

Online Appendix for:

“Explaining heterogeneity in use of non-wage benefits:
The role of worker and firm characteristics in disability
accommodations”

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Appendix Table 1: P-values of the difference in share of claims in sample

	Accommodated	Not accommodated
Self-insured	0.00	0.00
500+ employees	0.00	0.00
Construction	0.01	0.99
Manufacturing	0.00	0.68
Trade	0.03	0.55
Transportation	0.00	0.45
Health care	0.00	0.05
Accommodations	0.00	0.25
Public administration	0.00	0.14

<https://www.overleaf.com/project/60479504f622babb2a8bdc7f>

Appendix Table 2: Worker and Firm Predictors of Accommodation

	(1) County + time FE	(2) + worker char	(3) + injury char	(4) + firm char	(5) + firm FE
Age at injury		-0.000*** (0.000)	-0.000** (0.000)	-0.001*** (0.000)	-0.001*** (0.000)
Female		0.056*** (0.008)	0.054*** (0.008)	0.031*** (0.005)	0.021*** (0.003)
Log wage		0.086*** (0.008)	0.083*** (0.008)	0.062*** (0.006)	0.040*** (0.003)
Log medical spending		0.039*** (0.002)	0.036*** (0.002)	0.041*** (0.001)	0.042*** (0.001)
Temporary disability days		-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)	-0.000*** (0.000)
Injury in PM		0.006** (0.003)	0.007** (0.003)	0.003 (0.003)	0.001 (0.002)
Private insurance				-0.154*** (0.029)	-0.124*** (0.016)
SAIF insurance				0.038 (0.024)	0.031** (0.015)
Firm size 11-49				0.016*** (0.005)	0.012 (0.037)
Firm size 50-99				0.046*** (0.007)	0.017 (0.054)
Firm size 100-499				0.088*** (0.008)	0.051 (0.041)
Firm size 500+				0.183*** (0.018)	-0.039 (0.038)
Observations	242858	242858	242858	242858	242858
R-squared	0.0117	0.0606	0.0693	0.147	0.275