

## Appendix Figure 1. First “Trick” Question to Test Whether Respondents Were Paying Attention

We want to know which methods people think are most effective when searching for a new job. We also want to know whether people read questions like this carefully. To show you've read this much, please ignore the question and select both asking friends and job fairs, no matter what method you think is most effective. Yes, ignore the question and select both of these options. Thank you very much.

Which of the following methods do you think is MOST effective when searching for a new job?

- Newspaper/Trade publication (either electronic or print)
- Internet-based job search site such as Monster.com™
- Ask friends, relatives and colleagues about jobs
- In-person/Walk-in
- Social media site such as Facebook/LinkedIn
- Other social media such as Twitter
- Job Fairs/Hiring Halls
- One stop centers/Help from government job services
- Headhunter or private career coach

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## Appendix Figure 2. Second “Trick” Question to Test Whether Respondents Were Paying Attention

As you have seen in this survey, we are interested in the reasons people choose to accept one job versus another. We are also interested in whether people read questions like this carefully. To show you've read this much, please ignore the question below, select other and write "none" as your answer. Thank you very much.

In thinking about possible work in the future, what is the MOST important reason you would choose a new job?

- The job allows you to provide for yourself and your family financially.
- The job is not physically demanding.
- The job provides you with control over your schedule.
- The job has the right number of hours.
- The job gives you control over how you do your work.
- The job allows you to work at your own pace.
- The job is not stressful.
- The job gives you opportunities to work with others.
- The job gives you opportunities to learn new things.
- The job will lead to opportunities for career advancement.
- The job is morally, socially, personally, or spiritually significant.
- Other, please specify:

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### Appendix Figure 3. Screenshot of Hypothetical Job Pair Evaluated by a Respondent

First question of the survey for respondent '5121056:1' Imagine you are offered the two jobs shown below. Except for the characteristics highlighted below, please assume the jobs are the same in all other ways, including on characteristics not listed in the table. You may scroll over the characteristics to see their definitions. Please review the jobs and indicate below whether you prefer Job A or Job B.

	Job A	Job B
Hours	Part-Time - 20 hours per week	Part-Time - 20 hours per week
Control Over Hours	Set your own schedule	Set your own schedule
Option to Telecommute	No	No
Physical Demands	Moderate physical activity	Heavy physical activity
Pace	Relaxed	Relaxed
Independence	You can choose how you do your own work	Your tasks and procedures are well-defined
Paid Time Off (Vacation and Sick Leave)	None	None
Working with Others	Mainly work by yourself	Mainly work by yourself
Training	You have the skills for this job and there are opportunities to gain valuable new skills	You have the skills for this job and there are opportunities to gain valuable new skills
Impact on Society	Occasional opportunities to make a positive impact on your community or society	Occasional opportunities to make a positive impact on your community or society
Pay	\$18.50 per hour (\$370 per week)	\$19.50 per hour (\$390 per week)

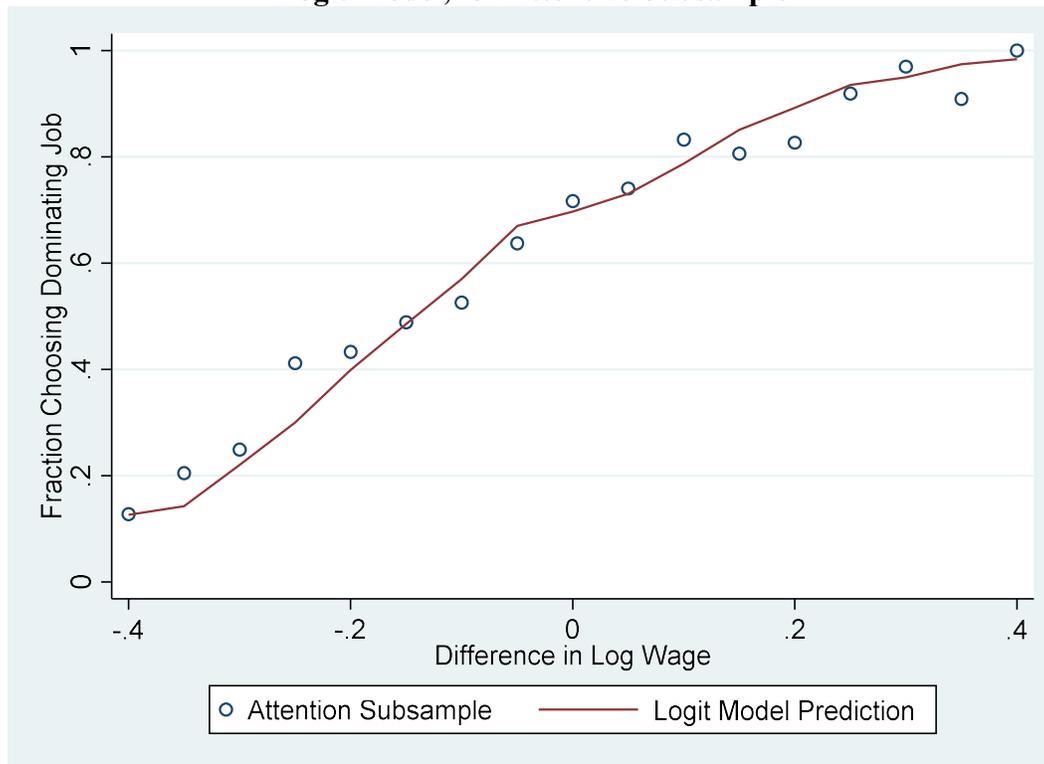
  

	Strongly Prefer Job A	Prefer Job A	Prefer Job B	Strongly Prefer Job B
Which job do you prefer?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

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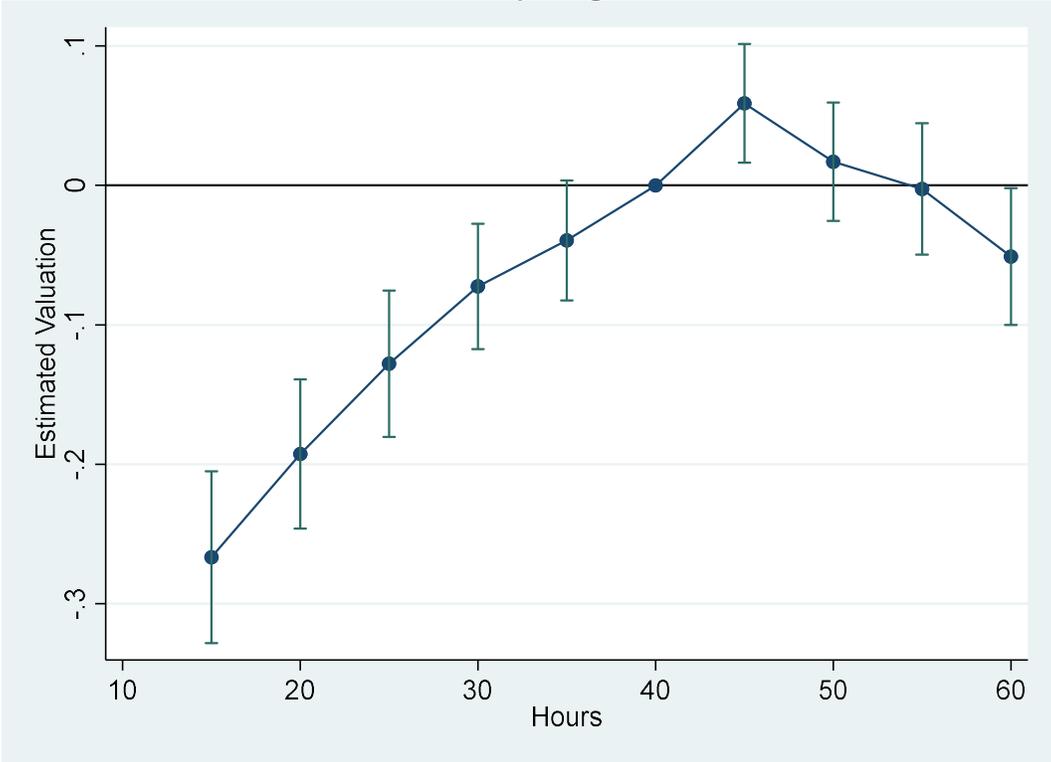
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**Appendix Figure 4: Fraction Preferring Job with Both Randomized Amenities Over Job with Neither Randomized Amenity by Relative Wage, Overlaid with Predictions from Logit Model, for Attentive Subsample**



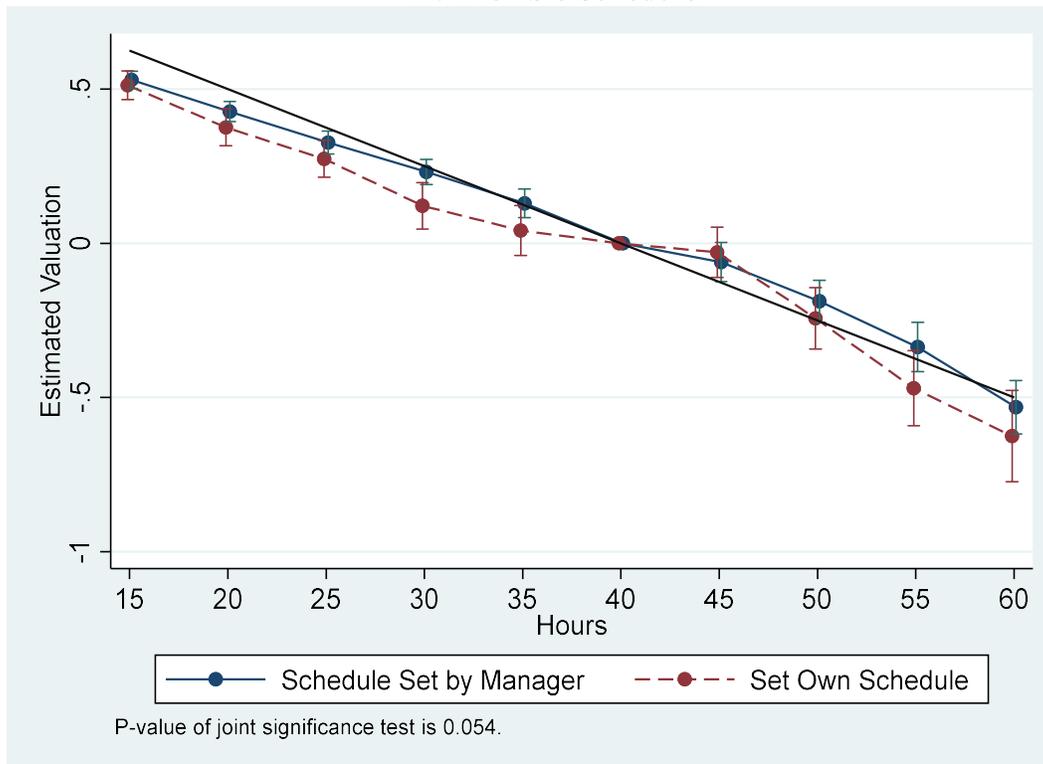
Notes: This figure reproduces Figure 1 (the share of respondents selecting a job with dominating attributes not present in the alternative job, by the difference in the log wage) for the attentive subsample, overlaid with the predicted share of respondents calculated using parameter estimates from the logit model (column 5 of Table 2).

**Appendix Figure 5. Estimates of Willingness-to-Pay for Weekly Work Hours as Fraction of Hourly Wage**

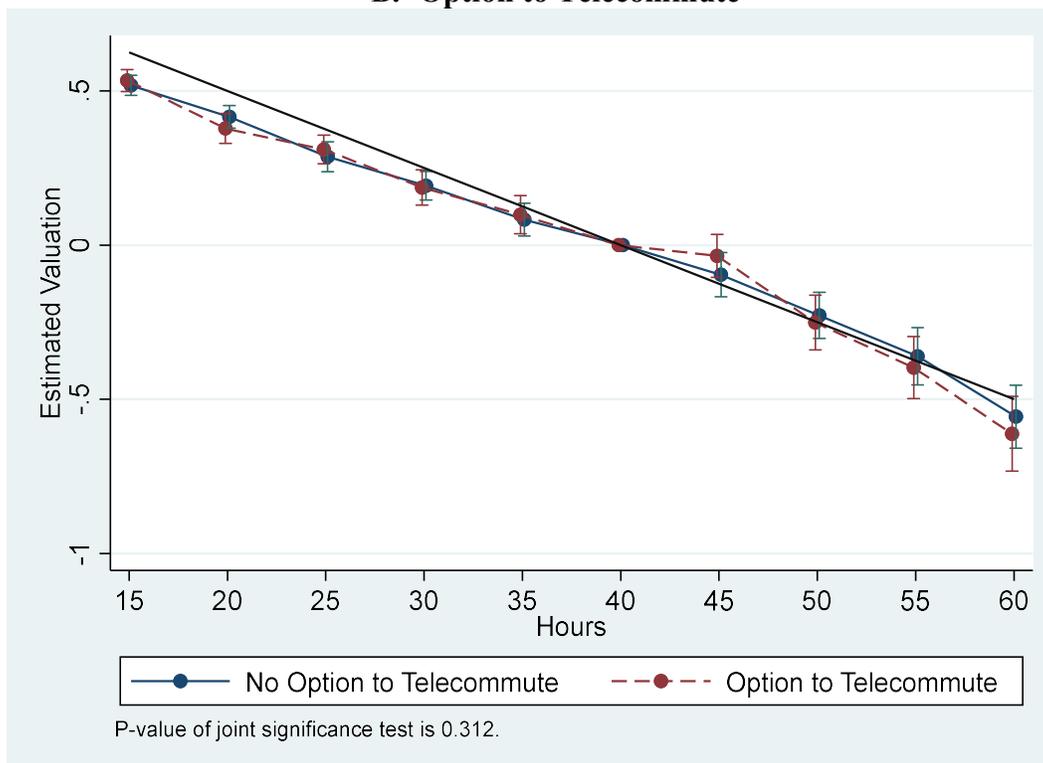


Notes: 95% confidence intervals are presented and adjusted for clustering by respondent. Estimates are jointly estimated along with other amenities (shown in column 5 of Appendix Table 4).

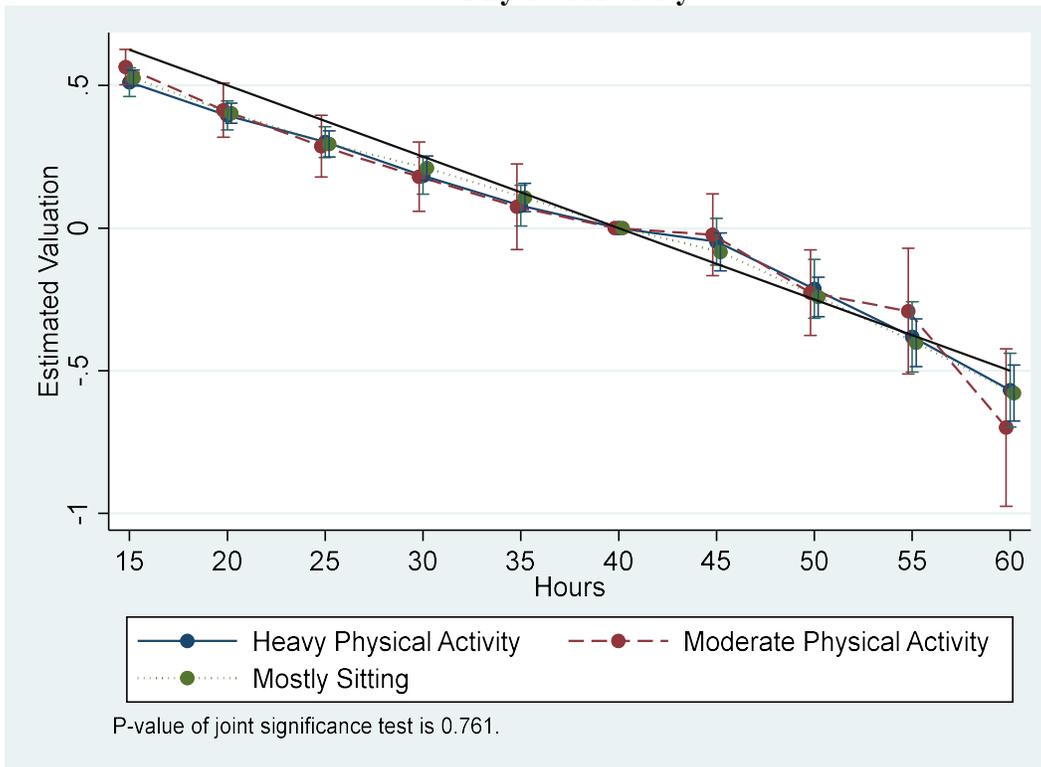
**Appendix Figure 6. Estimates of Willingness-to-Pay in Total Earnings for Weekly Work Hours, by Non-Wage Working Conditions**  
**A. Flexible Schedule**



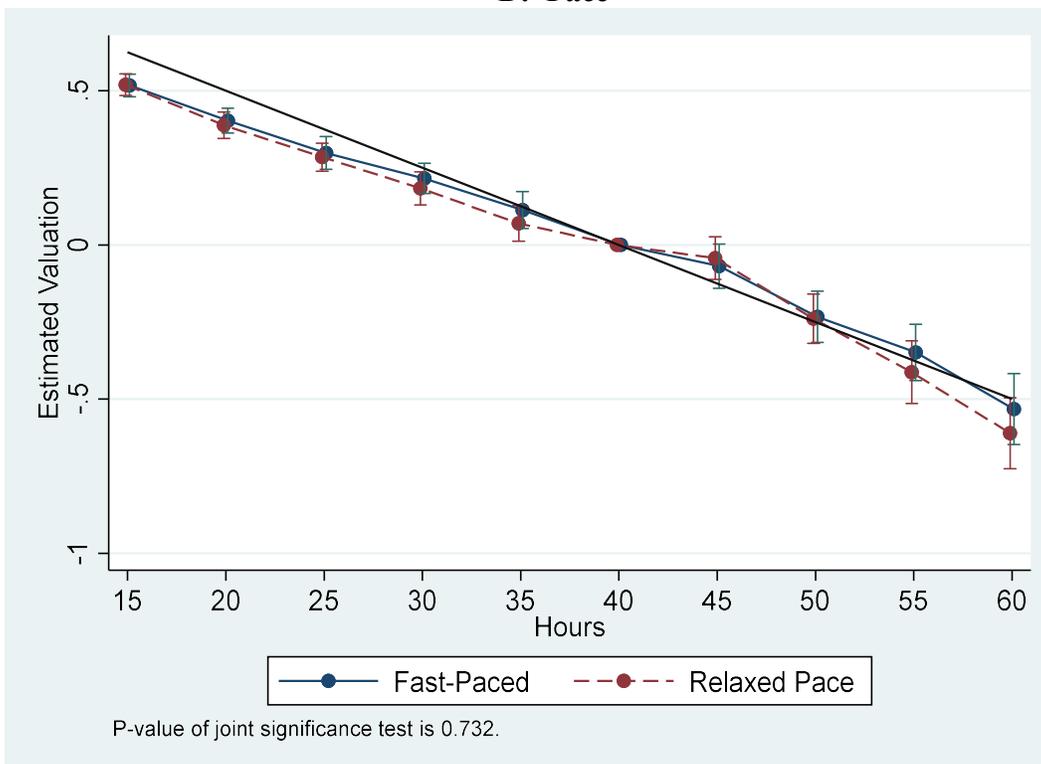
**B. Option to Telecommute**



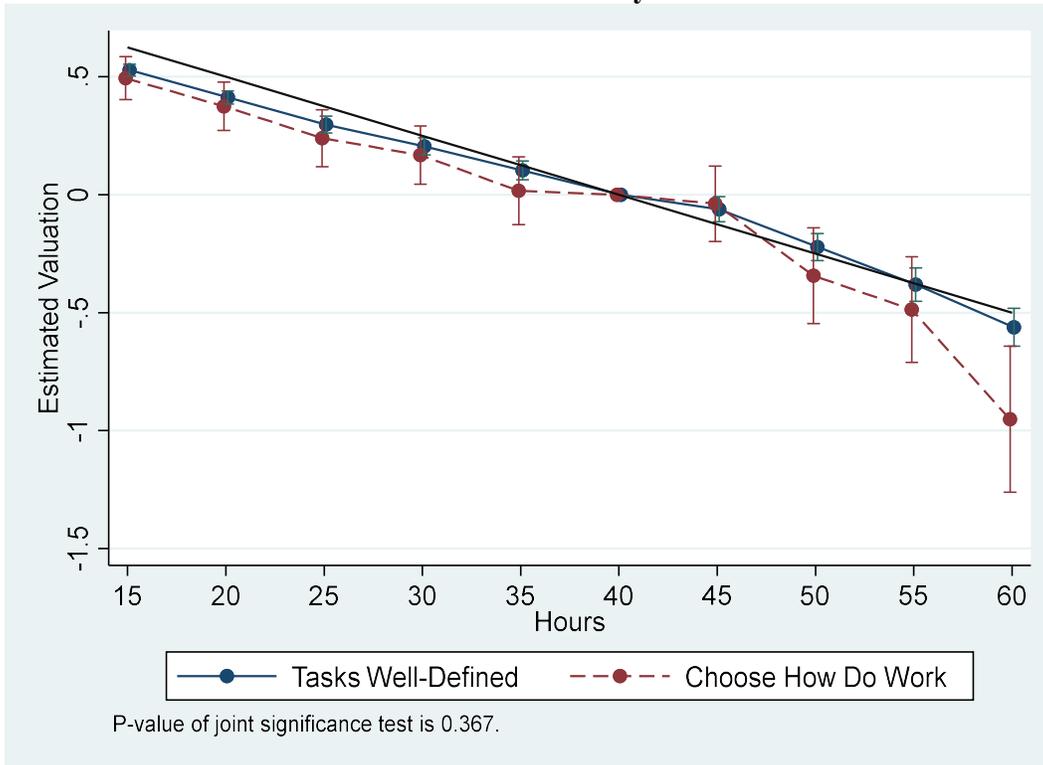
### C. Physical Activity



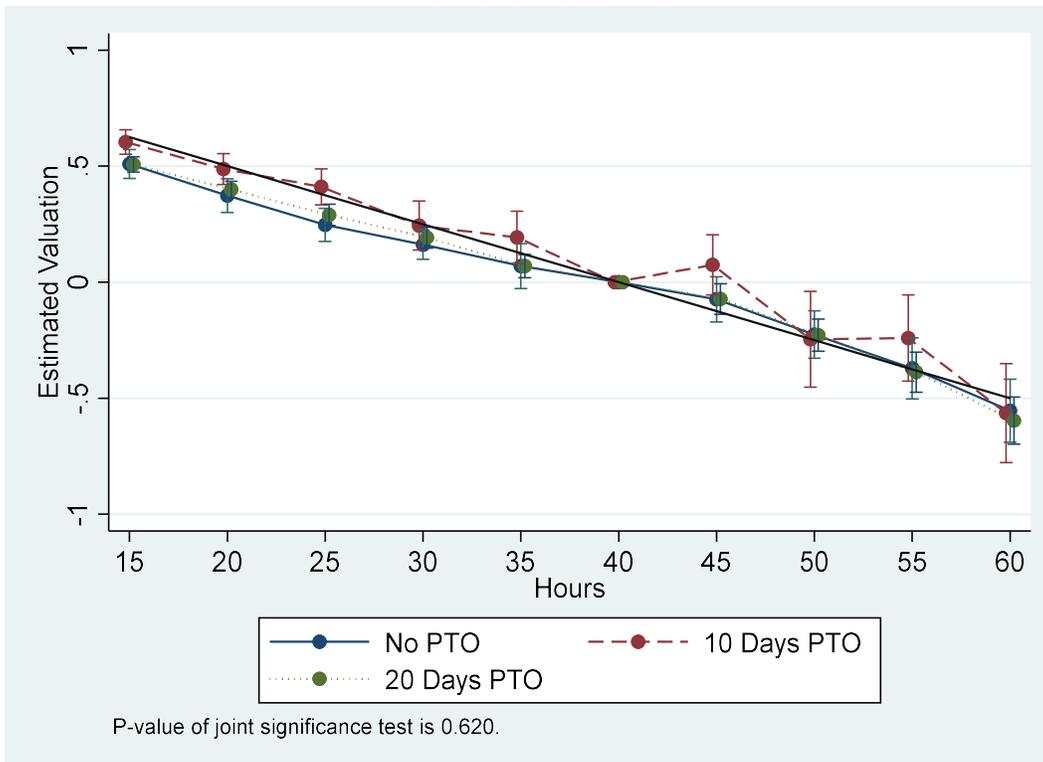
### D. Pace



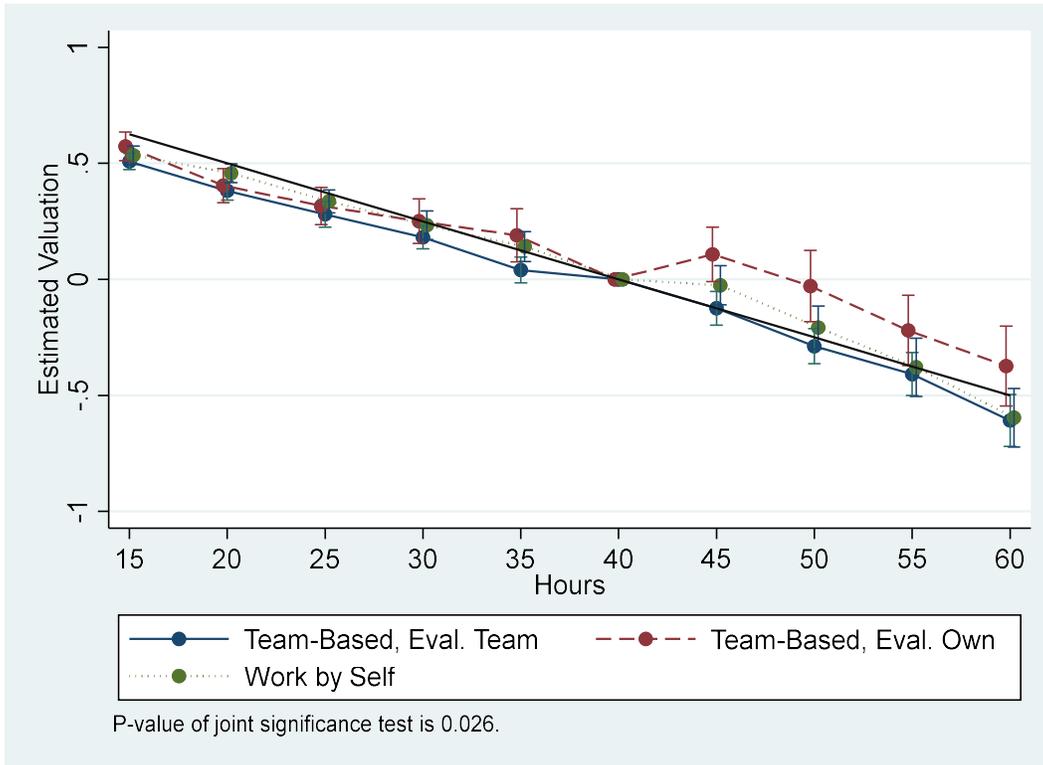
### E. Autonomy



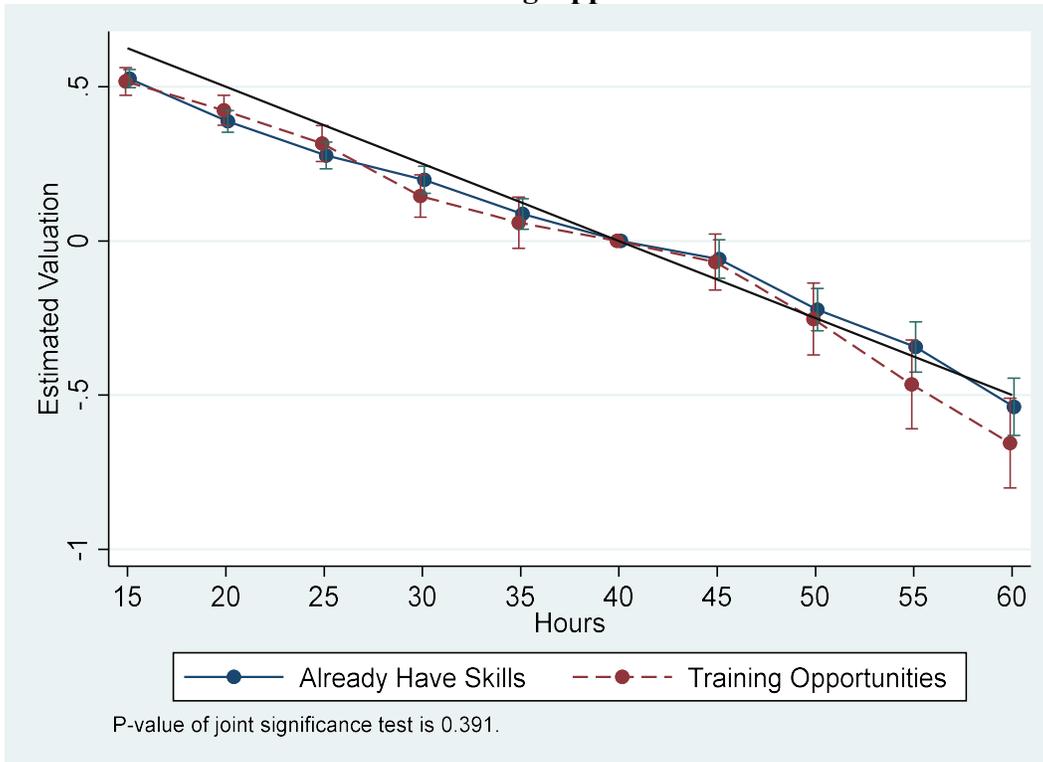
### F. Paid Time Off



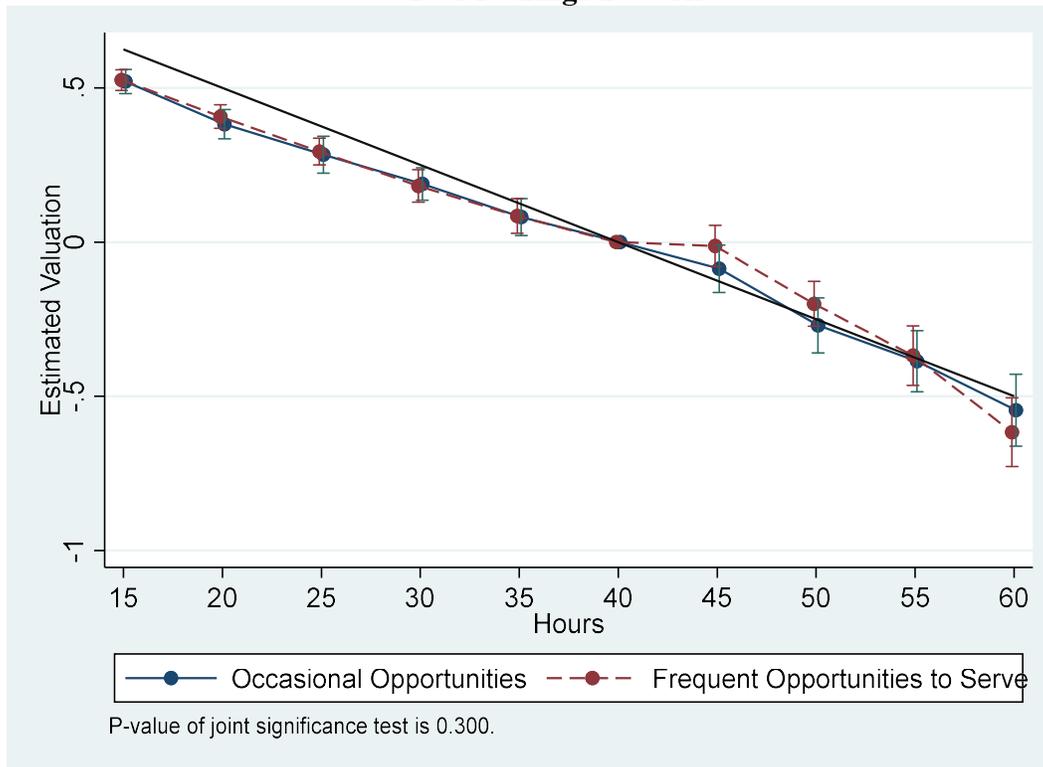
### G. Team Work



### H. Training Opportunities



## I. Meaningful Work



Notes: To examine preferences for weekly work hours, we estimated a model using total earnings instead of hourly wages as the numeraire and including indicator variables for weekly work hours ranging from 15 to 60 hours per week, with 40 hours per week as the omitted group, interacted with other non-wage amenities one by one. The figures present the estimated valuations of offered work hours as fractions of total earnings conditional on the value of the specified attribute. 95% confidence intervals are presented and adjusted for clustering by respondent. P-values for tests of joint significance are shown in each panel. The reference line shows the proportional change in total earnings resulting from a change in hours from a baseline of 40 hours.

**Appendix Table 1. Regressions of Working Conditions on Demographic Variables**

	Women (1)	Nonwhite (2)	High Sch. or Less (3)	Some College (4)	Age 25-34 (5)	Age 35-49 (6)	Age 50-61 (7)
<b>Set Own Schedule</b>	2.5 (2.3)	-5.7 (3.0)	-24.9 (2.8)	-10.4 (2.9)	-8.8 (4.5)	-7.1 (4.4)	-4.9 (4.5)
<b>Telecommute</b>	-1.1 (2.2)	-3.0 (2.8)	-35.8 (2.6)	-27.5 (2.7)	-13.2 (4.3)	-3.4 (4.1)	-5.5 (4.2)
<b>Heavy Physical Activity</b>	-9.6 (1.8)	0.7 (2.2)	27.2 (2.1)	15.6 (2.2)	4.6 (3.5)	5.5 (3.3)	2.2 (3.4)
<b>Moderate Physical Activity</b>	-0.9 (2.3)	2.5 (3.0)	1.6 (2.8)	6.4 (2.9)	-2.7 (4.6)	-13.7 (4.4)	-7.4 (4.5)
<b>Mostly Sitting</b>	10.5 (2.3)	-3.2 (2.9)	-28.8 (2.8)	-22.0 (2.8)	-1.9 (4.5)	8.2 (4.3)	5.2 (4.4)
<b>Relaxed Pace</b>	3.8 (2.2)	0.9 (2.8)	-14.3 (2.6)	-5.5 (2.7)	-19.7 (4.2)	-11.5 (4.1)	-8.1 (4.2)
<b>Choose How Do Work</b>	-0.7 (1.6)	-2.1 (2.1)	-11.7 (2.0)	-5.3 (2.0)	9.6 (3.2)	6.0 (3.0)	6.5 (3.1)
<b>No Paid Time Off (PTO)</b>	-0.3 (1.7)	-6.0 (2.1)	10.2 (2.0)	5.6 (2.1)	-7.4 (3.3)	-10.3 (3.1)	-9.6 (3.2)
<b>One to Fourteen PTO Days</b>	-1.0 (2.1)	5.3 (2.7)	9.5 (2.5)	6.3 (2.6)	8.5 (4.1)	4.0 (3.9)	0.4 (4.0)
<b>Fifteen or More PTO Days</b>	1.4 (2.3)	0.8 (3.0)	-19.6 (2.8)	-11.9 (2.9)	-1.1 (4.5)	6.3 (4.4)	9.2 (4.5)
<b>Team-Based, Evaluated as Team</b>	-9.2 (1.9)	5.4 (2.3)	5.7 (2.2)	5.8 (2.3)	0.7 (3.6)	5.3 (3.5)	2.8 (3.6)
<b>Team-Based, Evaluated on Own</b>	4.1 (2.4)	-1.9 (3.0)	-4.5 (2.9)	-2.8 (3.0)	8.0 (4.7)	-2.7 (4.5)	-3.0 (4.6)
<b>Work by Self</b>	5.1 (2.3)	-3.5 (2.8)	-1.2 (2.7)	-2.9 (2.8)	-8.8 (4.4)	-2.7 (4.2)	0.3 (4.3)
<b>Training Opportunities</b>	-9.7 (2.2)	8.6 (2.7)	-10.1 (2.6)	-4.1 (2.7)	17.5 (4.2)	11.3 (4.1)	7.2 (4.2)
<b>Frequent Opp. Positive Impact</b>	8.7 (2.3)	-4.4 (2.9)	-10.4 (2.7)	-4.3 (2.8)	-2.5 (4.4)	6.1 (4.2)	3.3 (4.4)

Notes: Each row represents a separate regression of the presence of the indicated working condition on indicators for the demographic groups in the columns. Coefficients are expressed in percentage points. N=1,738.

**Appendix Table 2. Job Attributes in Stated Preference Experiments**

<b>Attribute Label</b>	<b>Potential Values</b>	<b>Common Baseline</b>
Control Over Hours	Set your own schedule <i>Schedule set by manager</i>	X
Option to Telecommute	Yes <i>No</i>	X
Physical Demands	Mostly sitting Moderate physical activity <i>Heavy physical activity</i>	X
Pace	Relaxed <i>Fast-paced</i>	X
Independence	You can choose how you do your own work <i>Your tasks and procedures are well-defined</i>	X
Paid Time Off (Vacation and Sick Leave)	20 paid days per year 10 paid days per year <i>None</i>	X
Working with Others	Mainly by yourself Team-based but you are evaluated on your own performance <i>Team-based and evaluated on performance of the team</i>	X
Training	You have the skills for this job and there are opportunities to gain valuable new skills <i>You already have the skills to do this job</i>	X
Impact on Society	Frequent opportunities to make a positive impact on your community or society <i>Occasional opportunities to make a positive impact on your community and society</i>	X

Notes: Omitted category in logistic regressions in italics. Assigned attributes for common baseline job used in 2 of 10 experiments identified in third column. Each choice pair randomly varied two of the nine job characteristics and/or hours, plus the wage. If hours varied, they were chosen from 15, 20, 25 or 30 hours per week (labeled "Part time") or 35, 40, 45, 50, 55 or 60 hours per week (labeled "Full time"). The common baseline job was set to 30 hours per week.

**Appendix Table 3: Mapping from Current Working Conditions to Baseline Jobs for Experiments**

Question asked to respondent...	Attribute assigned based on response
<p><b>How much control you have over your working schedule?</b>                      My schedule is set by my company/organization with no possibility for changes.                      I can choose between several fixed working schedules set by my company/organization.                      I can adapt my hours within limits.                      I can determine my schedule.</p>	<p><b>Control Over Hours</b>                      Schedule set by manager                      Set your own schedule                      Set your own schedule                      Set your own schedule</p>
<p><b>Is it possible for you to work from home or another location of your choosing at least some of the time?</b>                      Yes                      No</p>	<p><b>Option to Telecommute</b>                      Yes                      No</p>
<p><b>How would you describe the physical demands of this job?</b>                      I primarily sit throughout the day.                      My job requires moderate physical activity, such as standing for periods of time or regular walking.                      My job requires more intense physical activity, such as heavy lifting, stooping, or prolonged walking.</p>	<p><b>Physical Demands</b>                      Mostly sitting                      Moderate physical activity                      Heavy physical activity</p>
<p><b>How would you describe the pace of this job?</b>                      Fast-Paced                      Relaxed</p>	<p><b>Pace</b>                      Fast-Paced                      Relaxed</p>
<p><b>How much independence do you have in determining what you work on and how you do your work?</b>                      A lot of independence                      Some independence                      Very little independence</p>	<p><b>Independence</b>                      You can choose how you do your work                      You can choose how you do your work                      Your tasks and procedures are well-defined</p>
<p><b>How much paid time off (sick days plus vacation days, but not counting paid holidays) do you get per year?</b>                      As needed                      (Integer)</p>	<p><b>Paid Time Off (Vacation and Sick Leave)</b>                      20 paid days per year                      If 0, assign to 0. If greater than 0 and less than 15, assign to 10. Otherwise, assign to 20.</p>
<p><b>Which statement best describes how much you work with others at your place of work?</b>                      I primarily work by myself.                      I primarily work with others and I am evaluated mostly based on the team's performance.                      I primarily work with others but I am evaluated mostly based on my own performance.</p>	<p><b>Working with Others</b>                      Mainly work by yourself                      Team-based and evaluated on performance of team                      Team-based but you are evaluated on your own performance</p>
<p><b>Does your job provide you with opportunities to learn new skills that would transfer to other jobs?</b>                      Yes                      No</p>	<p><b>Trainings</b>                      You have the skills for this job and there are opportunities to gain valuable new skills                      You already have the skills for this job</p>
<p><b>How often does your job provide opportunities to make a positive impact on your community or society?</b>                      Frequently                      Occasionally                      Never</p>	<p><b>Impact on Society</b>                      Frequent opportunities to make a positive impact on your community or society                      Occasional opportunities to make a positive impact on your community or society                      Occasional opportunities to make a positive impact on your community or society</p>
<p><b>How are you paid?</b>                      Hourly wage                      Annual salary                      Other</p>	<p>Hourly                      Salaried                      Hourly</p>
<p><b>Enter the number of hours that you usually work per week:</b>                      Integer</p>	<p><b>Hours</b>                      Same integer</p>

**Appendix Table 4. Robustness of Willingness-to-Pay Estimates to Model Specification**

	Baseline (1)	Probit (2)	Common Baseline (3)	Un- weighted (4)	Incl. Hours Controls (5)	Scaled by Earnings (6)
<b>Set Own Schedule</b>	0.089	0.090	0.088	0.093	0.091	0.091
[Schedule Set by Manager]	(0.007)	(0.007)	(0.014)	(0.005)	(0.007)	(0.007)
<b>Telecommute</b>	0.042	0.042	0.052	0.050	0.042	0.042
[No Telecommuting]	(0.007)	(0.007)	(0.015)	(0.005)	(0.007)	(0.007)
<b>Moderate Physical Activity</b>	0.145	0.146	0.142	0.182	0.147	0.147
[Heavy Physical Activity]	(0.010)	(0.010)	(0.021)	(0.007)	(0.010)	(0.010)
<b>Sitting</b>	0.116	0.116	0.125	0.144	0.117	0.117
[Heavy Physical Activity]	(0.010)	(0.010)	(0.019)	(0.007)	(0.010)	(0.010)
<b>Relaxed</b>	0.043	0.043	0.057	0.048	0.043	0.043
[Fast Pace]	(0.007)	(0.007)	(0.014)	(0.005)	(0.007)	(0.007)
<b>Choose How Do Work</b>	0.040	0.040	0.044	0.048	0.041	0.041
[Tasks Well-Defined]	(0.007)	(0.007)	(0.015)	(0.005)	(0.007)	(0.007)
<b>10 Days PTO</b>	0.164	0.166	0.153	0.163	0.168	0.168
[No Days PTO]	(0.009)	(0.009)	(0.020)	(0.007)	(0.009)	(0.009)
<b>20 Days PTO</b>	0.230	0.233	0.223	0.234	0.233	0.233
[No Days PTO]	(0.010)	(0.010)	(0.020)	(0.007)	(0.010)	(0.010)
<b>Team-Based, Evaluate Own</b>	0.065	0.067	0.069	0.076	0.065	0.065
[Team-Based, Evaluate Team]	(0.010)	(0.010)	(0.019)	(0.007)	(0.010)	(0.010)
<b>Work by Self</b>	0.086	0.089	0.095	0.090	0.087	0.087
[Team-Based, Evaluate Team]	(0.010)	(0.010)	(0.020)	(0.007)	(0.010)	(0.010)
<b>Training Opportunities</b>	0.054	0.054	0.064	0.051	0.051	0.051
[Already Have Skills]	(0.007)	(0.007)	(0.015)	(0.005)	(0.007)	(0.007)
<b>Frequent Opp. to Serve</b>	0.036	0.039	0.027	0.037	0.038	0.038
[Occasional Opp. to Serve]	(0.007)	(0.007)	(0.015)	(0.005)	(0.007)	(0.007)
<b>Best Job</b>	0.550	0.554	0.559	0.586	0.553	0.553
[Worst Job]	(0.016)	(0.016)	(0.028)	(0.010)	(0.016)	(0.016)
<b>No. Observations</b>	17,380	17,380	3,513	17,524	17,380	17,380

Notes: Models estimated using standard logit models. Standard errors in parantheses clustered by respondent. See text for details.

**Appendix Table 5. Willingness-to-Pay Estimates by Work Status**

	Currently Working (1)	Searching on the Job (2)	Not Currently Working (3)
<b>Set Own Schedule</b>	0.089	0.101	0.098
[Schedule Set by Manager]	(0.007)	(0.013)	(0.015)
<b>Telecommute</b>	0.042	0.047	0.084
[No Telecommuting]	(0.007)	(0.013)	(0.016)
<b>Moderate Physical Activity</b>	0.145	0.137	0.212
[Heavy Physical Activity]	(0.010)	(0.016)	(0.019)
<b>Sitting</b>	0.116	0.119	0.189
[Heavy Physical Activity]	(0.010)	(0.016)	(0.022)
<b>Relaxed</b>	0.043	0.054	0.049
[Fast Pace]	(0.007)	(0.013)	(0.015)
<b>Choose How Do Work</b>	0.040	0.051	0.054
[Tasks Well-Defined]	(0.007)	(0.013)	(0.015)
<b>10 Days PTO</b>	0.164	0.173	0.137
[No Days PTO]	(0.009)	(0.019)	(0.027)
<b>20 Days PTO</b>	0.230	0.209	0.220
[No Days PTO]	(0.010)	(0.019)	(0.020)
<b>Team-Based, Evaluate Own</b>	0.065	0.079	0.104
[Team-Based, Evaluate Team]	(0.010)	(0.019)	(0.020)
<b>Work by Self</b>	0.086	0.078	0.141
[Team-Based, Evaluate Team]	(0.010)	(0.019)	(0.020)
<b>Training Opportunities</b>	0.054	0.048	0.084
[Already Have Skills]	(0.007)	(0.012)	(0.015)
<b>Frequent Opp. to Serve</b>	0.036	0.047	0.029
[Occasional Opp. to Serve]	(0.007)	(0.014)	(0.015)
<b>Best Job</b>	0.550	0.562	0.636
[Worst Job]	(0.016)	(0.027)	(0.021)
<b>No. Observations</b>	17,380	3,990	8,880

Notes: Models estimated using standard logit models. Column 1 reproduces estimates from column 5 of Table 2. Column 2 restricts the sample to those reporting searching on the job in the July 2015 AWCS. Column 3 restricts the sample to those not currently working, including unemployed and not in labor force, with past work history. Standard errors in parentheses clustered by respondent.

**Appendix Table 6. Median Willingness-to-Pay Estimates from Mixed Logit Model, by Demographic Group**

	Women (1)	Men (2)	Non- white (3)	White (4)	High School (5)	Some College (6)	College Degree (7)	Age Group			
								25-34 (8)	35-49 (9)	50-61 (10)	62+ (11)
<b>Set Own Schedule</b>	0.095	0.088	0.030	0.103	0.082	0.072	0.105	0.074	0.091	0.094	0.162
[Schedule Set by Manager]	(0.009)	(0.010)	(0.012)	(0.008)	(0.017)	(0.010)	(0.008)	(0.015)	(0.011)	(0.011)	(0.024)
<b>Telecommute</b>	0.059	0.037	0.040	0.049	0.015	0.042	0.072	0.034	0.053	0.046	0.065
[No Telecommuting]	(0.010)	(0.010)	(0.018)	(0.008)	(0.016)	(0.011)	(0.008)	(0.014)	(0.011)	(0.010)	(0.016)
<b>Moderate Physical Activity</b>	0.225	0.110	0.120	0.166	0.130	0.152	0.211	0.062	0.143	0.209	0.367
[Heavy Physical Activity]	(0.017)	(0.014)	(0.026)	(0.019)	(0.024)	(0.015)	(0.019)	(0.018)	(0.017)	(0.021)	(0.031)
<b>Sitting</b>	0.184	0.086	0.145	0.120	0.115	0.123	0.174	0.037	0.136	0.168	0.322
[Heavy Physical Activity]	(0.017)	(0.016)	(0.025)	(0.013)	(0.028)	(0.016)	(0.022)	(0.032)	(0.019)	(0.021)	(0.036)
<b>Relaxed</b>	0.033	0.048	0.065	0.040	0.021	0.036	0.053	0.047	0.025	0.053	0.110
[Fast Pace]	(0.008)	(0.011)	(0.014)	(0.008)	(0.016)	(0.011)	(0.007)	(0.013)	(0.011)	(0.011)	(0.018)
<b>Choose How Do Work</b>	0.036	0.050	-0.012	0.054	0.014	0.035	0.062	0.053	0.023	0.052	0.153
[Tasks Well-Defined]	(0.008)	(0.010)	(0.014)	(0.008)	(0.017)	(0.011)	(0.007)	(0.013)	(0.010)	(0.010)	(0.021)
<b>10 Days PTO</b>	0.201	0.146	0.161	0.177	0.219	0.179	0.169	0.146	0.188	0.173	0.272
[No Days PTO]	(0.015)	(0.021)	(0.024)	(0.013)	(0.033)	(0.017)	(0.012)	(0.018)	(0.016)	(0.018)	(0.046)
<b>20 Days PTO</b>	0.285	0.213	0.223	0.254	0.335	0.252	0.248	0.215	0.258	0.272	0.355
[No Days PTO]	(0.020)	(0.022)	(0.024)	(0.017)	(0.039)	(0.017)	(0.014)	(0.033)	(0.020)	(0.020)	(0.039)
<b>Team-Based, Evaluate Own</b>	0.081	0.064	0.047	0.077	0.075	0.068	0.081	0.022	0.061	0.096	0.169
[Team-Based, Evaluate Team]	(0.014)	(0.016)	(0.026)	(0.011)	(0.032)	(0.018)	(0.010)	(0.024)	(0.017)	(0.016)	(0.029)
<b>Work by Self</b>	0.095	0.094	0.101	0.099	0.133	0.091	0.084	0.046	0.105	0.103	0.208
[Team-Based, Evaluate Team]	(0.014)	(0.015)	(0.034)	(0.013)	(0.026)	(0.016)	(0.011)	(0.026)	(0.018)	(0.019)	(0.029)
<b>Training Opportunities</b>	0.045	0.064	0.067	0.052	0.014	0.057	0.067	0.081	0.043	0.051	0.063
[Already Have Skills]	(0.010)	(0.009)	(0.013)	(0.008)	(0.016)	(0.011)	(0.008)	(0.015)	(0.011)	(0.008)	(0.018)
<b>Frequent Opp. to Serve</b>	0.030	0.037	0.039	0.033	0.040	0.040	0.031	0.035	0.037	0.021	0.095
[Occasional Opp. to Serve]	(0.010)	(0.010)	(0.019)	(0.008)	(0.022)	(0.012)	(0.008)	(0.016)	(0.011)	(0.011)	(0.024)
<b>Best Job</b>	0.626	0.531	0.485	0.592	0.558	0.557	0.636	0.484	0.548	0.625	0.830
[Worst Job]	(0.019)	(0.025)	(0.036)	(0.024)	(0.041)	(0.025)	(0.016)	(0.041)	(0.026)	(0.024)	(0.027)
<b>No. Observations</b>	19,360	15,400	7,600	27,160	4,460	12,140	18,160	5,700	10,500	13,520	5,040

Notes: Each column presents estimates of median WTP from a mixed logit model restricted to a given demographic subgroup. Standard errors in parentheses are clustered by respondent.

**Appendix Table 7. Reweighted WTP, by Gender**

	<b>Women (1)</b>	<b>Men (2)</b>
<b>Set Own Schedule</b>	0.094	0.084
[Schedule Set by Manager]	(0.009)	(0.009)
	0.454	
<b>Telecommute</b>	0.052	0.034
[No Telecommuting]	(0.009)	(0.010)
	0.191	
<b>Moderate Physical Activity</b>	0.180	0.116
[Heavy Physical Activity]	(0.014)	(0.013)
	0.001	
<b>Sitting</b>	0.140	0.093
[Heavy Physical Activity]	(0.015)	(0.013)
	0.017	
<b>Relaxed</b>	0.034	0.051
[Fast Pace]	(0.009)	(0.010)
	0.206	
<b>Choose How Do Work</b>	0.032	0.046
[Tasks Well-Defined]	(0.009)	(0.009)
	0.257	
<b>10 Days PTO</b>	0.185	0.142
[No Days PTO]	(0.013)	(0.012)
	0.017	
<b>20 Days PTO</b>	0.266	0.202
[No Days PTO]	(0.013)	(0.014)
	0.001	
<b>Team-Based, Evaluate Own</b>	0.076	0.059
[Team-Based, Evaluate Team]	(0.014)	(0.013)
	0.361	
<b>Work by Self</b>	0.090	0.084
[Team-Based, Evaluate Team]	(0.013)	(0.014)
	0.769	
<b>Training Opportunities</b>	0.038	0.063
[Already Have Skills]	(0.009)	(0.010)
	0.063	
<b>Frequent Opp. to Serve</b>	0.032	0.038
[Occasional Opp. to Serve]	(0.010)	(0.010)
	0.636	
<b>Best Job</b>	0.584	0.521
[Worst Job]	(0.019)	(0.022)
	0.031	
<b>No. Observations</b>	19,360	15,400

Notes: For each amenity, first row shows WTP estimated jointly using standard logit model on reweighted data, second row shows standard error in parens., and third row shows p-value for test of signif. diff. from last column. See text for details.

**Appendix Table 8. Reweighted WTP, by Race**

	<b>Nonwhite (1)</b>	<b>White (2)</b>
<b>Set Own Schedule</b>	0.040	0.100
[Schedule Set by Manager]	(0.012)	(0.008)
	0.000	
<b>Telecommute</b>	0.040	0.044
[No Telecommuting]	(0.012)	(0.009)
	0.764	
<b>Moderate Physical Activity</b>	0.129	0.150
[Heavy Physical Activity]	(0.021)	(0.011)
	0.378	
<b>Sitting</b>	0.133	0.111
[Heavy Physical Activity]	(0.019)	(0.011)
	0.308	
<b>Relaxed</b>	0.058	0.038
[Fast Pace]	(0.014)	(0.009)
	0.209	
<b>Choose How Do Work</b>	0.002	0.049
[Tasks Well-Defined]	(0.013)	(0.008)
	0.002	
<b>10 Days PTO</b>	0.155	0.169
[No Days PTO]	(0.019)	(0.010)
	0.539	
<b>20 Days PTO</b>	0.215	0.234
[No Days PTO]	(0.020)	(0.012)
	0.409	
<b>Team-Based, Evaluate Own</b>	0.037	0.074
[Team-Based, Evaluate Team]	(0.020)	(0.011)
	0.103	
<b>Work by Self</b>	0.072	0.092
[Team-Based, Evaluate Team]	(0.020)	(0.012)
	0.397	
<b>Training Opportunities</b>	0.062	0.050
[Already Have Skills]	(0.013)	(0.008)
	0.431	
<b>Frequent Opp. to Serve</b>	0.028	0.037
[Occasional Opp. to Serve]	(0.013)	(0.008)
	0.559	
<b>Best Job</b>	0.480	0.566
[Worst Job]	(0.031)	(0.018)
	0.015	
<b>No. Observations</b>	7,600	27,160

Notes: For each amenity, first row shows WTP estimated jointly using standard logit model on reweighted data, second row shows standard error in parens., and third row shows p-value for test of signif. diff. from last column. See text for details.

**Appendix Table 9. Reweighted WTP, by Education**

	<b>High School (1)</b>	<b>Some College (2)</b>	<b>College Degree (3)</b>
<b>Set Own Schedule</b>	0.078	0.076	0.102
[Schedule Set by Manager]	(0.018)	(0.010)	(0.008)
	0.227	0.050	
<b>Telecommute</b>	-0.010	0.046	0.070
[No Telecommuting]	(0.020)	(0.010)	(0.008)
	0.000	0.054	
<b>Moderate Physical Activity</b>	0.110	0.146	0.171
[Heavy Physical Activity]	(0.025)	(0.014)	(0.012)
	0.030	0.178	
<b>Sitting</b>	0.063	0.115	0.140
[Heavy Physical Activity]	(0.029)	(0.014)	(0.012)
	0.013	0.181	
<b>Relaxed</b>	0.020	0.036	0.053
[Fast Pace]	(0.022)	(0.010)	(0.007)
	0.152	0.155	
<b>Choose How Do Work</b>	0.008	0.043	0.055
[Tasks Well-Defined]	(0.023)	(0.010)	(0.007)
	0.052	0.348	
<b>10 Days PTO</b>	0.177	0.154	0.158
[No Days PTO]	(0.027)	(0.014)	(0.010)
	0.512	0.804	
<b>20 Days PTO</b>	0.237	0.230	0.225
[No Days PTO]	(0.027)	(0.014)	(0.010)
	0.693	0.793	
<b>Team-Based, Evaluate Own</b>	0.056	0.059	0.078
[Team-Based, Evaluate Team]	(0.028)	(0.014)	(0.011)
	0.460	0.284	
<b>Work by Self</b>	0.093	0.077	0.075
[Team-Based, Evaluate Team]	(0.032)	(0.014)	(0.012)
	0.600	0.947	
<b>Training Opportunities</b>	0.026	0.056	0.061
[Already Have Skills]	(0.019)	(0.010)	(0.008)
	0.088	0.728	
<b>Frequent Opp. to Serve</b>	0.030	0.037	0.038
[Occasional Opp. to Serve]	(0.020)	(0.011)	(0.008)
	0.723	0.960	
<b>Best Job</b>	0.452	0.543	0.600
[Worst Job]	(0.051)	(0.022)	(0.015)
	0.005	0.033	
<b>No. Observations</b>	4,460	12,140	18,160

Notes: For each amenity, first row shows WTP estimated jointly using standard logit model on reweighted data, second row shows standard error in parens., and third row shows p-value for test of signif. diff. from last column. See text for details.

**Appendix Table 10. Reweighted WTP, by Age Group**

	Age Group			
	25-34 (1)	35-49 (2)	50-61 (3)	62+ (4)
<b>Set Own Schedule</b>	0.063	0.092	0.091	0.149
[Schedule Set by Manager]	(0.014)	(0.011)	(0.010)	(0.029)
	0.008	0.066	0.059	
<b>Telecommute</b>	0.023	0.050	0.043	0.056
[No Telecommuting]	(0.015)	(0.013)	(0.009)	(0.027)
	0.287	0.832	0.646	
<b>Moderate Physical Activity</b>	0.083	0.139	0.186	0.306
[Heavy Physical Activity]	(0.022)	(0.015)	(0.014)	(0.046)
	<0.001	0.001	0.013	
<b>Sitting</b>	0.057	0.118	0.144	0.236
[Heavy Physical Activity]	(0.026)	(0.015)	(0.014)	(0.045)
	0.001	0.014	0.054	
<b>Relaxed</b>	0.030	0.031	0.048	0.078
[Fast Pace]	(0.019)	(0.012)	(0.010)	(0.029)
	0.175	0.136	0.332	
<b>Choose How Do Work</b>	0.031	0.021	0.048	0.119
[Tasks Well-Defined]	(0.023)	(0.010)	(0.010)	(0.030)
	0.019	0.002	0.024	
<b>10 Days PTO</b>	0.139	0.176	0.160	0.207
[No Days PTO]	(0.021)	(0.014)	(0.015)	(0.045)
	0.175	0.516	0.332	
<b>20 Days PTO</b>	0.190	0.239	0.236	0.292
[No Days PTO]	(0.018)	(0.017)	(0.016)	(0.040)
	0.019	0.211	0.184	
<b>Team-Based, Evaluate Own</b>	0.001	0.071	0.090	0.147
[Team-Based, Evaluate Team]	(0.023)	(0.015)	(0.014)	(0.034)
	<0.001	0.041	0.120	
<b>Work by Self</b>	0.018	0.098	0.090	0.185
[Team-Based, Evaluate Team]	(0.026)	(0.016)	(0.016)	(0.040)
	<0.001	0.041	0.025	
<b>Training Opportunities</b>	0.062	0.047	0.046	0.062
[Already Have Skills]	(0.016)	(0.012)	(0.009)	(0.032)
	0.990	0.646	0.622	
<b>Frequent Opp. to Serve</b>	0.041	0.041	0.024	0.042
[Occasional Opp. to Serve]	(0.016)	(0.012)	(0.010)	(0.030)
	0.996	0.978	0.593	
<b>Best Job</b>	0.427	0.544	0.585	0.754
[Worst Job]	(0.043)	(0.025)	(0.023)	(0.046)
	<0.001	<0.001	0.001	
<b>No. Observations</b>	5,700	10,500	13,520	5,040

Notes: For each amenity, first row shows WTP estimated jointly using standard logit model on reweighted data, second row shows standard error in parens., and third row shows p-value for test of signif. diff. from last column. See text for details.

**Appendix Table 11. Sensitivity Analysis**

	Log Compensation		
	Holding Valuations Fixed (1)	Valuations Cond. on Having the Amenity (2)	Valuations Using Mixed Logit Estimates (3)
<b>A. Demographic Wage Differentials</b>			
<b>Women</b>	-0.177	-0.173	-0.178
[Men]	(0.050)	(0.050)	
<b>Nonwhite</b>	-0.211	-0.214	-0.208
[White]	(0.058)	(0.058)	
<b>High school or less</b>	-0.618	-0.627	-0.608
[College]	(0.065)	(0.065)	
<b>Some college</b>	-0.532	-0.538	-0.526
[College]	(0.043)	(0.043)	
<b>Under 35</b>	-0.142	-0.149	-0.139
[Age 62+]	(0.089)	(0.089)	
<b>Age 35-49</b>	-0.085	-0.090	-0.082
[Age 62+]	(0.068)	(0.069)	
<b>Age 50-61</b>	-0.037	-0.039	-0.034
[Age 62+]	(0.063)	(0.063)	
<b>B. Inter-Industry Wage Differentials</b>			
<b>Weighted Std. Dev. of Differentials</b>	0.147 (0.021)	0.149 (0.021)	0.120
<b>C. Log Wage Differentials</b>			
<b>90th - 50th percentile</b>	1.001 (0.047)	1.006 (0.048)	1.054
<b>50th - 10th percentile</b>	0.740 (0.040)	0.748 (0.040)	0.728
<b>90th - 10th percentile</b>	1.741 (0.053)	1.754 (0.053)	1.782

Notes: Compensation in column (1) is calculated using parameter estimates from column 5 of Table 2, reproduced from column 1 of Table 8. Compensation in column (2) is calculated using parameter estimates from column 1 of Table 3. Compensation in column (3) is calculated using parameter estimates from mixed logit model; specifically, we drew individual WTP estimates from the estimated parameter distribution 500 times and took the mean to estimate each individual's mean valuation of their own amenity bundle. Standard errors in parentheses, and 95% confidence intervals in brackets, obtained by block bootstrap (500 iterations). We did not estimate standard errors for the estimates in column (3) since it was too computationally demanding. N=1,738 for panels A and C; N=1,528 for panel B. See text for details.

**Appendix Table 12. Unadjusted and Adjusted Inter-Industry Wage Differentials**

	Log Compensation			Employment Share (4)
	Log Wage (1)	Holding Valuations Fixed (2)	Letting Valuations Vary (3)	
<b>Natural Resources</b>	-0.050 (0.174)	-0.034 (0.180)	-0.029 (0.182)	0.013
<b>Construction</b>	-0.068 (0.100)	-0.122 (0.108)	-0.132 (0.110)	0.034
<b>Manufacturing</b>	-0.025 (0.077)	-0.031 (0.083)	-0.042 (0.082)	0.102
<b>Trade</b>	-0.094 (0.078)	-0.115 (0.080)	-0.131 (0.081)	0.192
<b>Information</b>	0.089 (0.092)	0.105 (0.097)	0.099 (0.098)	0.039
<b>Finance</b>	0.148 (0.068)	0.175 (0.069)	0.189 (0.071)	0.084
<b>Professional</b>	0.107 (0.057)	0.116 (0.060)	0.115 (0.061)	0.156
<b>Education/Health</b>	0.016 (0.043)	0.025 (0.044)	0.040 (0.044)	0.214
<b>Leisure</b>	-0.523 (0.096)	-0.579 (0.100)	-0.595 (0.106)	0.034
<b>Other Services</b>	-0.206 (0.101)	-0.210 (0.101)	-0.215 (0.106)	0.043
<b>Government</b>	0.162 (0.060)	0.188 (0.061)	0.202 (0.062)	0.088

Notes: Compensation in column (2) is calculated using parameter estimates from column 5 of Table 2. Compensation in column (3) is calculated using parameter estimates from a model jointly estimating valuations additively by gender, race, education and age. See text for details. For each measure of compensation, including the wage, we regress de-meaned log compensation on indicator variables for industry “supersectors” without a constant. Each row in columns 1-3 is the estimated coefficient on a given industry supersector. Column 4 reports the employment share for each supersector. Standard errors in parentheses, and 95% confidence intervals in brackets, obtained by block bootstrap (500 iterations). Sample restricted to those reporting industry in July 2015 AWCS (N=1,528).