)           =         .
corr(u_i, Xb)  = -0.0973                        Prob > F          =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .8682983   .1070521     8.11   0.000     .6552578    1.081339
           3 |   .0536411   .3068857     0.17   0.862     -.557081    .6643631
           4 |   .1886866   .4330854     0.44   0.664    -.6731808    1.050554
           5 |   .1605324   .2054417     0.78   0.437    -.2483096    .5693743
           6 |   1.954372   .1593914    12.26   0.000     1.637173    2.271571
           7 |   1.016686   .5861997     1.73   0.087    -.1498882    2.183261
           8 |   .5993024    .269794     2.22   0.029     .0623953     1.13621
           9 |   1.472441   .3492071     4.22   0.000     .7774969    2.167386
          11 |    2.41209   1.069887     2.25   0.027     .2829483    4.541232
             |
       _cons |   2.230149   .1223855    18.22   0.000     1.986594    2.473704
-------------+----------------------------------------------------------------
     sigma_u |  3.0795572
     sigma_e |  3.7797119
         rho |  .39897832   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0011                         Obs per group: min =         5
       between = 0.0005                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(9,156)          =      8.95
```

```
corr(u_i, Xb)  = -0.0926                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0064999   .0098617     0.66   0.511    -.0129798    .0259797
          3  |    .002055   .0176097     0.12   0.907    -.0327292    .0368392
          4  |  -.0022372    .008572    -0.26   0.794    -.0191694    .0146951
          5  |   .0073851   .0173445     0.43   0.671    -.0268752    .0416454
          6  |  -.0338404   .0345282    -0.98   0.329    -.1020436    .0343627
          7  |   .0159458   .0196199     0.81   0.418    -.0228091    .0547007
          8  |   .0375797   .0134373     2.80   0.006     .0110372    .0641221
          9  |   .1302735   .0669929     1.94   0.054    -.0020567    .2626038
         11  |   .1319712   .0765358     1.72   0.087    -.0192089    .2831513
             |
       _cons |   .0616785   .0126397     4.88   0.000     .0367114    .0866456
-------------+----------------------------------------------------------------
     sigma_u |  .17629566
     sigma_e |  .31293785
         rho |  .24091231   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0015                         Obs per group: min =         5
       between = 0.0013                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(9,145)           =     38.44
corr(u_i, Xb)  = -0.0825                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0371283   .0093666     3.96   0.000     .0186156    .0556411
          3  |   .0341488   .0153369     2.23   0.028     .0038359    .0644616
          4  |  -.0009671   .0147755    -0.07   0.948    -.0301703    .0282362
          5  |   .0036991   .0106877     0.35   0.730    -.0174246    .0248229
          6  |  -.0406187   .0811149    -0.50   0.617    -.2009389    .1197016
          7  |   -.027669   .0166457    -1.66   0.099    -.0605686    .0052305
          8  |   .0039381   .0130962     0.30   0.764     -.021946    .0298223
          9  |   .0695947   .0335086     2.08   0.040     .0033664    .1358231
         11  |   .0289921   .0337389     0.86   0.392    -.0376914    .0956756
             |
       _cons |   .0413094   .0077768     5.31   0.000     .0259389    .0566799
-------------+----------------------------------------------------------------
     sigma_u |  .14088347
     sigma_e |  .25820216
         rho |  .22941461   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0053                         Obs per group: min =         5
       between = 0.0002                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(8,87)            =     26.93
corr(u_i, Xb)  = -0.1525                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .0301742   .0236853     1.27   0.206    -.0169029    .0772513
           3 |   .0079261   .0313548     0.25   0.801    -.0543949    .0702471
           4 |  -.0185851   .0195851    -0.95   0.345    -.0575126    .0203424
           5 |   .0452623   .0397536     1.14   0.258    -.0337523    .1242769
           6 |   .1810224   .0506576     3.57   0.001     .0803349    .2817099
           7 |  -.0012312   .0240319    -0.05   0.959    -.0489972    .0465349
           8 |   .1010587   .0365202     2.77   0.007     .0284707    .1736466
          11 |   .3752584   .1907162     1.97   0.052    -.0038107    .7543274
             |
       _cons |   .0751741   .0266468     2.82   0.006     .0222107    .1281376
-------------+----------------------------------------------------------------
     sigma_u |  .23282131
     sigma_e |  .37238226
         rho |   .2810419   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0070                         Obs per group: min =         5
       between = 0.0150                                        avg =       5.0
       overall = 0.0060                                        max =         5

                                                F(8,80)            =         .
corr(u_i, Xb)  = -0.1133                        Prob > F           =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .0786422   .0196284     4.01   0.000     .0395804     .117704
           3 |   .1098142   .0348042     3.16   0.002     .0405517    .1790767
           4 |   .0473108   .0430272     1.10   0.275    -.0383161    .1329376
           5 |   .0028302   .0433325     0.07   0.948    -.0834043    .0890647
           6 |   .0514695   .0336235     1.53   0.130    -.0154434    .1183824
           7 |  -.0926935   .0704898    -1.31   0.192    -.2329727    .0475857
           8 |   .0111809   .0560136     0.20   0.842    -.1002898    .1226515
           9 |   .1564759   .1207393     1.30   0.199     -.083803    .3967548
          11 |   .1357289   .0977756     1.39   0.169    -.0588508    .3303086
             |
       _cons |   .0474115   .0261793     1.81   0.074    -.0046869    .0995099
-------------+----------------------------------------------------------------
     sigma_u |  .17728116
     sigma_e |  .31821568
         rho |  .23685771   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0018                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(9,156)           =     20.36
corr(u_i, Xb)  = -0.1100                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |   .0043789   .0070994     0.62   0.538    -.0096445    .0184022
```

```
          3  |   -.009117   .0132571    -0.69   0.493    -.0353035    .0170695
          4  |  -.0037555   .0072182    -0.52   0.604    -.0180134    .0105025
          5  |  -.0059595    .013527    -0.44   0.660    -.0326791    .0207602
          6  |  -.0438718   .0215742    -2.03   0.044     -.086487   -.0012566
          7  |   .0043122   .0131473     0.33   0.743    -.0216575    .0302819
          8  |   .0168615   .0097243     1.73   0.085    -.0023468    .0360698
          9  |    .122734   .0643635     1.91   0.058    -.0044025    .2498705
         11  |   .0753546   .0451289     1.67   0.097     -.013788    .1644971
             |
       _cons |   .0580815   .0096175     6.04   0.000     .0390842    .0770789
-------------+----------------------------------------------------------------
     sigma_u |  .12343639
     sigma_e |  .22459302
         rho |  .23198651   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0009                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(9,145)           =     22.74
corr(u_i, Xb)  = -0.0840                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0236733   .0088355     2.68   0.008     .0062104    .0411363
          3  |    .021966    .013242     1.66   0.099    -.0042063    .0481383
          4  |  -.0096675   .0130245    -0.74   0.459    -.0354098    .0160748
          5  |   .0062945   .0069106     0.91   0.364     -.007364    .0199531
          6  |  -.0455912   .0784443    -0.58   0.562    -.2006331    .1094507
          7  |  -.0253717   .0148551    -1.71   0.090    -.0547322    .0039889
          8  |  -.0037425   .0105191    -0.36   0.723    -.0245331    .0170482
          9  |   .0606836   .0336268     1.80   0.073    -.0057784    .1271457
         11  |   .0255423   .0342062     0.75   0.456    -.0420649    .0931494
             |
       _cons |   .0400865   .0067323     5.95   0.000     .0267805    .0533925
-------------+----------------------------------------------------------------
     sigma_u |  .10948138
     sigma_e |  .20660275
         rho |  .21924241   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0045                         Obs per group: min =         5
       between = 0.0016                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(8,87)            =     12.30
corr(u_i, Xb)  = -0.1816                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0310474   .0221485     1.40   0.165    -.0129751      .07507
          3  |  -.0057295    .030121    -0.19   0.850    -.0655983    .0541393
          4  |  -.0119552   .0176739    -0.68   0.501    -.0470839    .0231736
          5  |   .0224848   .0288154     0.78   0.437    -.0347889    .0797585
          6  |    .178422   .0531861     3.35   0.001     .0727088    .2841351
```

```
          7  |   .0134107   .0232466     0.58   0.566    -.0327944    .0596159
          8  |   .0588146   .0392585     1.50   0.138    -.0192159     .136845
         11  |   .1914685   .1220696     1.57   0.120     -.051158     .434095
             |
       _cons |    .062285   .0252694     2.46   0.016     .0120593    .1125106
-------------+----------------------------------------------------------------
     sigma_u |  .15315524
     sigma_e |   .2549515
         rho |  .26517495   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0073                         Obs per group: min =         5
       between = 0.0125                                        avg =       5.0
       overall = 0.0052                                        max =         5

                                                F(8,80)            =         .
corr(u_i, Xb)  = -0.1326                        Prob > F           =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0653939   .0183778     3.56   0.001     .0288209    .1019669
          3  |   .0827652   .0199766     4.14   0.000     .0430104    .1225199
          4  |   .0249278   .0297603     0.84   0.405    -.0342971    .0841526
          5  |   .0252892   .0287897     0.88   0.382    -.0320041    .0825825
          6  |   .0479123   .0326224     1.47   0.146    -.0170083    .1128329
          7  |  -.0870629   .0627839    -1.39   0.169    -.2120069    .0378811
          8  |   .0219925   .0546707     0.40   0.689    -.0868057    .1307908
          9  |   .1516247   .1253331     1.21   0.230    -.0977961    .4010454
         11  |   .1363881   .0987378     1.38   0.171    -.0601063    .3328825
             |
       _cons |   .0392083    .020914     1.87   0.064    -.0024118    .0808284
-------------+----------------------------------------------------------------
     sigma_u |  .13546499
     sigma_e |  .24927239
         rho |  .22799522   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0020                         Obs per group: min =         4
       between = 0.0000                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(9,156)           =     10.87
corr(u_i, Xb)  = -0.0662                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |  -.0032472   .0111147    -0.29   0.771     -.025202    .0187075
          3  |  -.0016569   .0104888    -0.16   0.875    -.0223754    .0190616
          4  |  -.0154916   .0118642    -1.31   0.194    -.0389267    .0079435
          5  |  -.0247731   .0137678    -1.80   0.074    -.0519684    .0024222
          6  |   -.110222   .0513656    -2.15   0.033    -.2116839   -.0087601
          7  |   .0187784   .0111938     1.68   0.095    -.0033326    .0408893
          8  |   .0073684   .0151906     0.49   0.628    -.0226375    .0373742
          9  |  -.0453817   .0135907    -3.34   0.001    -.0722272   -.0185361
         11  |   .0013101   .0140169     0.09   0.926    -.0263774    .0289977
             |
```

```
       _cons |   .0806986   .0100201     8.05   0.000     .0609061    .1004912
-------------+----------------------------------------------------------------
     sigma_u |  .20426368
     sigma_e |    .215014
         rho |  .47437674   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0009                         Obs per group: min =         4
       between = 0.0069                                        avg =       5.0
       overall = 0.0036                                        max =         5

                                                F(9,145)           =     89.49
corr(u_i, Xb)  = 0.0189                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |   .0066245   .0176935     0.37   0.709     -.028346    .0415951
          3  |   .0341285    .012305     2.77   0.006     .0098083    .0584488
          4  |   .0093218   .0045897     2.03   0.044     .0002505    .0183932
          5  |   .0038862   .0068657     0.57   0.572    -.0096836    .0174559
          6  |   .0336807   .0293193     1.15   0.253    -.0242678    .0916291
          7  |   .0124662   .0089704     1.39   0.167    -.0052635    .0301958
          8  |   .0278531   .0107807     2.58   0.011     .0065453    .0491608
          9  |   .0185804   .0105704     1.76   0.081    -.0023116    .0394724
         11  |  -.0183892   .0032726    -5.62   0.000    -.0248573    -.011921
             |
       _cons |   .0460151   .0076236     6.04   0.000     .0309473    .0610828
-------------+----------------------------------------------------------------
     sigma_u |  .16523927
     sigma_e |  .18562313
         rho |    .442099   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0016                         Obs per group: min =         5
       between = 0.0002                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(8,87)            =      4.79
corr(u_i, Xb)  = -0.0370                        Prob > F           =    0.0001

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
          2  |  -.0056086   .0287616    -0.20   0.846    -.0627754    .0515582
          3  |  -.0041262   .0235444    -0.18   0.861    -.0509233    .0426709
          4  |  -.0122054   .0252701    -0.48   0.630    -.0624324    .0380216
          5  |  -.0431225   .0219196    -1.97   0.052    -.0866901    .0004452
          6  |  -.0715547   .0948888    -0.75   0.453    -.2601565    .1170471
          7  |   .0278816   .0471973     0.59   0.556    -.0659281    .1216913
          8  |   -.020043   .0249596    -0.80   0.424    -.0696529    .0295669
         11  |   .0001073   .0465704     0.00   0.998    -.0924563    .0926709
             |
       _cons |   .1468605   .0187036     7.85   0.000     .1096851    .1840359
-------------+----------------------------------------------------------------
     sigma_u |  .26576354
     sigma_e |  .27388913
         rho |  .48494634   (fraction of variance due to u_i)
```

```
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0043                         Obs per group: min =         5
       between = 0.0194                                        avg =       5.0
       overall = 0.0120                                        max =         5

                                                F(8,80)           =         .
corr(u_i, Xb)  = 0.0188                         Prob > F          =         .

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      OCCCAT |
           2 |     .03167   .0219983     1.44   0.154    -.0121079     .075448
           3 |   .1029133   .0255714     4.02   0.000     .0520246     .153802
           4 |   .0494687   .0138329     3.58   0.001     .0219403     .076997
           5 |   .0392071   .0166879     2.35   0.021     .0059972    .0724171
           6 |   .0388149   .0139017     2.79   0.007     .0111496    .0664802
           7 |   .0086657   .0212681     0.41   0.685    -.0336591    .0509905
           8 |   .0494086   .0082728     5.97   0.000     .0329453    .0658719
           9 |   .0418625   .0109728     3.82   0.000      .020026     .063699
          11 |  -.0482946   .0147807    -3.27   0.002    -.0777092   -.0188801
             |
       _cons |    .069383    .007539     9.20   0.000     .0543799     .084386
-------------+----------------------------------------------------------------
     sigma_u |  .22476416
     sigma_e |  .23871301
         rho |  .46993115   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0203                                        avg =       5.0
       overall = 0.0092                                        max =         5

                                                F(1,156)          =      1.19
corr(u_i, Xb)  = 0.1146                         Prob > F          =    0.2768

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.0152663   .0139886    -1.09   0.277    -.0428978    .0123653
       _cons |    3.85771   .0061944   622.77   0.000     3.845474    3.869946
-------------+----------------------------------------------------------------
     sigma_u |   .7473984
     sigma_e |  .66092836
         rho |  .56116854   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         4
       between = 0.0092                                        avg =       5.0
       overall = 0.0031                                        max =         5

                                                F(1,145)          =      5.66
corr(u_i, Xb)  = -0.0894                        Prob > F          =    0.0186

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0372164   .0156371     2.38   0.019     .0063103    .0681225
       _cons |   3.955218   .0026157  1512.09   0.000     3.950049    3.960388
-------------+----------------------------------------------------------------
     sigma_u |  .71559671
     sigma_e |  .60458747
         rho |  .58349582   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0017                         Obs per group: min =         5
       between = 0.0254                                        avg =       5.0
       overall = 0.0140                                        max =         5

                                                F(1,87)            =     20.20
corr(u_i, Xb)  = 0.0932                         Prob > F           =    0.0000

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.0933879   .0207769    -4.49   0.000    -.1346843   -.0520916
       _cons |   3.598803   .0081546   441.32   0.000     3.582595    3.615011
-------------+----------------------------------------------------------------
     sigma_u |   .7806602
     sigma_e |  .68426009
         rho |  .56552197   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0143                                        avg =       5.0
       overall = 0.0048                                        max =         5

                                                F(1,80)            =     10.36
corr(u_i, Xb)  = -0.1088                        Prob > F           =    0.0019

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0426854   .0132645     3.22   0.002     .0162882    .0690826
       _cons |   3.652924   .0021082  1732.72   0.000     3.648729     3.65712
-------------+----------------------------------------------------------------
     sigma_u |  .76083837
     sigma_e |  .62383199
         rho |  .59798583   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0029                                        avg =       4.8
       overall = 0.0006                                        max =         5

                                                F(1,156)           =      0.07
corr(u_i, Xb)  = 0.0387                         Prob > F           =    0.7847

                               (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
```

```
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.0684793    .250218    -0.27   0.785    -.5627319    .4257732
       _cons |   1.043075   .1112256     9.38   0.000     .8233723    1.262777
-------------+----------------------------------------------------------------
     sigma_u |  2.8551569
     sigma_e |  4.8135578
         rho |  .26025967   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0001                                        max =         5

                                                F(1,145)           =     14.57
corr(u_i, Xb)  = -0.0315                        Prob > F           =    0.0002

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.4686065   .1227691    -3.82   0.000    -.7112547   -.2259583
       _cons |   1.267907   .0203137    62.42   0.000     1.227758    1.308057
-------------+----------------------------------------------------------------
     sigma_u |   3.414169
     sigma_e |  5.6666258
         rho |  .26633074   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0042                                        avg =       4.8
       overall = 0.0005                                        max =         5

                                                F(1,87)            =      0.06
corr(u_i, Xb)  = -0.0674                        Prob > F           =    0.8111

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0926664   .3864827     0.24   0.811    -.6755099    .8608426
       _cons |   1.500309   .1526775     9.83   0.000     1.196846    1.803773
-------------+----------------------------------------------------------------
     sigma_u |   3.678525
     sigma_e |   5.618637
         rho |  .30003011   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0011                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.9
       overall = 0.0003                                        max =         5

                                                F(1,80)            =     11.12
corr(u_i, Xb)  = -0.0446                        Prob > F           =    0.0013

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
```

```
-------------+----------------------------------------------------------------
      2.PRIV |  -.9183928   .2753793    -3.34   0.001    -1.466415   -.3703705
       _cons |   2.023266   .0430286    47.02   0.000     1.937636    2.108896
-------------+----------------------------------------------------------------
     sigma_u |  4.3025939
     sigma_e |  7.1858861
         rho |  .26389888   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0458                                        avg =       5.0
       overall = 0.0171                                        max =         5

                                                F(1,156)           =    123.81
corr(u_i, Xb)  = 0.1255                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.3527763   .0317044   -11.13   0.000    -.4154017   -.2901509
       _cons |   1.445256   .0140389   102.95   0.000     1.417525    1.472986
-------------+----------------------------------------------------------------
     sigma_u |  2.1548856
     sigma_e |  2.9178117
         rho |  .35292821   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between = 0.0224                                        avg =       5.0
       overall = 0.0080                                        max =         5

                                                F(1,145)           =     38.08
corr(u_i, Xb)  = 0.0890                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   -.284029   .0460285    -6.17   0.000    -.3750025   -.1930555
       _cons |   1.722185    .007699   223.69   0.000     1.706969    1.737402
-------------+----------------------------------------------------------------
     sigma_u |  2.3657739
     sigma_e |   3.051208
         rho |  .37545969   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0018                         Obs per group: min =         5
       between = 0.0654                                        avg =       5.0
       overall = 0.0256                                        max =         5

                                                F(1,87)            =     26.31
corr(u_i, Xb)  = 0.1523                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
      2.PRIV |  -.5002269   .0975304    -5.13   0.000    -.6940791   -.3063746
       _cons |   2.466642   .0382791    64.44   0.000     2.390558    2.542726
-------------+----------------------------------------------------------------
     sigma_u |  2.6253565
     sigma_e |  3.5034452
         rho |   .3596093   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0341                                        avg =       5.0
       overall = 0.0131                                        max =         5

                                                F(1,80)            =     18.71
corr(u_i, Xb)  = 0.1044                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.5325065   .1231161    -4.33   0.000    -.7775154   -.2874977
       _cons |   2.756547   .0195675   140.87   0.000     2.717607    2.795488
-------------+----------------------------------------------------------------
     sigma_u |  3.0342631
     sigma_e |  3.7807104
         rho |  .39176797   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0034                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,156)           =      0.03
corr(u_i, Xb)  = 0.0470                         Prob > F           =    0.8704

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0012802   .0078348     0.16   0.870    -.0141958    .0167562
       _cons |   .0716454   .0034693    20.65   0.000     .0647926    .0784982
-------------+----------------------------------------------------------------
     sigma_u |  .17524869
     sigma_e |  .31303248
         rho |  .23863062   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0027                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,145)           =      0.39
corr(u_i, Xb)  = 0.0265                         Prob > F           =    0.5333

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0081397   .0130358     0.62   0.533    -.0176251    .0339045
```

```
       _cons |   .0543333   .0021805    24.92   0.000     .0500237    .0586428
-------------+----------------------------------------------------------------
     sigma_u |  .14026514
     sigma_e |  .25830268
         rho |   .2277262   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0161                                        avg =       5.0
       overall = 0.0037                                        max =         5

                                                F(1,87)            =      2.48
corr(u_i, Xb)  = 0.0837                         Prob > F           =    0.1189

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0153632   .0097551     1.57   0.119    -.0040261    .0347526
       _cons |   .0967322   .0038287    25.26   0.000     .0891222    .1043422
-------------+----------------------------------------------------------------
     sigma_u |   .2283627
     sigma_e |  .37301129
         rho |  .27262459   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0099                                        avg =       5.0
       overall = 0.0024                                        max =         5

                                                F(1,80)            =      1.34
corr(u_i, Xb)  = 0.0427                         Prob > F           =    0.2506

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0260359   .0224978     1.16   0.251    -.0187361    .0708079
       _cons |   .0819085   .0035757    22.91   0.000     .0747927    .0890244
-------------+----------------------------------------------------------------
     sigma_u |  .17650856
     sigma_e |  .31894587
         rho |  .23445865   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0025                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                                F(1,156)           =      2.38
corr(u_i, Xb)  = -0.0652                        Prob > F           =    0.1249

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.0074728   .0048435    -1.54   0.125      -.01704    .0020945
       _cons |    .061887   .0021447    28.86   0.000     .0576506    .0661234
```

```
-------------+----------------------------------------------------------------
     sigma_u |  .12266587
     sigma_e |  .22467041
         rho |  .22964078   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0031                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,145)           =      0.09
corr(u_i, Xb)  = 0.0394                         Prob > F           =    0.7634

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0021289   .0070592     0.30   0.763    -.0118234    .0160812
       _cons |   .0478635   .0011808    40.54   0.000     .0455298    .0501973
-------------+----------------------------------------------------------------
     sigma_u |  .10900582
     sigma_e |  .20667606
         rho |  .21763488   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0186                                        avg =       5.0
       overall = 0.0033                                        max =         5

                                                F(1,87)            =      0.01
corr(u_i, Xb)  = 0.1124                         Prob > F           =    0.9195

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0012749   .0125802     0.10   0.920    -.0237295    .0262793
       _cons |   .0781371   .0049375    15.83   0.000     .0683233     .087951
-------------+----------------------------------------------------------------
     sigma_u |  .14980728
     sigma_e |  .25530405
         rho |  .25612431   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0108                                        avg =       5.0
       overall = 0.0022                                        max =         5

                                                F(1,80)            =      0.70
corr(u_i, Xb)  = 0.0584                         Prob > F           =    0.4037

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0132226   .0157516     0.84   0.404     -.018124    .0445692
       _cons |   .0715217   .0025035    28.57   0.000     .0665396    .0765038
-------------+----------------------------------------------------------------
```

```
     sigma_u |  .13439758
     sigma_e |  .24991706
         rho |  .22432227   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0002                         Obs per group: min =         4
       between = 0.0087                                        avg =       5.0
       overall = 0.0035                                        max =         5

                                                F(1,156)           =      8.33
corr(u_i, Xb)  = 0.0628                         Prob > F           =    0.0044

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0096782   .0033529     2.89   0.004     .0030553    .0163011
       _cons |    .072437   .0014847    48.79   0.000     .0695043    .0753698
-------------+----------------------------------------------------------------
     sigma_u |  .20333298
     sigma_e |  .21515103
         rho |  .47178235   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0060                                        avg =       5.0
       overall = 0.0016                                        max =         5

                                                F(1,145)           =      0.09
corr(u_i, Xb)  = -0.0635                        Prob > F           =    0.7691

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |  -.0013972   .0047502    -0.29   0.769    -.0107859    .0079914
       _cons |   .0559303   .0007946    70.39   0.000     .0543598    .0575008
-------------+----------------------------------------------------------------
     sigma_u |  .16580835
     sigma_e |  .18565078
         rho |  .44372208   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0025                         Obs per group: min =         5
       between = 0.0204                                        avg =       5.0
       overall = 0.0110                                        max =         5

                                                F(1,87)            =     15.16
corr(u_i, Xb)  = 0.0605                         Prob > F           =    0.0002

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |    .045169   .0116023     3.89   0.000     .0221081    .0682298
       _cons |   .1180946   .0045537    25.93   0.000     .1090436    .1271456
-------------+----------------------------------------------------------------
     sigma_u |  .26349922
```

```
     sigma_e |  .27353094
         rho |  .48132653   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between = 0.0099                                        avg =       5.0
       overall = 0.0029                                        max =         5

                                                F(1,80)            =      0.34
corr(u_i, Xb)  = 0.0728                         Prob > F           =    0.5590

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      2.PRIV |   .0057228   .0097528     0.59   0.559    -.0136858    .0251314
       _cons |   .1021195   .0015501    65.88   0.000     .0990347    .1052042
-------------+----------------------------------------------------------------
     sigma_u |  .22675022
     sigma_e |  .23899088
         rho |  .47373603   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18587
Group variable: dupersid_p~l                    Number of groups   =      3749

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0054                                        avg =       5.0
       overall = 0.0021                                        max =         5

                                                F(1,156)           =      1.50
corr(u_i, Xb)  = -0.0692                        Prob > F           =    0.2227

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0006219    .000508     1.22   0.223    -.0003815    .0016254
       _cons |   3.830745   .0177198   216.18   0.000     3.795744    3.865747
-------------+----------------------------------------------------------------
     sigma_u |  .75183614
     sigma_e |  .66121543
         rho |  .56386853   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16433
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0035                                        avg =       5.0
       overall = 0.0015                                        max =         5

                                                F(1,145)           =      0.06
corr(u_i, Xb)  = 0.0480                         Prob > F           =    0.8026

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0001837   .0007336     0.25   0.803    -.0012662    .0016337
       _cons |   3.954276   .0308353   128.24   0.000     3.893331    4.015221
-------------+----------------------------------------------------------------
     sigma_u |  .71444701
     sigma_e |  .60431311
```

```
         rho |  .58293479   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4968
Group variable: dupersid_p~l                    Number of groups   =      1002

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0068                                        avg =       5.0
       overall = 0.0025                                        max =         5

                                                F(1,87)            =      1.78
corr(u_i, Xb)  = -0.0878                        Prob > F           =    0.1861

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0016472   .0012359     1.33   0.186    -.0008092    .0041036
       _cons |   3.509365   .0420988    83.36   0.000     3.425689    3.593041
-------------+----------------------------------------------------------------
     sigma_u |  .78895471
     sigma_e |  .68599355
         rho |  .56946811   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5122
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0004                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,80)            =      0.37
corr(u_i, Xb)  = -0.0247                        Prob > F           =    0.5435

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0008922   .0014624    -0.61   0.544    -.0038025    .0020181
       _cons |   3.697702   .0606909    60.93   0.000     3.576924    3.818481
-------------+----------------------------------------------------------------
     sigma_u |  .75908724
     sigma_e |  .62369193
         rho |  .59698552   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     17936
Group variable: dupersid_p~l                    Number of groups   =      3747

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.8
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      0.24
corr(u_i, Xb)  = -0.0114                        Prob > F           =    0.6271

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0016452   .0033795    -0.49   0.627    -.0083207    .0050303
       _cons |   1.074925   .1188344     9.05   0.000     .8401934    1.309658
-------------+----------------------------------------------------------------
     sigma_u |  2.8579427
     sigma_e |   4.832612
         rho |  .25911563   (fraction of variance due to u_i)
```

```
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16054
Group variable: dupersid_p~l                    Number of groups   =      3297

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,145)           =     14.51
corr(u_i, Xb)  = -0.0483                        Prob > F           =    0.0002

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0171139   .0044925     3.81   0.000     .0082347    .0259931
       _cons |   .4717153   .1891867     2.49   0.014     .0977955    .8456352
-------------+----------------------------------------------------------------
     sigma_u |  3.4178028
     sigma_e |  5.6772983
         rho |  .26601124   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4792
Group variable: dupersid_p~l                    Number of groups   =      1001

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0036                                        avg =       4.8
       overall = 0.0004                                        max =         5

                                                F(1,87)            =      1.72
corr(u_i, Xb)  = -0.0694                        Prob > F           =    0.1927

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0076127   .0057992    -1.31   0.193    -.0191392    .0039138
       _cons |   1.802637   .1992648     9.05   0.000     1.406576    2.198697
-------------+----------------------------------------------------------------
     sigma_u |  3.6828033
     sigma_e |  5.6344729
         rho |  .29933663   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4996
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0006                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                                F(1,80)            =      1.50
corr(u_i, Xb)  = -0.0032                        Prob > F           =    0.2243

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |     .01646   .0134402     1.22   0.224    -.0102868    .0432069
       _cons |   1.197954   .5589155     2.14   0.035     .0856769    2.310231
-------------+----------------------------------------------------------------
     sigma_u |  4.2948606
     sigma_e |   7.200481
         rho |  .26241435   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =     18589
Group variable: dupersid_p~1                    Number of groups   =      3749

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0118                                        avg =       5.0
       overall = 0.0033                                        max =         5

                                                F(1,156)           =      0.82
corr(u_i, Xb)  = 0.0857                         Prob > F           =    0.3675

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0015243   .0016866    -0.90   0.368    -.0048557    .0018072
       _cons |   1.332199    .058829    22.65   0.000     1.215995    1.448403
-------------+----------------------------------------------------------------
     sigma_u |  2.1909345
     sigma_e |  2.9141451
         rho |  .36112223   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16435
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,145)           =      0.84
corr(u_i, Xb)  = -0.0070                        Prob > F           =    0.3597

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0040174   .0043722    -0.92   0.360    -.0126589    .0046241
       _cons |   1.845397   .1837814    10.04   0.000      1.48216    2.208634
-------------+----------------------------------------------------------------
     sigma_u |  2.3786123
     sigma_e |  3.0573227
         rho |  .37706029   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4968
Group variable: dupersid_p~1                    Number of groups   =      1002

R-sq:  within  = 0.0006                         Obs per group: min =         1
       between = 0.0285                                        avg =       5.0
       overall = 0.0110                                        max =         5

                                                F(1,87)            =      9.65
corr(u_i, Xb)  = 0.1108                         Prob > F           =    0.0026

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0108533   .0034933    -3.11   0.003    -.0177966     -.00391
       _cons |      2.6064    .118998    21.90   0.000     2.369879    2.842922
-------------+----------------------------------------------------------------
     sigma_u |  2.6898229
     sigma_e |  3.4701041
         rho |  .37532985   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =      5122
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0021                                        avg =       5.0
       overall = 0.0008                                        max =         5

                                                F(1,80)            =      3.77
corr(u_i, Xb)  = -0.0550                        Prob > F           =    0.0558

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0076759   .0039548    -1.94   0.056    -.0155461    .0001943
       _cons |   2.992104   .1641239    18.23   0.000     2.665487    3.318721
-------------+----------------------------------------------------------------
     sigma_u |  3.0653754
     sigma_e |  3.7884273
         rho |  .39566474   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18589
Group variable: dupersid_p~l                    Number of groups   =      3749

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0005                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,156)           =      3.65
corr(u_i, Xb)  = 0.0047                         Prob > F           =    0.0580

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0003103   .0001625     1.91   0.058    -.0000106    .0006312
       _cons |   .0613071   .0056675    10.82   0.000     .0501123     .072502
-------------+----------------------------------------------------------------
     sigma_u |  .17858433
     sigma_e |  .31232185
         rho |  .24639235   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16435
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0025                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,145)           =      1.36
corr(u_i, Xb)  = 0.0073                         Prob > F           =    0.2461

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0007098   .0006095    -1.16   0.246    -.0019144    .0004949
       _cons |   .0853739   .0256192     3.33   0.001     .0347387    .1360091
-------------+----------------------------------------------------------------
     sigma_u |  .14016958
     sigma_e |  .25742027
         rho |  .22869156   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4968
```

```
Group variable: dupersid_p~l                    Number of groups   =      1002

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0006                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,87)            =      0.99
corr(u_i, Xb)  = 0.0153                         Prob > F           =    0.3213

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0002925   .0002933     1.00   0.321    -.0002904    .0008755
       _cons |   .0922729   .0099909     9.24   0.000     .0724148     .112131
-------------+----------------------------------------------------------------
     sigma_u |  .23792227
     sigma_e |  .36993862
         rho |  .29260074   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5122
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0024                         Obs per group: min =         1
       between = 0.0057                                        avg =       5.0
       overall = 0.0022                                        max =         5

                                                F(1,80)            =      3.48
corr(u_i, Xb)  = -0.0358                        Prob > F           =    0.0659

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0025208   .0013521    -1.86   0.066    -.0052117      .00017
       _cons |   .1898566   .0561145     3.38   0.001     .0781852    .3015281
-------------+----------------------------------------------------------------
     sigma_u |  .17522181
     sigma_e |  .31630241
         rho |  .23481994   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18589
Group variable: dupersid_p~l                    Number of groups   =      3749

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0004                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,156)           =      7.65
corr(u_i, Xb)  = -0.0089                        Prob > F           =    0.0064

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0003602   .0001303     2.77   0.006     .0001029    .0006175
       _cons |   .0460777   .0045433    10.14   0.000     .0371034    .0550519
-------------+----------------------------------------------------------------
     sigma_u |   .1231359
     sigma_e |  .22486757
         rho |  .23068523   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16435
Group variable: dupersid_p~l                    Number of groups   =      3298
```

```
R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0031                                        avg =       5.0
       overall = 0.0009                                        max =         5

                                                F(1,145)           =      0.89
corr(u_i, Xb)  = 0.0152                         Prob > F           =    0.3467

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0005066   .0005366    -0.94   0.347    -.0015672     .000554
       _cons |   .0694645   .0225562     3.08   0.002      .024883    .1140459
-------------+----------------------------------------------------------------
     sigma_u |  .10896475
     sigma_e |  .20661767
         rho |  .21760277   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4968
Group variable: dupersid_p~1                    Number of groups   =      1002

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0006                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                                F(1,87)            =      3.29
corr(u_i, Xb)  = -0.0102                        Prob > F           =    0.0733

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0005282   .0002914     1.81   0.073    -.000051    .0011075
       _cons |   .0606544   .0099274     6.11   0.000     .0409228    .0803861
-------------+----------------------------------------------------------------
     sigma_u |  .15181385
     sigma_e |  .25525619
         rho |  .26129952   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5122
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0022                         Obs per group: min =         1
       between = 0.0083                                        avg =       5.0
       overall = 0.0029                                        max =         5

                                                F(1,80)            =      3.38
corr(u_i, Xb)  = -0.0215                        Prob > F           =    0.0697

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0018944   .0010303    -1.84   0.070    -.0039447    .0001559
       _cons |   .1518074   .0427568     3.55   0.001     .0667187     .236896
-------------+----------------------------------------------------------------
     sigma_u |  .13361897
     sigma_e |  .24924845
         rho |  .22323445   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18587
Group variable: dupersid_p~1                    Number of groups   =      3749
```

```
R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0012                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                                F(1,156)           =      4.47
corr(u_i, Xb)  = -0.0476                        Prob > F           =    0.0361

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |  -.0004192   .0001983    -2.11   0.036    -.0008108   -.0000275
       _cons |   .0909407   .0069159    13.15   0.000     .0772798    .1046016
-------------+----------------------------------------------------------------
     sigma_u |  .20466051
     sigma_e |  .21549573
         rho |  .47422858   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16433
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0004                         Obs per group: min =         1
       between = 0.0009                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,145)           =      2.17
corr(u_i, Xb)  = -0.0507                        Prob > F           =    0.1432

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0006076   .0004128     1.47   0.143    -.0002083    .0014235
       _cons |   .0301405   .0173516     1.74   0.085    -.0041543    .0644353
-------------+----------------------------------------------------------------
     sigma_u |  .16567714
     sigma_e |  .18592735
         rho |   .4425967   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4968
Group variable: dupersid_p~1                    Number of groups   =      1002

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0016                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(1,87)            =      1.13
corr(u_i, Xb)  = -0.0492                        Prob > F           =    0.2906

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   -.000479   .0004505    -1.06   0.291    -.0013744    .0004164
       _cons |   .1505289   .0153453     9.81   0.000     .1200286    .1810292
-------------+----------------------------------------------------------------
     sigma_u |  .26476737
     sigma_e |  .27474162
         rho |  .48151867   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5122
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         1
```

```
       between = 0.0005                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                               F(1,80)           =      0.44
corr(u_i, Xb)  = -0.0391                       Prob > F          =    0.5114

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
        HOUR |   .0006975   .0010573     0.66   0.511    -.0014066    .0028015
       _cons |   .0737498   .0438771     1.68   0.097    -.0135685     .161068
-------------+----------------------------------------------------------------
     sigma_u |  .22643284
     sigma_e |  .23921762
         rho |  .47256494   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                               F(1,156)          =      0.04
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.8339

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0026059   .0124052     0.21   0.834     -.021898    .0271098
       _cons |   3.850428   .0024813  1551.80   0.000     3.845527     3.85533
-------------+----------------------------------------------------------------
     sigma_u |  .74829891
     sigma_e |  .66094243
         rho |  .56175102   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                               F(1,145)          =      0.03
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.8581

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0014866   .0082996     0.18   0.858    -.0149171    .0178903
       _cons |   3.961147     .00166  2386.21   0.000     3.957866    3.964428
-------------+----------------------------------------------------------------
     sigma_u |  .71435431
     sigma_e |  .60466664
         rho |  .58258728   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                        avg =       5.0
```

```
       overall = 0.0001                                        max =         5

                                               F(1,87)           =      1.28
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.2609

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0211628   .0186995    -1.13   0.261    -.0583301    .0160045
       _cons |   3.566383   .0037399   953.60   0.000     3.558949    3.573816
-------------+----------------------------------------------------------------
     sigma_u |   .7859801
     sigma_e |  .68476992
         rho |  .56849101   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression              Number of obs      =      5140
Group variable: dupersid_p~1                   Number of groups   =      1028

R-sq:  within  = 0.0002                        Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0001                                       max =         5

                                               F(1,80)           =      1.26
corr(u_i, Xb)  = 0.0000                        Prob > F          =    0.2641

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0207356   .0184373     1.12   0.264    -.0159558    .0574271
       _cons |   3.655561   .0036875   991.35   0.000     3.648223      3.6629
-------------+----------------------------------------------------------------
     sigma_u |  .75912028
     sigma_e |  .62386113
         rho |  .59687593   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression              Number of obs      =     18096
Group variable: dupersid_p~1                   Number of groups   =      3755

R-sq:  within  = 0.0000                        Obs per group: min =         1
       between = 0.0002                                       avg =       4.8
       overall = 0.0001                                       max =         5

                                               F(1,156)          =      0.00
corr(u_i, Xb)  = -0.0014                       Prob > F          =    0.9690

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0019572   .0502693    -0.04   0.969    -.1012535    .0973391
       _cons |   1.013024   .0100091   101.21   0.000     .9932536    1.032795
-------------+----------------------------------------------------------------
     sigma_u |  2.8565948
     sigma_e |  4.8135999
         rho |  .26045021   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression              Number of obs      =     16105
Group variable: dupersid_p~1                   Number of groups   =      3298

R-sq:  within  = 0.0000                        Obs per group: min =         1
       between = 0.0002                                       avg =       4.9
       overall = 0.0000                                       max =         5
```

```
                                                F(1,145)          =      0.27
corr(u_i, Xb)  = 0.0012                         Prob > F          =    0.6016

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0590617   .1128868     0.52   0.602    -.1640545    .2821778
       _cons |    1.17852   .0226496    52.03   0.000     1.133754    1.223287
-------------+----------------------------------------------------------------
     sigma_u |   3.411631
     sigma_e |  5.6679097
         rho |  .26595176   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.8
       overall = 0.0003                                        max =         5

                                                F(1,87)           =      0.00
corr(u_i, Xb)  = -0.0016                        Prob > F          =    0.9568

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0062173   .1145379    -0.05   0.957    -.2338738    .2214393
       _cons |   1.538162   .0229368    67.06   0.000     1.492572    1.583751
-------------+----------------------------------------------------------------
     sigma_u |  3.6757819
     sigma_e |  5.6187065
         rho |  .29971167   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0002                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,80)           =      0.00
corr(u_i, Xb)  = 0.0015                         Prob > F          =    0.9924

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0022352   .2326554     0.01   0.992    -.4607638    .4652342
       _cons |   1.879317   .0466202    40.31   0.000      1.78654    1.972094
-------------+----------------------------------------------------------------
     sigma_u |  4.2963029
     sigma_e |  7.1898149
         rho |  .26311878   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0063                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0028                                        max =         5
```

```
                                                F(1,156)          =    156.84
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.5189172   .0414357   -12.52   0.000    -.6007646   -.4370698
       _cons |   1.392828   .0082871   168.07   0.000     1.376459    1.409197
-------------+----------------------------------------------------------------
     sigma_u |   2.182083
     sigma_e |  2.9103996
         rho |  .35984868   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0038                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0020                                        max =         5

                                                F(1,145)          =    249.41
corr(u_i, Xb)  = -0.0000                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   -.420601   .0266325   -15.79   0.000    -.4732392   -.3679629
       _cons |   1.758797   .0053265   330.20   0.000      1.74827    1.769325
-------------+----------------------------------------------------------------
     sigma_u |  2.3776756
     sigma_e |  3.0463237
         rho |  .37856952   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0148                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0063                                        max =         5

                                                F(1,87)           =    203.16
corr(u_i, Xb)  = -0.0000                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.9534623    .066893   -14.25   0.000    -1.086419   -.8205053
       _cons |   2.461004   .0133786   183.95   0.000     2.434412    2.487595
-------------+----------------------------------------------------------------
     sigma_u |  2.6714595
     sigma_e |   3.480641
         rho |  .37070745   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0093                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0047                                        max =         5

                                                F(1,80)           =     40.66
```

```
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.8168065   .1281015    -6.38   0.000    -1.071737   -.5618764
       _cons |   2.835274   .0256203   110.67   0.000     2.784288     2.88626
-------------+----------------------------------------------------------------
     sigma_u |  3.0607158
     sigma_e |  3.7655476
         rho |  .39783624   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0005                                       max =         5

                                                F(1,156)           =     66.32
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0215849   .0026504    -8.14   0.000    -.0268202   -.0163496
       _cons |   .0765293   .0005301   144.37   0.000     .0754822    .0775763
-------------+----------------------------------------------------------------
     sigma_u |  .17527956
     sigma_e |  .31288383
         rho |   .2388673   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0014                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0006                                       max =         5

                                                F(1,145)           =     29.43
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0213096   .0039278    -5.43   0.000    -.0290728   -.0135464
       _cons |   .0599567   .0007856    76.32   0.000      .058404    .0615093
-------------+----------------------------------------------------------------
     sigma_u |  .14037613
     sigma_e |  .25813572
         rho |  .22823222   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0001                                       max =         5

                                                F(1,87)            =      5.32
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0234
```

```
                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0164917   .0071489    -2.31   0.023     -.030701   -.0022824
       _cons |   .1060604   .0014298    74.18   0.000     .1032185    .1089022
-------------+----------------------------------------------------------------
     sigma_u |  .22909515
     sigma_e |  .37296693
         rho |  .27394376   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0027                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0014                                       max =         5

                                                F(1,80)            =     84.67
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0372039   .0040433    -9.20   0.000    -.0452503   -.0291576
       _cons |   .0934873   .0008087   115.61   0.000     .0918781    .0950966
-------------+----------------------------------------------------------------
     sigma_u |  .17713657
     sigma_e |  .31858296
         rho |  .23614647   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0011                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0006                                       max =         5

                                                F(1,156)           =     27.76
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0166654    .003163    -5.27   0.000    -.0229132   -.0104176
       _cons |   .0619111   .0006326    97.87   0.000     .0606615    .0631606
-------------+----------------------------------------------------------------
     sigma_u |  .12246398
     sigma_e |  .22455739
         rho |  .22923624   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0012                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(1,145)           =     14.14
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0002
```

```
                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0158692     .00422    -3.76   0.000    -.0242099   -.0075285
       _cons |   .0513935    .000844    60.89   0.000     .0497253    .0530616
-------------+----------------------------------------------------------------
     sigma_u |  .10904179
     sigma_e |  .20655493
         rho |  .21794704   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0009                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0004                                       max =         5

                                                F(1,87)            =     25.35
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |  -.0174083   .0034574    -5.04   0.000    -.0242802   -.0105364
       _cons |   .0821192   .0006915   118.76   0.000     .0807448    .0834936
-------------+----------------------------------------------------------------
     sigma_u |  .14987974
     sigma_e |  .25518558
         rho |  .25648559   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0018                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0008                                       max =         5

                                                F(1,80)            =     33.31
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   -.023617   .0040922    -5.77   0.000    -.0317607   -.0154733
       _cons |   .0783466   .0008184    95.73   0.000     .0767179    .0799754
-------------+----------------------------------------------------------------
     sigma_u |  .13476604
     sigma_e |  .24971724
         rho |  .22555581   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0008                         Obs per group: min =         4
       between = 0.0010                                        avg =       5.0
       overall = 0.0005                                       max =         5

                                                F(1,156)           =     15.65
corr(u_i, Xb)  = 0.0001                         Prob > F           =    0.0001

                                (Std. Err. adjusted for 157 clusters in varpsu)
```

```
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0135763   .0034314     3.96   0.000     .0067983    .0203544
       _cons |   .0740072   .0006863   107.83   0.000     .0726515    .0753629
-------------+----------------------------------------------------------------
     sigma_u |   .2036766
     sigma_e |  .21508399
         rho |  .47277936   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0009                         Obs per group: min =         4
       between = 0.0001                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,145)           =     41.86
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0126414    .001954     6.47   0.000     .0087795    .0165033
       _cons |   .0531682   .0003908   136.04   0.000     .0523957    .0539406
-------------+----------------------------------------------------------------
     sigma_u |  .16577304
     sigma_e |  .18556503
         rho |   .443845   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0008                                        max =         5

                                                F(1,87)            =     17.84
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0001

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |   .0222343   .0052642     4.22   0.000     .0117711    .0326975
       _cons |   .1313758   .0010528   124.78   0.000     .1292831    .1334684
-------------+----------------------------------------------------------------
     sigma_u |   .2655454
     sigma_e |   .2736869
         rho |  .48490513   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0009                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0010                                        max =         5

                                                F(1,80)            =     30.11
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd1 |    .015663   .0028544     5.49   0.000     .0099826    .0213435
       _cons |   .0998964   .0005709   174.99   0.000     .0987603    .1010325
-------------+----------------------------------------------------------------
     sigma_u |  .22692185
     sigma_e |  .23889278
         rho |  .47431804   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      1.41
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.2368

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |  -.0103727   .0087346    -1.19   0.237     -.027626    .0068806
       _cons |   3.853024   .0017471  2205.42   0.000     3.849573    3.856475
-------------+----------------------------------------------------------------
     sigma_u |  .74829861
     sigma_e |  .66092718
         rho |  .56176219   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0006                         Obs per group: min =         4
       between = 0.0001                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,145)           =      4.65
corr(u_i, Xb)  = -0.0001                        Prob > F           =    0.0327

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |  -.0336043    .015583    -2.16   0.033    -.0644035   -.0028051
       _cons |   3.968164   .0031165  1273.29   0.000     3.962005    3.974324
-------------+----------------------------------------------------------------
     sigma_u |  .71435574
     sigma_e |  .60448021
         rho |  .58273823   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      3.50
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0649

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
```

```
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |  -.0281175   .0150397    -1.87   0.065    -.0580105    .0017754
       _cons |   3.567774   .0030079  1186.12   0.000     3.561795    3.573752
-------------+----------------------------------------------------------------
     sigma_u |   .7859801
     sigma_e |  .68471986
         rho |  .56852688   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,80)            =      4.30
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0413

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |  -.0351842   .0169665    -2.07   0.041    -.0689487   -.0014197
       _cons |   3.666745   .0033933  1080.58   0.000     3.659993    3.673498
-------------+----------------------------------------------------------------
     sigma_u |  .75912028
     sigma_e |  .62373158
         rho |  .59697587   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0011                                        avg =       4.8
       overall = 0.0001                                        max =         5

                                                F(1,156)           =      2.27
corr(u_i, Xb)  = 0.0029                         Prob > F           =    0.1338

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .1182909   .0784833     1.51   0.134    -.0367361    .2733179
       _cons |   .9890839   .0156254    63.30   0.000     .9582193    1.019949
-------------+----------------------------------------------------------------
     sigma_u |  2.8564074
     sigma_e |  4.8133105
         rho |   .2604481   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0007                         Obs per group: min =         1
       between = 0.0002                                        avg =       4.9
       overall = 0.0007                                        max =         5

                                                F(1,145)           =      6.24
corr(u_i, Xb)  = 0.0007                         Prob > F           =    0.0136

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
```

```
-------------+----------------------------------------------------------------
         rd2 |   .3429872   .1372705     2.50   0.014     .0716776    .6142968
       _cons |   1.121702   .0274825    40.82   0.000     1.067384     1.17602
-------------+----------------------------------------------------------------
     sigma_u |  3.4115052
     sigma_e |  5.6658926
         rho |  .26607636   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0032                                        avg =       4.8
       overall = 0.0002                                        max =         5

                                                F(1,87)            =      0.70
corr(u_i, Xb)  = 0.0048                         Prob > F           =    0.4065

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .1649585   .1977581     0.83   0.406    -.2281071     .558024
       _cons |   1.504287   .0391176    38.46   0.000     1.426536    1.582037
-------------+----------------------------------------------------------------
     sigma_u |  3.6753321
     sigma_e |  5.6182271
         rho |  .29969613   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0037                         Obs per group: min =         1
       between = 0.0013                                        avg =       4.9
       overall = 0.0023                                        max =         5

                                                F(1,80)            =      7.03
corr(u_i, Xb)  = 0.0018                         Prob > F           =    0.0096

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .9757487   .3679313     2.65   0.010      .243542    1.707955
       _cons |   1.684482   .0736366    22.88   0.000      1.53794    1.831023
-------------+----------------------------------------------------------------
     sigma_u |  4.2952109
     sigma_e |  7.1765451
         rho |  .26373703   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,156)           =     18.26
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
         rd2 |   .2363613   .0553085     4.27   0.000      .127111    .3456115
       _cons |   1.241772   .0110617   112.26   0.000     1.219922    1.263622
-------------+----------------------------------------------------------------
     sigma_u |   2.182083
     sigma_e |  2.9177235
         rho |  .35869158   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0019                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0013                                        max =         5

                                                F(1,145)           =      6.96
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0092

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .2992488   .1134191     2.64   0.009     .0750805    .5234171
       _cons |   1.614827   .0226838    71.19   0.000     1.569994    1.659661
-------------+----------------------------------------------------------------
     sigma_u |  2.3776756
     sigma_e |  3.0491901
         rho |   .3781271   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0052                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0038                                        max =         5

                                                F(1,87)            =     56.06
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .5670503   .0757328     7.49   0.000     .4165231    .7175775
       _cons |   2.156901   .0151466   142.40   0.000     2.126796    2.187006
-------------+----------------------------------------------------------------
     sigma_u |  2.6714595
     sigma_e |  3.4974848
         rho |  .36845788   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0033                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0027                                        max =         5

                                                F(1,80)            =      2.93
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0908

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |    .484874   .2832148     1.71   0.091    -.0787415    1.048489
```

```
       _cons |   2.574938    .056643    45.46   0.000     2.462215    2.687661
-------------+----------------------------------------------------------------
     sigma_u |  3.0607158
     sigma_e |  3.7770073
         rho |  .39638124   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,156)           =      1.04
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.3083

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0094851   .0092788     1.02   0.308    -.0088432    .0278134
       _cons |   .0703153   .0018558    37.89   0.000     .0666496    .0739809
-------------+----------------------------------------------------------------
     sigma_u |  .17527956
     sigma_e |  .31300396
         rho |  .23872774   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(1,145)           =      1.68
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.1965

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0075621   .0058277     1.30   0.196    -.0039561    .0190803
       _cons |   .0541823   .0011655    46.49   0.000     .0518787     .056486
-------------+----------------------------------------------------------------
     sigma_u |  .14037613
     sigma_e |  .25828944
         rho |  .22802255   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,87)            =      1.12
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.2925

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |    .016904   .0159601     1.06   0.292    -.0148183    .0486264
       _cons |   .0993812    .003192    31.13   0.000     .0930368    .1057257
```

```
-------------+----------------------------------------------------------------
     sigma_u |  .22909515
     sigma_e |  .37296323
         rho |   .2739477   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0008                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,80)            =      3.44
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0675

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0201108   .0108489     1.85   0.067    -.0014792    .0417007
       _cons |   .0820244   .0021698    37.80   0.000     .0777064    .0863424
-------------+----------------------------------------------------------------
     sigma_u |  .17713657
     sigma_e |   .3188904
         rho |  .23579867   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(1,156)           =      3.61
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0594

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0098615   .0051933     1.90   0.059    -.0003968    .0201198
       _cons |   .0566057   .0010387    54.50   0.000      .054554    .0586573
-------------+----------------------------------------------------------------
     sigma_u |  .12246398
     sigma_e |  .22463776
         rho |  .22910982   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,145)           =      2.05
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.1544

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0049479   .0034559     1.43   0.154    -.0018825    .0117783
       _cons |   .0472301   .0006912    68.33   0.000      .045864    .0485961
-------------+----------------------------------------------------------------
```

```
     sigma_u |  .10904179
     sigma_e |  .20666497
         rho |  .21776553   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,87)            =      2.26
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.1364

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0094354   .0062771     1.50   0.136     -.003041    .0219119
       _cons |   .0767504   .0012554    61.14   0.000     .0742551    .0792457
-------------+----------------------------------------------------------------
     sigma_u |  .14987974
     sigma_e |  .25526946
         rho |  .25636026   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,80)            =      4.98
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0285

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0142369   .0063812     2.23   0.028     .0015379    .0269359
       _cons |   .0707758   .0012762    55.46   0.000      .068236    .0733156
-------------+----------------------------------------------------------------
     sigma_u |  .13476604
     sigma_e |  .24985943
         rho |  .22535701   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         4
       between = 0.0010                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(1,156)           =      1.21
corr(u_i, Xb)  = 0.0001                         Prob > F           =    0.2724

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0040322   .0036605     1.10   0.272    -.0031984    .0112628
       _cons |   .0759162   .0007322   103.69   0.000       .07447    .0773625
-------------+----------------------------------------------------------------
     sigma_u |  .20367695
```

```
     sigma_e |  .21516212
         rho |  .47259916   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(1,145)           =      1.19
corr(u_i, Xb)  = -0.0002                        Prob > F           =    0.2778

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0042317   .0038842     1.09   0.278    -.0034453    .0119087
       _cons |   .0548503   .0007768    70.61   0.000      .053315    .0563856
-------------+----------------------------------------------------------------
     sigma_u |   .1657735
     sigma_e |   .1856415
         rho |    .443643   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                                F(1,87)            =      8.49
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0045

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |    .014907   .0051175     2.91   0.005     .0047353    .0250787
       _cons |   .1328412   .0010235   129.79   0.000     .1308069    .1348756
-------------+----------------------------------------------------------------
     sigma_u |   .2655454
     sigma_e |  .27378634
         rho |  .48472366   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,80)            =      0.84
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.3628

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd2 |   .0074287   .0081159     0.92   0.363    -.0087224    .0235799
       _cons |   .1015433   .0016232    62.56   0.000      .098313    .1047735
-------------+----------------------------------------------------------------
     sigma_u |  .22692185
     sigma_e |  .23897238
```

```
         rho |  .47415191   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      0.50
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.4791

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.0052857   .0074503    -0.71   0.479    -.0200022    .0094308
       _cons |   3.852007   .0014902  2584.90   0.000     3.849063     3.85495
-------------+----------------------------------------------------------------
     sigma_u |  .74829873
     sigma_e |  .66093923
         rho |  .56175329   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         4
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,145)           =      1.50
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.2223

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0152723    .012461     1.23   0.222    -.0093564    .0399011
       _cons |   3.958389   .0024924  1588.21   0.000     3.953463    3.963315
-------------+----------------------------------------------------------------
     sigma_u |  .71435433
     sigma_e |  .60462842
         rho |  .58261804   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      1.28
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.2604

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   -.010927   .0096454    -1.13   0.260    -.0300983    .0082444
       _cons |   3.564335   .0019291  1847.68   0.000     3.560501     3.56817
-------------+----------------------------------------------------------------
     sigma_u |   .7859801
     sigma_e |   .6848179
         rho |  .56845664   (fraction of variance due to u_i)
```

```
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,80)            =      0.03
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.8708

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   -.003377   .0206915    -0.16   0.871    -.0445544    .0378003
       _cons |   3.660384   .0041383   884.52   0.000     3.652148    3.668619
-------------+----------------------------------------------------------------
     sigma_u |  .75912028
     sigma_e |  .62392824
         rho |  .59682417   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0024                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.8
       overall = 0.0016                                        max =         5

                                                F(1,156)           =     89.19
corr(u_i, Xb)  = 0.0008                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.5211897   .0551871    -9.44   0.000       -.6302   -.4121794
       _cons |   1.117188   .0110708   100.91   0.000      1.09532    1.139056
-------------+----------------------------------------------------------------
     sigma_u |  2.8562727
     sigma_e |  4.8079395
         rho |  .26086025   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0007                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.9
       overall = 0.0008                                        max =         5

                                                F(1,145)           =      4.99
corr(u_i, Xb)  = 0.0001                         Prob > F           =    0.0271

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.3328189   .1490358    -2.23   0.027    -.6273822   -.0382557
       _cons |   1.257044   .0298564    42.10   0.000     1.198034    1.316054
-------------+----------------------------------------------------------------
     sigma_u |  3.4115889
     sigma_e |  5.6660122
         rho |  .26607769   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0028                         Obs per group: min =         1
       between = 0.0014                                        avg =       4.8
       overall = 0.0023                                        max =         5

                                                F(1,87)            =     50.42
corr(u_i, Xb)  = 0.0023                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.6630356   .0933768    -7.10   0.000     -.848632   -.4774391
       _cons |   1.669785   .0187121    89.24   0.000     1.632592    1.706977
-------------+----------------------------------------------------------------
     sigma_u |   3.674667
     sigma_e |  5.6108767
         rho |   .3001699   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0010                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0011                                        max =         5

                                                F(1,80)            =      5.57
corr(u_i, Xb)  = -0.0006                        Prob > F           =    0.0207

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.5119625   .2168581    -2.36   0.021    -.9435238   -.0804012
       _cons |   1.982813   .0436493    45.43   0.000     1.895948    2.069678
-------------+----------------------------------------------------------------
     sigma_u |   4.296304
     sigma_e |  7.1861417
         rho |   .2633171   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0051                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0018                                        max =         5

                                                F(1,156)           =    122.03
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .4661135   .0421947    11.05   0.000     .3827668    .5494602
       _cons |   1.195822   .0084389   141.70   0.000     1.179153    1.212491
-------------+----------------------------------------------------------------
     sigma_u |   2.182083
     sigma_e |  2.9121863
         rho |  .35956598   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0029                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0015                                        max =         5

                                                F(1,145)           =     21.43
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .3666616   .0792007     4.63   0.000     .2101246    .5231986
       _cons |   1.601345   .0158401   101.09   0.000     1.570037    1.632652
-------------+----------------------------------------------------------------
     sigma_u |  2.3776756
     sigma_e |  3.0477174
         rho |  .37835433   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0101                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0019                                        max =         5

                                                F(1,87)            =     47.09
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .7889265   .1149657     6.86   0.000     .5604197    1.017433
       _cons |   2.112526   .0229931    91.88   0.000     2.066824    2.158227
-------------+----------------------------------------------------------------
     sigma_u |  2.6714595
     sigma_e |  3.4888699
         rho |  .36960638   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0052                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0026                                        max =         5

                                                F(1,80)            =      6.14
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0153

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .6118932   .2468725     2.48   0.015     .1206013    1.103185
       _cons |   2.549534   .0493745    51.64   0.000     2.451276    2.647793
-------------+----------------------------------------------------------------
     sigma_u |  3.0607158
     sigma_e |  3.7733162
         rho |  .39684921   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
```

```
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0012                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0005                                       max =         5

                                                F(1,156)           =     33.20
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0246364   .0042754     5.76   0.000     .0161913    .0330815
       _cons |    .067285   .0008551    78.69   0.000      .065596     .068974
-------------+----------------------------------------------------------------
     sigma_u |  .17527956
     sigma_e |  .31283874
         rho |  .23891971   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,145)           =      0.93
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.3363

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0089493    .009276     0.96   0.336    -.0093844    .0272829
       _cons |   .0539049   .0018552    29.06   0.000     .0502382    .0575716
-------------+----------------------------------------------------------------
     sigma_u |  .14037613
     sigma_e |  .25828058
         rho |  .22803464   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0022                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0014                                       max =         5

                                                F(1,87)            =     12.94
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0005

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0387345   .0107678     3.60   0.001     .0173323    .0601367
       _cons |   .0950151   .0021536    44.12   0.000     .0907347    .0992956
-------------+----------------------------------------------------------------
     sigma_u |  .22909515
     sigma_e |  .37263734
         rho |  .27429558   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028
```

```
R-sq:  within  = 0.0004                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,80)            =      0.85
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.3604

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0143827   .0156343     0.92   0.360    -.0167305    .0454959
       _cons |     .08317   .0031269    26.60   0.000     .0769474    .0893926
-------------+----------------------------------------------------------------
     sigma_u |  .17713657
     sigma_e |  .31895236
         rho |  .23572865   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0009                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0003                                       max =         5

                                                F(1,156)           =     14.46
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0002

                               (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0150722   .0039631     3.80   0.000     .0072439    .0229006
       _cons |   .0555635   .0007926    70.10   0.000     .0539979    .0571292
-------------+----------------------------------------------------------------
     sigma_u |  .12246398
     sigma_e |  .22457991
         rho |  .22920081   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0002                                        max =         5

                                                F(1,145)           =      0.82
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.3659

                               (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0085936   .0094738     0.91   0.366    -.0101311    .0273183
       _cons |   .0465009   .0018948    24.54   0.000      .042756    .0502458
-------------+----------------------------------------------------------------
     sigma_u |  .10904179
     sigma_e |  .20664108
         rho |  .21780492   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005
```

```
R-sq:  within  = 0.0028                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0018                                       max =         5

                                                F(1,87)           =     13.51
corr(u_i, Xb)  = -0.0000                        Prob > F          =    0.0004

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0299505   .0081473     3.68   0.000     .0137569    .0461441
       _cons |   .0726474   .0016295    44.58   0.000     .0694087    .0758861
-------------+----------------------------------------------------------------
     sigma_u |  .14987974
     sigma_e |  .25495265
         rho |  .25683404   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0003                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0001                                       max =         5

                                                F(1,80)           =      0.48
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.4906

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0092213   .0133164     0.69   0.491    -.0172793    .0357219
       _cons |    .071779   .0026633    26.95   0.000     .0664789    .0770791
-------------+----------------------------------------------------------------
     sigma_u |  .13476604
     sigma_e |  .24990652
         rho |  .22529121   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0010                                       avg =       5.0
       overall = 0.0000                                       max =         5

                                                F(1,156)          =      0.11
corr(u_i, Xb)  = 0.0001                         Prob > F          =    0.7375

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |   .0009102   .0027112     0.34   0.738    -.0044452    .0062657
       _cons |   .0765407   .0005423   141.14   0.000     .0754695    .0776118
-------------+----------------------------------------------------------------
     sigma_u |  .20367706
     sigma_e |  .21516929
         rho |  .47258282   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         4
```

```
       between = 0.0001                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                               F(1,145)          =      1.24
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.2670

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |    -.00457   .0041014    -1.11   0.267    -.0126763    .0035362
       _cons |   .0566107   .0008203    69.01   0.000     .0549893     .058232
-------------+----------------------------------------------------------------
     sigma_u |  .16577324
     sigma_e |  .18563989
         rho |  .44364649   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                               F(1,87)           =      0.23
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.6343

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.0020355   .0042636    -0.48   0.634    -.0105099    .0064389
       _cons |   .1362298   .0008527   159.76   0.000     .1345349    .1379246
-------------+----------------------------------------------------------------
     sigma_u |   .2655454
     sigma_e |    .273866
         rho |  .48457834   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                               F(1,80)           =      0.00
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.9477

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd3 |  -.0003898   .0059286    -0.07   0.948    -.0121882    .0114085
       _cons |    .103107   .0011857    86.96   0.000     .1007473    .1054666
-------------+----------------------------------------------------------------
     sigma_u |  .22692185
     sigma_e |  .23899542
         rho |  .47410385   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0011                                        avg =       5.0
```

```
       overall = 0.0000                                        max =         5

                                               F(1,156)          =      0.00
corr(u_i, Xb)  = 0.0002                        Prob > F          =    0.9797

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0002056   .0080789     0.03   0.980    -.0157526    .0161637
       _cons |   3.850908   .0016154  2383.85   0.000     3.847718    3.854099
-------------+----------------------------------------------------------------
     sigma_u |  .74829883
     sigma_e |  .66094345
         rho |   .5617502   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0000                         Obs per group: min =         4
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                               F(1,145)          =      0.14
corr(u_i, Xb)  = -0.0000                       Prob > F          =    0.7041

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0041355   .0108682     0.38   0.704    -.0173452    .0256161
       _cons |   3.960617   .0021738  1821.99   0.000      3.95632    3.964913
-------------+----------------------------------------------------------------
     sigma_u |  .71435431
     sigma_e |  .60466418
         rho |  .58258927   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                               F(1,87)           =     22.25
corr(u_i, Xb)  = 0.0000                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0484268   .0102669     4.72   0.000     .0280203    .0688334
       _cons |   3.552465   .0020534  1730.06   0.000     3.548383    3.556546
-------------+----------------------------------------------------------------
     sigma_u |   .7859801
     sigma_e |  .68449273
         rho |  .56868964   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0001                                        max =         5
```

```
                                                F(1,80)           =      1.60
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.2096

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |    .028512   .0225405     1.26   0.210    -.0163451    .0733691
       _cons |   3.654006   .0045081   810.54   0.000     3.645035    3.662978
-------------+----------------------------------------------------------------
     sigma_u |  .75912028
     sigma_e |  .62379973
         rho |   .5969233   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0009                         Obs per group: min =         1
       between = 0.0013                                        avg =       4.8
       overall = 0.0006                                        max =         5

                                                F(1,156)          =     20.05
corr(u_i, Xb)  = -0.0038                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .3144742   .0702313     4.48   0.000     .1757473    .4532012
       _cons |   .9494557   .0141097    67.29   0.000      .921585    .9773265
-------------+----------------------------------------------------------------
     sigma_u |  2.8571455
     sigma_e |  4.8115368
         rho |  .26068969   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                                F(1,145)          =      5.94
corr(u_i, Xb)  = 0.0010                         Prob > F          =    0.0160

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .2692811   .1104542     2.44   0.016      .050973    .4875893
       _cons |   1.136599   .0220561    51.53   0.000     1.093006    1.180192
-------------+----------------------------------------------------------------
     sigma_u |  3.4115086
     sigma_e |  5.6666929
         rho |  .26602158   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0003                                        avg =       4.8
       overall = 0.0006                                        max =         5
```

```
                                                F(1,87)           =      3.90
corr(u_i, Xb)  = -0.0018                        Prob > F          =    0.0516

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |    .278759   .1412125     1.97   0.052    -.0019162    .5594342
       _cons |   1.480492   .0285834    51.80   0.000     1.423679    1.537305
-------------+----------------------------------------------------------------
     sigma_u |  3.6760372
     sigma_e |  5.6173095
         rho |  .29984522   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0008                         Obs per group: min =         1
       between = 0.0004                                        avg =       4.9
       overall = 0.0009                                        max =         5

                                                F(1,80)           =     10.09
corr(u_i, Xb)  = 0.0013                         Prob > F          =    0.0021

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .4578139   .1441083     3.18   0.002     .1710292    .7445986
       _cons |   1.788068   .0288639    61.95   0.000     1.730627    1.845509
-------------+----------------------------------------------------------------
     sigma_u |  4.2960223
     sigma_e |   7.186892
         rho |  .26325115   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0022                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0009                                        max =         5

                                                F(1,156)          =     28.16
corr(u_i, Xb)  = -0.0000                        Prob > F          =    0.0000

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .3031475   .0571296     5.31   0.000        .1903    .4159949
       _cons |   1.228415   .0114259   107.51   0.000     1.205846    1.250985
-------------+----------------------------------------------------------------
     sigma_u |   2.182083
     sigma_e |  2.9164882
         rho |  .35888642   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0018                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0010                                        max =         5

                                                F(1,145)          =    120.09
```

```
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .2903417   .0264947    10.96   0.000      .237976    .3427075
       _cons |   1.616609   .0052989   305.08   0.000     1.606135    1.627082
-------------+----------------------------------------------------------------
     sigma_u |  2.3776756
     sigma_e |  3.0493624
         rho |  .37810054   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0035                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0014                                       max =         5

                                                F(1,87)           =     21.15
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .4646504   .1010344     4.60   0.000     .2638335    .6654672
       _cons |   2.177381   .0202069   107.75   0.000     2.137218    2.217544
-------------+----------------------------------------------------------------
     sigma_u |  2.6714595
     sigma_e |  3.5005049
         rho |  .36805628   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0049                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0019                                       max =         5

                                                F(1,80)           =     34.27
corr(u_i, Xb)  = -0.0000                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .5949173   .1016304     5.85   0.000     .3926663    .7971683
       _cons |    2.55293   .0203261   125.60   0.000     2.512479     2.59338
-------------+----------------------------------------------------------------
     sigma_u |  3.0607158
     sigma_e |  3.7738592
         rho |  .39678032   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0005                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0003                                       max =         5

                                                F(1,156)          =      2.92
corr(u_i, Xb)  = 0.0000                         Prob > F          =    0.0894
```

```
                                (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0156167   .0091369     1.71   0.089    -.0024312    .0336647
       _cons |   .0690889   .0018274    37.81   0.000     .0654793    .0726985
-------------+----------------------------------------------------------------
     sigma_u |  .17527956
     sigma_e |  .31295478
         rho |  .23878486   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0003                                       max =         5

                                                F(1,145)           =     38.52
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0187015   .0030131     6.21   0.000     .0127463    .0246567
       _cons |   .0519544   .0006026    86.22   0.000     .0507634    .0531455
-------------+----------------------------------------------------------------
     sigma_u |  .14037613
     sigma_e |  .25817614
         rho |  .22817706   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0000                                       max =         5

                                                F(1,87)            =      0.78
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.3792

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0070453   .0079704     0.88   0.379    -.0087967    .0228873
       _cons |    .101353   .0015941    63.58   0.000     .0981846    .1045214
-------------+----------------------------------------------------------------
     sigma_u |  .22909515
     sigma_e |  .37302655
         rho |  .27388018   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0003                                       max =         5

                                                F(1,80)            =     22.03
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000
```

```
                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |    .025365   .0054038     4.69   0.000     .0146111    .0361189
       _cons |   .0809736   .0010808    74.92   0.000     .0788228    .0831243
-------------+----------------------------------------------------------------
     sigma_u |  .17713657
     sigma_e |  .31881544
         rho |  .23588341   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0005                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0004                                       max =         5

                                                F(1,156)           =      3.31
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0707

                                (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0110553   .0060741     1.82   0.071    -.0009428    .0230534
       _cons |   .0563669   .0012148    46.40   0.000     .0539673    .0587665
-------------+----------------------------------------------------------------
     sigma_u |  .12246398
     sigma_e |  .22462664
         rho |  .22912731   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,145)           =     33.60
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                                (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0143791   .0024806     5.80   0.000     .0094762    .0192819
       _cons |   .0453438   .0004961    91.40   0.000     .0443632    .0463244
-------------+----------------------------------------------------------------
     sigma_u |  .10904179
     sigma_e |  .20657675
         rho |  .21791103   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0001                                       max =         5

                                                F(1,87)            =      1.61
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.2076

                                (Std. Err. adjusted for 88 clusters in varpsu)
```

```
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0079512   .0062631     1.27   0.208    -.0044974    .0203997
       _cons |   .0770473   .0012526    61.51   0.000     .0745576     .079537
-------------+----------------------------------------------------------------
     sigma_u |  .14987974
     sigma_e |  .25527957
         rho |  .25634516   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,80)            =     18.48
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   .0174876   .0040676     4.30   0.000     .0093927    .0255824
       _cons |   .0701257   .0008135    86.20   0.000     .0685067    .0717447
-------------+----------------------------------------------------------------
     sigma_u |  .13476604
     sigma_e |  .24981814
         rho |  .22541471   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0003                         Obs per group: min =         4
       between = 0.0028                                       avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,156)           =      1.96
corr(u_i, Xb)  = 0.0004                         Prob > F           =    0.1634

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |  -.0087454   .0062458    -1.40   0.163    -.0210826    .0035919
       _cons |   .0784714   .0012489    62.83   0.000     .0760045    .0809383
-------------+----------------------------------------------------------------
     sigma_u |  .20367554
     sigma_e |  .21513413
         rho |  .47266056   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         4
       between = 0.0001                                       avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,145)           =      2.26
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.1352

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |  -.0059652   .0039705    -1.50   0.135    -.0138128    .0018823
       _cons |   .0568897   .0007942    71.64   0.000     .0553201    .0584593
-------------+----------------------------------------------------------------
     sigma_u |  .16577325
     sigma_e |  .18563197
         rho |  .44366759   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0007                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0003                                       max =         5

                                                F(1,87)            =      5.22
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0247

                                (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |  -.0158596   .0069407    -2.29   0.025     -.029655   -.0020642
       _cons |   .1389946   .0013881   100.13   0.000     .1362355    .1417537
-------------+----------------------------------------------------------------
     sigma_u |   .2655454
     sigma_e |  .27377563
         rho |   .4847432   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between =      .                                       avg =       5.0
       overall = 0.0002                                       max =         5

                                                F(1,80)            =      2.72
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.1032

                                (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd4 |   -.007593   .0046066    -1.65   0.103    -.0167604    .0015743
       _cons |   .1045476   .0009213   113.48   0.000     .1027142    .1063811
-------------+----------------------------------------------------------------
     sigma_u |  .22692185
     sigma_e |  .23897135
         rho |  .47415407   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         4
       between = 0.0002                                        avg =       5.0
       overall = 0.0001                                       max =         5

                                                F(1,156)           =      1.89
corr(u_i, Xb)  = -0.0001                        Prob > F           =    0.1716

                               (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
```

```
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |   .0128486   .0093564     1.37   0.172     -.005633    .0313302
       _cons |    3.84838   .0018712  2056.63   0.000     3.844684    3.852076
-------------+----------------------------------------------------------------
     sigma_u |  .74829941
     sigma_e |  .66091848
         rho |  .56176919   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         4
       between = 0.0001                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(1,145)           =      1.46
corr(u_i, Xb)  = -0.0001                        Prob > F           =    0.2291

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |    .012709   .0105235     1.21   0.229    -.0080902    .0335083
       _cons |   3.958902   .0021044  1881.25   0.000     3.954743    3.963062
-------------+----------------------------------------------------------------
     sigma_u |  .71435478
     sigma_e |  .60464029
         rho |  .58260879   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      0.27
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.6078

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |   .0117805   .0228684     0.52   0.608    -.0336729    .0572338
       _cons |   3.559794   .0045737   778.32   0.000     3.550703    3.568885
-------------+----------------------------------------------------------------
     sigma_u |   .7859801
     sigma_e |  .68481507
         rho |  .56845866   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(1,80)            =      0.41
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.5216

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
```

```
-------------+----------------------------------------------------------------
         rd5 |  -.0106864   .0166001    -0.64   0.522    -.0437217    .0223489
       _cons |   3.661846     .00332  1102.96   0.000     3.655239    3.668453
-------------+----------------------------------------------------------------
     sigma_u |  .75912028
     sigma_e |  .62391176
         rho |  .59683688   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18096
Group variable: dupersid_p~1                    Number of groups   =      3755

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.8
       overall = 0.0001                                        max =         5

                                                F(1,156)           =      1.00
corr(u_i, Xb)  = 0.0003                         Prob > F           =    0.3178

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |   .0907372   .0905402     1.00   0.318    -.0881057    .2695801
       _cons |    .994461   .0181343    54.84   0.000     .9586406    1.030281
-------------+----------------------------------------------------------------
     sigma_u |  2.8565831
     sigma_e |  4.8134287
         rho |  .26046234   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16105
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0007                         Obs per group: min =         1
       between = 0.0017                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                                F(1,145)           =     21.61
corr(u_i, Xb)  = 0.0030                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.3394048   .0730167    -4.65   0.000    -.4837194   -.1950903
       _cons |   1.257959   .0145404    86.52   0.000      1.22922    1.286697
-------------+----------------------------------------------------------------
     sigma_u |  3.4111828
     sigma_e |  5.6659459
         rho |  .26603576   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0004                                        avg =       4.8
       overall = 0.0006                                        max =         5

                                                F(1,87)            =      1.14
corr(u_i, Xb)  = -0.0022                        Prob > F           =    0.2878

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
```

```
         rd5 |   .2246414     .21006     1.07   0.288    -.1928756    .6421585
       _cons |   1.492183   .0418297    35.67   0.000     1.409042    1.575324
-------------+----------------------------------------------------------------
     sigma_u |  3.6759933
     sigma_e |  5.6178111
         rho |  .29980272   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0033                         Obs per group: min =         1
       between = 0.0044                                        avg =       4.9
       overall = 0.0018                                        max =         5

                                                F(1,80)            =     52.28
corr(u_i, Xb)  = 0.0051                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.9306716   .1287102    -7.23   0.000    -1.186813   -.6745301
       _cons |   2.063951   .0254726    81.03   0.000     2.013259    2.114643
-------------+----------------------------------------------------------------
     sigma_u |  4.2940863
     sigma_e |   7.177866
         rho |   .2635639   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0056                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0020                                        max =         5

                                                F(1,156)           =    281.74
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |   -.486705   .0289964   -16.79   0.000    -.5439813   -.4294288
       _cons |   1.386386   .0057993   239.06   0.000      1.37493    1.397841
-------------+----------------------------------------------------------------
     sigma_u |   2.182083
     sigma_e |  2.9115125
         rho |  .35967256   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0062                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0038                                        max =         5

                                                F(1,145)           =     68.57
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |   -.535651   .0646868    -8.28   0.000    -.6635019   -.4078002
```

```
       _cons |   1.781807   .0129374   137.73   0.000     1.756237    1.807377
-------------+----------------------------------------------------------------
     sigma_u |  2.3776756
     sigma_e |  3.0427098
         rho |  .37912818   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0122                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0040                                        max =         5

                                                F(1,87)            =    147.16
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.8671648   .0714831   -12.13   0.000    -1.009245   -.7250844
       _cons |   2.443744   .0142966   170.93   0.000     2.415328     2.47216
-------------+----------------------------------------------------------------
     sigma_u |  2.6714595
     sigma_e |  3.4851532
         rho |  .37010321   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0107                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0061                                        max =         5

                                                F(1,80)            =     50.70
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |   -.874878   .1228739    -7.12   0.000    -1.119405   -.6303512
       _cons |   2.846889   .0245748   115.85   0.000     2.797983    2.895794
-------------+----------------------------------------------------------------
     sigma_u |  3.0607158
     sigma_e |  3.7629372
         rho |  .39816855   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0016                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0011                                        max =         5

                                                F(1,156)           =     35.68
corr(u_i, Xb)  = -0.0000                        Prob > F           =    0.0000

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0281533   .0047131    -5.97   0.000    -.0374631   -.0188435
       _cons |   .0778429   .0009426    82.58   0.000      .075981    .0797049
```

```
-------------+----------------------------------------------------------------
     sigma_u |  .17527956
     sigma_e |  .31277939
         rho |  .23898872   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0006                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,145)           =     12.80
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0005

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0139033   .0038854    -3.58   0.000    -.0215826   -.0062239
       _cons |   .0584754   .0007771    75.25   0.000     .0569395    .0600113
-------------+----------------------------------------------------------------
     sigma_u |  .14037613
     sigma_e |  .25823674
         rho |  .22809441   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0031                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0017                                        max =         5

                                                F(1,87)            =     44.94
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0461921   .0068909    -6.70   0.000    -.0598885   -.0324958
       _cons |   .1120005   .0013782    81.27   0.000     .1092612    .1147397
-------------+----------------------------------------------------------------
     sigma_u |  .22909515
     sigma_e |   .3724673
         rho |  .27447733   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(1,80)            =     13.53
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0004

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0226546   .0061579    -3.68   0.000    -.0349092   -.0103999
       _cons |   .0905775   .0012316    73.55   0.000     .0881265    .0930284
-------------+----------------------------------------------------------------
```

```
     sigma_u |  .17713657
     sigma_e |  .31885627
         rho |  .23583724   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18775
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0015                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0011                                        max =         5

                                                F(1,156)           =     19.81
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0193237   .0043416    -4.45   0.000    -.0278995   -.0107479
       _cons |   .0624427   .0008683    71.91   0.000     .0607276    .0641579
-------------+----------------------------------------------------------------
     sigma_u |  .12246398
     sigma_e |  .22451478
         rho |  .22930331   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16490
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0007                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(1,145)           =     14.53
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0002

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0120514   .0031617    -3.81   0.000    -.0183004   -.0058023
       _cons |   .0506299   .0006323    80.07   0.000     .0493801    .0518797
-------------+----------------------------------------------------------------
     sigma_u |  .10904179
     sigma_e |  .20660653
         rho |   .2178619   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0027                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0017                                        max =         5

                                                F(1,87)            =     37.08
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0000

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0299288   .0049149    -6.09   0.000    -.0396977   -.0201599
       _cons |   .0846233    .000983    86.09   0.000     .0826695    .0865771
-------------+----------------------------------------------------------------
     sigma_u |  .14987974
```

```
     sigma_e |  .25495316
         rho |  .25683327   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(1,80)            =      6.69
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0115

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0173288   .0067017    -2.59   0.012    -.0306656    -.003992
       _cons |    .077089   .0013403    57.51   0.000     .0744216    .0797564
-------------+----------------------------------------------------------------
     sigma_u |  .13476604
     sigma_e |  .24982035
         rho |  .22541162   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18773
Group variable: dupersid_p~l                    Number of groups   =      3755

R-sq:  within  = 0.0004                         Obs per group: min =         4
       between = 0.0004                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(1,156)           =      8.98
corr(u_i, Xb)  = -0.0001                        Prob > F           =    0.0032

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0097772   .0032626    -3.00   0.003    -.0162218   -.0033326
       _cons |   .0786781   .0006525   120.58   0.000     .0773892    .0799669
-------------+----------------------------------------------------------------
     sigma_u |  .20367776
     sigma_e |  .21512524
         rho |  .47268658   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16488
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         4
       between = 0.0001                                        avg =       5.0
       overall = 0.0003                                        max =         5

                                                F(1,145)           =      5.38
corr(u_i, Xb)  = -0.0001                        Prob > F           =    0.0218

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0063386   .0027325    -2.32   0.022    -.0117393    -.000938
       _cons |   .0569642   .0005464   104.25   0.000     .0558842    .0580441
-------------+----------------------------------------------------------------
     sigma_u |  .16577344
     sigma_e |   .1856295
```

```
         rho |  .44367471   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0010                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(1,87)            =      3.02
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0856

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0192462   .0110678    -1.74   0.086    -.0412447    .0027523
       _cons |   .1396719   .0022136    63.10   0.000     .1352722    .1440716
-------------+----------------------------------------------------------------
     sigma_u |   .2655454
     sigma_e |  .27373219
         rho |  .48482246   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0008                         Obs per group: min =         5
       between =      .                                        avg =       5.0
       overall = 0.0005                                        max =         5

                                                F(1,80)            =      5.58
corr(u_i, Xb)  = 0.0000                         Prob > F           =    0.0205

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
         rd5 |  -.0151089   .0063936    -2.36   0.021    -.0278326   -.0023852
       _cons |   .1060508   .0012787    82.94   0.000     .1035061    .1085955
-------------+----------------------------------------------------------------
     sigma_u |  .22692185
     sigma_e |  .23889992
         rho |  .47430314   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18507
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0000                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      0.73
corr(u_i, Xb)  = -0.0110                        Prob > F           =    0.3949

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0021804   .0025557     0.85   0.395    -.0028678    .0072285
       _cons |   3.850307   .0041277   932.79   0.000     3.842153     3.85846
-------------+----------------------------------------------------------------
     sigma_u |  .74991182
     sigma_e |  .66114128
         rho |  .56266284   (fraction of variance due to u_i)
```

```
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16173
Group variable: dupersid_p~1                    Number of groups   =      3293

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0046                                        avg =       4.9
       overall = 0.0021                                        max =         5

                                                F(1,145)           =      2.45
corr(u_i, Xb)  = 0.0447                         Prob > F           =    0.1195

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0015664   .0010001    -1.57   0.119     -.003543    .0004102
       _cons |   3.966348   .0025168  1575.95   0.000     3.961373    3.971322
-------------+----------------------------------------------------------------
     sigma_u |  .71725807
     sigma_e |  .60389595
         rho |  .58517825   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4973
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      2.01
corr(u_i, Xb)  = 0.0021                         Prob > F           =    0.1594

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0024464   .0017236    -1.42   0.159    -.0058723    .0009795
       _cons |   3.570122   .0029641  1204.45   0.000      3.56423    3.576013
-------------+----------------------------------------------------------------
     sigma_u |  .78593035
     sigma_e |  .68585741
         rho |  .56768123   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5028
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0076                                        avg =       4.9
       overall = 0.0037                                        max =         5

                                                F(1,80)            =      0.03
corr(u_i, Xb)  = -0.0722                        Prob > F           =    0.8648

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0004276   .0025032     0.17   0.865     -.004554    .0054092
       _cons |   3.662002   .0069032   530.48   0.000     3.648264    3.675739
-------------+----------------------------------------------------------------
     sigma_u |  .76522294
     sigma_e |  .62250868
         rho |   .6017637   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =     17848
Group variable: dupersid_p~1                    Number of groups   =      3750

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0007                                        avg =       4.8
       overall = 0.0000                                        max =         5

                                                F(1,156)           =      5.35
corr(u_i, Xb)  = -0.0350                        Prob > F           =    0.0221

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0250906   .0108522     2.31   0.022     .0036544    .0465267
       _cons |   .9811605   .0172159    56.99   0.000     .9471541    1.015167
-------------+----------------------------------------------------------------
     sigma_u |  2.8631627
     sigma_e |  4.8515382
         rho |  .25831633   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     15798
Group variable: dupersid_p~1                    Number of groups   =      3293

R-sq:  within  = 0.0018                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.8
       overall = 0.0006                                        max =         5

                                                F(1,145)           =     24.50
corr(u_i, Xb)  = -0.0470                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0669057   .0135161     4.95   0.000     .0401917    .0936197
       _cons |   1.006496   .0340418    29.57   0.000     .9392137    1.073778
-------------+----------------------------------------------------------------
     sigma_u |   3.439759
     sigma_e |  5.6268503
         rho |  .27204002   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4789
Group variable: dupersid_p~1                    Number of groups   =      1003

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0002                                        avg =       4.8
       overall = 0.0000                                        max =         5

                                                F(1,87)            =      0.18
corr(u_i, Xb)  = -0.0101                        Prob > F           =    0.6734

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0134297   .0317513     0.42   0.673    -.0496795    .0765388
       _cons |   1.520875   .0524475    29.00   0.000      1.41663     1.62512
-------------+----------------------------------------------------------------
     sigma_u |   3.687419
     sigma_e |  5.6434736
         rho |  .29919251   (fraction of variance due to u_i)
------------------------------------------------------------------------------
```

```
Fixed-effects (within) regression               Number of obs      =      4906
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0033                         Obs per group: min =         1
       between = 0.0001                                        avg =       4.8
       overall = 0.0014                                        max =         5

                                                F(1,80)            =     93.42
corr(u_i, Xb)  = -0.0695                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .1092768    .011306     9.67   0.000      .086777    .1317765
       _cons |   1.533572   .0311784    49.19   0.000     1.471525    1.595619
-------------+----------------------------------------------------------------
     sigma_u |   4.198456
     sigma_e |  7.0843754
         rho |  .25992667   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18509
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0036                                        avg =       4.9
       overall = 0.0008                                        max =         5

                                                F(1,156)           =      1.94
corr(u_i, Xb)  = -0.0513                        Prob > F           =    0.1657

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0057143   .0041027    -1.39   0.166    -.0138182    .0023897
       _cons |   1.289573   .0066259   194.63   0.000     1.276485    1.302661
-------------+----------------------------------------------------------------
     sigma_u |  2.1532593
     sigma_e |  2.9189851
         rho |  .35239993   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16174
Group variable: dupersid_p~l                    Number of groups   =      3293

R-sq:  within  = 0.0003                         Obs per group: min =         1
       between = 0.0073                                        avg =       4.9
       overall = 0.0019                                        max =         5

                                                F(1,145)           =      4.47
corr(u_i, Xb)  = 0.0333                         Prob > F           =    0.0363

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0145472   .0068839     2.11   0.036     .0009414    .0281529
       _cons |   1.628151    .017324    93.98   0.000     1.593911    1.662391
-------------+----------------------------------------------------------------
     sigma_u |  2.4414702
     sigma_e |  3.0058308
         rho |  .39749652   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4973
```

```
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0113                                        avg =       4.9
       overall = 0.0034                                        max =         5

                                                F(1,87)            =      0.04
corr(u_i, Xb)  = -0.0837                        Prob > F           =    0.8423

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0029786   .0149292    -0.20   0.842    -.0326519    .0266948
       _cons |   2.235905   .0256733    87.09   0.000     2.184877    2.286934
-------------+----------------------------------------------------------------
     sigma_u |  2.5904469
     sigma_e |  3.4631798
         rho |  .35876843   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5028
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0004                         Obs per group: min =         1
       between = 0.0015                                        avg =       4.9
       overall = 0.0012                                        max =         5

                                                F(1,80)            =      7.25
corr(u_i, Xb)  = 0.0079                         Prob > F           =    0.0087

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0209698   .0077901     2.69   0.009      .005467    .0364727
       _cons |     2.5948   .0214828   120.78   0.000     2.552048    2.637552
-------------+----------------------------------------------------------------
     sigma_u |  3.0811895
     sigma_e |  3.7510324
         rho |  .40289168   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18509
Group variable: dupersid_p~l                    Number of groups   =      3753

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0015                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                                F(1,156)           =      7.05
corr(u_i, Xb)  = 0.0079                         Prob > F           =    0.0088

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0018879   .0007113    -2.65   0.009    -.0032929    -.000483
       _cons |   .0755238   .0011487    65.75   0.000     .0732548    .0777928
-------------+----------------------------------------------------------------
     sigma_u |   .1752702
     sigma_e |  .31407315
         rho |  .23747113   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16174
Group variable: dupersid_p~l                    Number of groups   =      3293
```

```
R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0007                                        avg =       4.9
       overall = 0.0001                                        max =         5

                                                F(1,145)           =      1.49
corr(u_i, Xb)  = 0.0145                         Prob > F           =    0.2245

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0002713   .0002224    -1.22   0.224    -.0007109    .0001683
       _cons |   .0568525   .0005597   101.58   0.000     .0557462    .0579587
-------------+----------------------------------------------------------------
     sigma_u |  .14151446
     sigma_e |  .25970314
         rho |  .22894557   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4973
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0045                                        avg =       4.9
       overall = 0.0008                                        max =         5

                                                F(1,87)            =      0.04
corr(u_i, Xb)  = 0.0505                         Prob > F           =    0.8331

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0002862   .0013535    -0.21   0.833    -.0029763     .002404
       _cons |   .1031952   .0023276    44.34   0.000     .0985689    .1078214
-------------+----------------------------------------------------------------
     sigma_u |  .22913805
     sigma_e |  .37328285
         rho |  .27368151   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5028
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0009                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,80)            =      0.12
corr(u_i, Xb)  = -0.0290                        Prob > F           =    0.7298

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0002904   .0008378     0.35   0.730    -.0013768    .0019577
       _cons |   .0860505   .0023104    37.24   0.000     .0814527    .0906484
-------------+----------------------------------------------------------------
     sigma_u |   .1788876
     sigma_e |  .32130482
         rho |  .23662637   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18509
Group variable: dupersid_p~1                    Number of groups   =      3753
```

```
R-sq:  within  = 0.0001                         Obs per group: min =         1
       between = 0.0021                                        avg =       4.9
       overall = 0.0004                                        max =         5

                                                F(1,156)           =      2.95
corr(u_i, Xb)  = 0.0197                         Prob > F           =    0.0881

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0009458    .000551    -1.72   0.088    -.0020341    .0001426
       _cons |   .0603492   .0008899    67.82   0.000     .0585915    .0621069
-------------+----------------------------------------------------------------
     sigma_u |  .12270139
     sigma_e |  .22533812
         rho |  .22869464   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16174
Group variable: dupersid_p~l                    Number of groups   =      3293

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0006                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                                F(1,145)           =      0.01
corr(u_i, Xb)  = 0.0186                         Prob > F           =    0.9274

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0000243   .0002667    -0.09   0.927    -.0005515    .0005028
       _cons |   .0486711   .0006712    72.51   0.000     .0473445    .0499978
-------------+----------------------------------------------------------------
     sigma_u |  .11054716
     sigma_e |  .20753238
         rho |   .2210272   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4973
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0000                         Obs per group: min =         1
       between = 0.0069                                        avg =       4.9
       overall = 0.0010                                        max =         5

                                                F(1,87)            =      0.07
corr(u_i, Xb)  = 0.0642                         Prob > F           =    0.7879

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |  -.0001787   .0006623    -0.27   0.788    -.0014952    .0011377
       _cons |   .0790426    .001139    69.40   0.000     .0767787    .0813064
-------------+----------------------------------------------------------------
     sigma_u |  .15053944
     sigma_e |  .25576066
         rho |  .25730297   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5028
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0000                         Obs per group: min =         1
```

```
       between = 0.0005                                        avg =       4.9
       overall = 0.0000                                        max =         5

                                               F(1,80)           =      0.80
corr(u_i, Xb)  = -0.0291                       Prob > F          =    0.3729

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |     .00041   .0004575     0.90   0.373    -.0005005    .0013206
       _cons |   .0730411   .0012617    57.89   0.000     .0705301     .075552
-------------+----------------------------------------------------------------
     sigma_u |  .13690305
     sigma_e |  .25095029
         rho |  .22935378   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression              Number of obs      =     18507
Group variable: dupersid_p~1                   Number of groups   =      3753

R-sq:  within  = 0.0001                        Obs per group: min =         1
       between = 0.0000                                       avg =       4.9
       overall = 0.0000                                       max =         5

                                               F(1,156)          =      2.86
corr(u_i, Xb)  = -0.0080                       Prob > F          =    0.0931

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0007271   .0004303     1.69   0.093    -.0001229     .001577
       _cons |   .0751126    .000695   108.08   0.000     .0737398    .0764854
-------------+----------------------------------------------------------------
     sigma_u |  .20337818
     sigma_e |  .21546966
         rho |  .47115562   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression              Number of obs      =     16173
Group variable: dupersid_p~1                   Number of groups   =      3293

R-sq:  within  = 0.0008                        Obs per group: min =         1
       between = 0.0007                                       avg =       4.9
       overall = 0.0011                                       max =         5

                                               F(1,145)          =     21.43
corr(u_i, Xb)  = -0.0004                       Prob > F          =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0014686   .0003172     4.63   0.000     .0008416    .0020955
       _cons |   .0515437   .0007983    64.57   0.000     .0499659    .0531215
-------------+----------------------------------------------------------------
     sigma_u |  .16624886
     sigma_e |  .18501363
         rho |  .44673107   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression              Number of obs      =      4973
Group variable: dupersid_p~1                   Number of groups   =      1005

R-sq:  within  = 0.0005                        Obs per group: min =         1
       between = 0.0002                                       avg =       4.9
```

```
       overall = 0.0000                                        max =         5

                                               F(1,87)           =      4.62
corr(u_i, Xb)  = -0.0301                       Prob > F          =    0.0344

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0022304   .0010376     2.15   0.034     .0001681    .0042927
       _cons |   .1304848   .0017843    73.13   0.000     .1269384    .1340312
-------------+----------------------------------------------------------------
     sigma_u |  .26552942
     sigma_e |  .27438735
         rho |  .48359832   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5028
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0005                                        avg =       4.9
       overall = 0.0014                                        max =         5

                                               F(1,80)           =      2.64
corr(u_i, Xb)  = 0.0062                        Prob > F          =    0.1080

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      tenure |   .0013654     .00084     1.63   0.108    -.0003063    .0030371
       _cons |   .0991516   .0023165    42.80   0.000     .0945415    .1037616
-------------+----------------------------------------------------------------
     sigma_u |  .22960024
     sigma_e |  .23818753
         rho |  .48164893   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18764
Group variable: dupersid_p~l                    Number of groups   =      3754

R-sq:  within  = 0.0001                         Obs per group: min =         3
       between = 0.0053                                        avg =       5.0
       overall = 0.0019                                        max =         5

                                               F(3,156)          =      0.49
corr(u_i, Xb)  = -0.0736                       Prob > F          =    0.6912

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0271177   .0237284     1.14   0.255    -.0197526    .0739881
          2  |   .1058448   .1101828     0.96   0.338    -.1117978    .3234874
          3  |   .0002782   .0201091     0.01   0.989    -.0394431    .0399996
             |
       _cons |   3.847334   .0079035   486.79   0.000     3.831722    3.862946
-------------+----------------------------------------------------------------
     sigma_u |  .74910012
     sigma_e |   .6610126
         rho |   .5622256   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16484
Group variable: dupersid_p~l                    Number of groups   =      3298
```

```
R-sq:  within  = 0.0001                         Obs per group: min =         3
       between = 0.0012                                        avg =       5.0
       overall = 0.0004                                        max =         5

                                                F(3,145)           =      0.84
corr(u_i, Xb)  = -0.0404                        Prob > F           =    0.4731

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0018417       .047     0.04   0.969    -.0910518    .0947352
          2  |    .169352   .2624176     0.65   0.520    -.3493059    .6880099
          3  |    .015772   .0122513     1.29   0.200    -.0084422    .0399862
             |
       _cons |   3.954232   .0051987   760.62   0.000     3.943957    3.964507
-------------+----------------------------------------------------------------
     sigma_u |  .71476392
     sigma_e |  .60468497
         rho |  .58285131   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0014                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(3,87)            =      2.52
corr(u_i, Xb)  = 0.0081                         Prob > F           =    0.0635

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |  -.0816626   .1282698    -0.64   0.526    -.3366127    .1732874
          2  |  -.0569664   .3381928    -0.17   0.867    -.7291611    .6152284
          3  |  -.0262226   .0516743    -0.51   0.613    -.1289309    .0764857
             |
       _cons |   3.582269   .0164889   217.25   0.000     3.549496    3.615043
-------------+----------------------------------------------------------------
     sigma_u |  .78546958
     sigma_e |  .68488567
         rho |  .56808927   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0005                         Obs per group: min =         5
       between = 0.0036                                        avg =       5.0
       overall = 0.0026                                        max =         5

                                                F(3,80)            =      0.89
corr(u_i, Xb)  = 0.0213                         Prob > F           =    0.4476

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       hstat |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |  -.0178216   .0562919    -0.32   0.752    -.1298461    .0942029
          2  |   .3426238   .2205193     1.55   0.124    -.0962235    .7814711
```

```
          3  |  -.0475086   .0519127    -0.92   0.363    -.1508182     .055801
             |
       _cons |   3.682053   .0285319   129.05   0.000     3.625273    3.738834
-------------+----------------------------------------------------------------
     sigma_u |  .75795926
     sigma_e |  .62393165
         rho |  .59608471   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18087
Group variable: dupersid_p~l                    Number of groups   =      3754

R-sq:  within  = 0.0007                         Obs per group: min =         1
       between = 0.0063                                        avg =       4.8
       overall = 0.0020                                        max =         5

                                                F(3,156)           =     20.61
corr(u_i, Xb)  = 0.0083                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .7771246   .1760844     4.41   0.000     .4293072    1.124942
          2  |   .2515716   .5425407     0.46   0.644    -.8201023    1.323245
          3  |   .2619955   .0997656     2.63   0.009     .0649298    .4590612
             |
       _cons |   .8506756   .0406141    20.95   0.000      .770451    .9309002
-------------+----------------------------------------------------------------
     sigma_u |  2.8480123
     sigma_e |  4.8135178
         rho |  .25929929   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16101
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0002                         Obs per group: min =         1
       between = 0.0032                                        avg =       4.9
       overall = 0.0012                                        max =         5

                                                F(3,145)           =      8.99
corr(u_i, Xb)  = 0.0092                         Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |  -.0675791   .2533229    -0.27   0.790    -.5682615    .4331034
          2  |   .2206969     .05708     3.87   0.000     .1078807    .3335132
          3  |    .351038   .2506678     1.40   0.164    -.1443968    .8464729
             |
       _cons |   1.054797   .1148487     9.18   0.000     .8278029    1.281791
-------------+----------------------------------------------------------------
     sigma_u |  3.4064195
     sigma_e |  5.6686191
         rho |  .26530651   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      4833
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0005                         Obs per group: min =         1
       between = 0.0034                                        avg =       4.8
       overall = 0.0012                                        max =         5
```

```
                                                F(3,87)           =      3.11
corr(u_i, Xb)  = -0.0048                        Prob > F          =    0.0303

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .7555614   .3944668     1.92   0.059    -.0284841    1.539607
          2  |  -.5724325   1.897787    -0.30   0.764    -4.344489    3.199624
          3  |  -.1272074   .2669525    -0.48   0.635    -.6578043    .4033896
             |
       _cons |   1.520842   .1240333    12.26   0.000     1.274313    1.767372
-------------+----------------------------------------------------------------
     sigma_u |  3.6695611
     sigma_e |  5.6186644
         rho |  .29900429   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5013
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0010                         Obs per group: min =         1
       between = 0.0024                                        avg =       4.9
       overall = 0.0016                                        max =         5

                                                F(3,80)           =      6.81
corr(u_i, Xb)  = -0.0469                        Prob > F          =    0.0004

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      DDNWRK |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |  -.2897205   .5874274    -0.49   0.623    -1.458738    .8792973
          2  |   .1000171   .2999328     0.33   0.740    -.4968683    .6969025
          3  |   .9109592   .4703612     1.94   0.056    -.0250894    1.847008
             |
       _cons |   1.491843   .2181791     6.84   0.000     1.057653    1.926034
-------------+----------------------------------------------------------------
     sigma_u |  4.2973526
     sigma_e |  7.1878767
         rho |  .26331811   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18766
Group variable: dupersid_p~1                    Number of groups   =      3754

R-sq:  within  = 0.0010                         Obs per group: min =         3
       between = 0.0269                                        avg =       5.0
       overall = 0.0099                                        max =         5

                                                F(3,156)          =     13.28
corr(u_i, Xb)  = 0.0857                         Prob > F          =    0.0000

                             (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |    .190385   .1933377     0.98   0.326    -.1915126    .5722826
          2  |   .7781712   .9554403     0.81   0.417    -1.109098     2.66544
          3  |   .3485292   .0572229     6.09   0.000     .2354975    .4615609
             |
       _cons |   1.144589   .0335006    34.17   0.000     1.078416    1.210762
-------------+----------------------------------------------------------------
     sigma_u |  2.1634123
```

```
     sigma_e |  2.9189672
         rho |  .35455278   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16486
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0008                         Obs per group: min =         3
       between = 0.0183                                        avg =       5.0
       overall = 0.0079                                        max =         5

                                                F(3,145)           =      6.02
corr(u_i, Xb)  = 0.0644                         Prob > F           =    0.0007

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |   .2228393   .0865448     2.57   0.011      .051787    .3938915
           2 |  -.0222105   .2838598    -0.08   0.938     -.583248     .538827
           3 |   .3598045   .1467331     2.45   0.015     .0697925    .6498164
             |
       _cons |   1.505775   .0659553    22.83   0.000     1.375417    1.636133
-------------+----------------------------------------------------------------
     sigma_u |  2.3620667
     sigma_e |  3.0516049
         rho |  .37466355   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0041                         Obs per group: min =         5
       between = 0.0126                                        avg =       5.0
       overall = 0.0064                                        max =         5

                                                F(3,87)            =   7416.99
corr(u_i, Xb)  = -0.0163                        Prob > F           =    0.0000

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |    1.10981   .6703907     1.66   0.101    -.2226638    2.442285
           2 |  -1.911367   .0727805   -26.26   0.000    -2.056026   -1.766708
           3 |   .5562414   .1933725     2.88   0.005     .1718926    .9405902
             |
       _cons |   1.922709   .0543832    35.35   0.000     1.814617    2.030802
-------------+----------------------------------------------------------------
     sigma_u |  2.6550542
     sigma_e |  3.5003426
         rho |   .365217   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0012                         Obs per group: min =         5
       between = 0.0095                                        avg =       5.0
       overall = 0.0049                                        max =         5

                                                F(3,80)            =     37.40
corr(u_i, Xb)  = 0.0144                         Prob > F           =    0.0000

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
```

```
             |               Robust
       numov |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |   .3603844   .2532038     1.42   0.159    -.1435073     .864276
           2 |  -.9825163   .2722448    -3.61   0.001    -1.524301    -.440732
           3 |   .5636475   .2520188     2.24   0.028     .0621141    1.065181
             |
       _cons |    2.37976   .1035087    22.99   0.000     2.173771    2.585749
-------------+----------------------------------------------------------------
     sigma_u |  3.0465355
     sigma_e |  3.7819409
         rho |  .39353795   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18766
Group variable: dupersid_p~l                    Number of groups   =      3754

R-sq:  within  = 0.0001                         Obs per group: min =         3
       between = 0.0018                                        avg =       5.0
       overall = 0.0007                                        max =         5

                                                F(3,156)           =      2.02
corr(u_i, Xb)  = 0.0165                         Prob > F           =    0.1130

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |  -.009005   .0146765    -0.61   0.540    -.0379954    .0199853
           2 |   .0389254    .106199     0.37   0.714    -.1708482     .248699
           3 |  -.0056569   .0214087    -0.26   0.792    -.0479452    .0366314
             |
       _cons |   .0746423   .0082096     9.09   0.000     .0584261    .0908586
-------------+----------------------------------------------------------------
     sigma_u |  .17509566
     sigma_e |  .31276555
         rho |  .23862316   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16486
Group variable: dupersid_p~l                    Number of groups   =      3298

R-sq:  within  = 0.0004                         Obs per group: min =         3
       between = 0.0001                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,145)           =      8.25
corr(u_i, Xb)  = -0.0477                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |   .0243009   .0156978     1.55   0.124    -.0067252     .055327
           2 |   .0843687    .036697     2.30   0.023     .0118385    .1568989
           3 |  -.0072808   .0085661    -0.85   0.397    -.0242114    .0096499
             |
       _cons |   .0558653   .0046511    12.01   0.000     .0466725    .0650581
-------------+----------------------------------------------------------------
     sigma_u |  .14057356
     sigma_e |  .25832014
         rho |  .22847584   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
```

```
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0015                         Obs per group: min =         5
       between = 0.0077                                        avg =       5.0
       overall = 0.0010                                        max =         5

                                                F(3,87)            =      3.07
corr(u_i, Xb)  = -0.1571                        Prob > F           =    0.0322

                               (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0600134   .0211848     2.83   0.006     .0179064    .1021204
          2  |  -.2031699   .2575315    -0.79   0.432    -.7150415    .3087018
          3  |  -.0110038   .0269457    -0.41   0.684    -.0645614    .0425538
             |
       _cons |   .1028337   .0139954     7.35   0.000     .0750164     .130651
-------------+----------------------------------------------------------------
     sigma_u |  .23208983
     sigma_e |  .37285631
         rho |   .2792596   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0005                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,80)            =     45.09
corr(u_i, Xb)  = -0.0703                        Prob > F           =    0.0000

                               (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
      numerv |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0311993   .0342487     0.91   0.365    -.0369578    .0993564
          2  |  -.0487183   .0636192    -0.77   0.446    -.1753246    .0778879
          3  |  -.0185028   .0208911    -0.89   0.378    -.0600773    .0230718
             |
       _cons |    .091526   .0127746     7.16   0.000     .0661038    .1169483
-------------+----------------------------------------------------------------
     sigma_u |  .17768047
     sigma_e |  .31901131
         rho |  .23676833   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18766
Group variable: dupersid_p~l                    Number of groups   =      3754

R-sq:  within  = 0.0005                         Obs per group: min =         3
       between = 0.0073                                        avg =       5.0
       overall = 0.0021                                        max =         5

                                                F(3,156)           =      6.36
corr(u_i, Xb)  = 0.0194                         Prob > F           =    0.0004

                               (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |  -.0167468    .012892    -1.30   0.196    -.0422123    .0087187
```

```
          2  |   .0840276   .0581581     1.44   0.151    -.0308514    .1989065
          3  |   .0039571   .0123411     0.32   0.749    -.0204201    .0283344
             |
       _cons |   .0580483   .0053975    10.75   0.000     .0473867    .0687098
-------------+----------------------------------------------------------------
     sigma_u |   .1220441
     sigma_e |  .22457086
         rho |  .22800374   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16486
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         3
       between = 0.0002                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,145)           =     15.01
corr(u_i, Xb)  = -0.0256                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0142378   .0042594     3.34   0.001     .0058192    .0226564
          2  |   .0211893   .0087339     2.43   0.016     .0039271    .0384516
          3  |  -.0031758   .0067599    -0.47   0.639    -.0165365    .0101849
             |
       _cons |   .0479552    .002908    16.49   0.000     .0422076    .0537027
-------------+----------------------------------------------------------------
     sigma_u |  .10907435
     sigma_e |  .20670901
         rho |  .21779466   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~1                    Number of groups   =      1005

R-sq:  within  = 0.0002                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0000                                        max =         5

                                                F(3,87)            =      0.79
corr(u_i, Xb)  = -0.0452                        Prob > F           =    0.5004

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0153823   .0139716     1.10   0.274    -.0123877    .0431523
          2  |  -.0213004   .0869419    -0.24   0.807    -.1941068     .151506
          3  |   -.008438   .0194753    -0.43   0.666    -.0471474    .0302713
             |
       _cons |   .0809891    .009586     8.45   0.000     .0619359    .1000424
-------------+----------------------------------------------------------------
     sigma_u |  .15006935
     sigma_e |  .25534158
         rho |   .2567348   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~1                    Number of groups   =      1028

R-sq:  within  = 0.0001                         Obs per group: min =         5
       between = 0.0000                                        avg =       5.0
       overall = 0.0002                                        max =         5
```

```
                                                F(3,80)           =     11.53
corr(u_i, Xb)  = -0.0342                        Prob > F          =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
       ervyn |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |    .015358   .0096944     1.58   0.117    -.0039344    .0346505
           2 |  -.0512727   .0622649    -0.82   0.413    -.1751838    .0726384
           3 |  -.0045928   .0148707    -0.31   0.758    -.0341864    .0250008
             |
       _cons |   .0743507   .0078527     9.47   0.000     .0587234     .089978
-------------+----------------------------------------------------------------
     sigma_u |  .13486223
     sigma_e |  .24998306
         rho |  .22543341   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     18764
Group variable: dupersid_p~1                    Number of groups   =      3754

R-sq:  within  = 0.0002                         Obs per group: min =         3
       between = 0.0003                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,156)          =      2.97
corr(u_i, Xb)  = -0.0370                        Prob > F          =    0.0335

                              (Std. Err. adjusted for 157 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |  -.0106035   .0126665    -0.84   0.404    -.0356234    .0144165
           2 |    .001934   .0311618     0.06   0.951    -.0596194    .0634875
           3 |  -.0117779   .0113741    -1.04   0.302     -.034245    .0106892
             |
       _cons |   .0818182   .0030153    27.13   0.000     .0758621    .0877742
-------------+----------------------------------------------------------------
     sigma_u |  .20384815
     sigma_e |  .21521981
         rho |  .47288437   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =     16484
Group variable: dupersid_p~1                    Number of groups   =      3298

R-sq:  within  = 0.0001                         Obs per group: min =         3
       between = 0.0006                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,145)          =      0.85
corr(u_i, Xb)  = -0.0422                        Prob > F          =    0.4713

                              (Std. Err. adjusted for 146 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
           1 |  -.0017561   .0088119    -0.20   0.842    -.0191724    .0156601
           2 |  -.0280244   .0274978    -1.02   0.310    -.0823728    .0263239
           3 |  -.0087855   .0063827    -1.38   0.171    -.0214006    .0038296
             |
       _cons |   .0595274   .0028268    21.06   0.000     .0539404    .0651144
-------------+----------------------------------------------------------------
```

```
     sigma_u |  .16591215
     sigma_e |  .18568018
         rho |  .44395289   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5025
Group variable: dupersid_p~l                    Number of groups   =      1005

R-sq:  within  = 0.0013                         Obs per group: min =         5
       between = 0.0011                                        avg =       5.0
       overall = 0.0006                                        max =         5

                                                F(3,87)            =      1.46
corr(u_i, Xb)  = -0.0246                        Prob > F           =    0.2298

                              (Std. Err. adjusted for 88 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |   .0386225   .0420337     0.92   0.361    -.0449241     .122169
          2  |   .0843031   .0587963     1.43   0.155    -.0325609    .2011672
          3  |  -.0186224   .0219467    -0.85   0.398    -.0622438    .0249991
             |
       _cons |   .1398186   .0065576    21.32   0.000     .1267846    .1528527
-------------+----------------------------------------------------------------
     sigma_u |  .26550626
     sigma_e |  .27376217
         rho |  .48469413   (fraction of variance due to u_i)
------------------------------------------------------------------------------

Fixed-effects (within) regression               Number of obs      =      5140
Group variable: dupersid_p~l                    Number of groups   =      1028

R-sq:  within  = 0.0004                         Obs per group: min =         5
       between = 0.0001                                        avg =       5.0
       overall = 0.0001                                        max =         5

                                                F(3,80)            =     10.60
corr(u_i, Xb)  = -0.0301                        Prob > F           =    0.0000

                              (Std. Err. adjusted for 81 clusters in varpsu)
------------------------------------------------------------------------------
             |               Robust
  poorhealth |      Coef.   Std. Err.      t    P>|t|     [95% Conf. Interval]
-------------+----------------------------------------------------------------
      PLCTYP |
          1  |  -.0244703   .0267812    -0.91   0.364    -.0777665     .028826
          2  |  -.1344467   .0268864    -5.00   0.000    -.1879523    -.080941
          3  |   .0000427   .0137524     0.00   0.998    -.0273255     .027411
             |
       _cons |   .1060355   .0087682    12.09   0.000     .0885861    .1234848
-------------+----------------------------------------------------------------
     sigma_u |  .22703774
     sigma_e |  .23900755
         rho |  .47433314   (fraction of variance due to u_i)
------------------------------------------------------------------------------

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