# Online Appendix to Valuing Alternative Work Arrangements

Alexandre Mas and Amanda Pallais

Appendix Figure 1. Job Advertisement

Phone Survey Associate ([city, state])

The [center] is currently recruiting phone survey interviewers to join our call center team in [city].

This is not a sales or telemarketing position.

Please follow the link [link] to apply to this opportunity. We do not accept applications through email.

Essential Functions
Make phone calls in order to implement phone surveys

Desired Skills
Good communication skills
Ability to work with others
Used to basic computer and/or mobile applications

- Principals only. Recruiters, please don't contact this job poster.
- do NOT contact us with unsolicited services or offers

compensation: $11.00 - $16.00[1] dollars/hour
employment type: employee's choice

---

[1] Notes: This was $11.00 - $16.00 in some cities and $14.00 to $19.00 in others.

Appendix Figure 2. Example Job Description Page

Tell us which of the following two positions you prefer. The type of work is the same in both jobs. Please click on each job title in order to review the work descriptions.

**It is important that you read the position descriptions carefully so you can indicate your preference below.**

## Positions

Phone Survey Associate Position #309 (click for description)

This is a phone survey position.

The position is 40 hours per week.

This is a M-F 9 am - 5 pm position. The work is exclusively on-site in downtown Albany. This position pays 19.00 dollars per hour.

Phone Survey Associate Position #468 (click for description)

This is a phone survey position.

The position is 40 hours per week.

You can make your own schedule. This can be a M-F 9 am - 5 pm schedule or other days and times. The work is exclusively on-site in downtown Albany. This position pays 18.00 dollars per hour.

**If you were selected for both positions, which one would you prefer?** Write your preferred position number in the box below. (Regardless of your choice, you will be considered for all open positions                Your choice will not affect whether you receive a job offer. It will only be reviewed after hiring decisions have been made.) If you are not interested in either position, simply click on "No thanks, this isn't for me."

Notes: The name of the center is redacted.

## Appendix Figure 3. Probability of Choosing a Job Option by Wage Gap
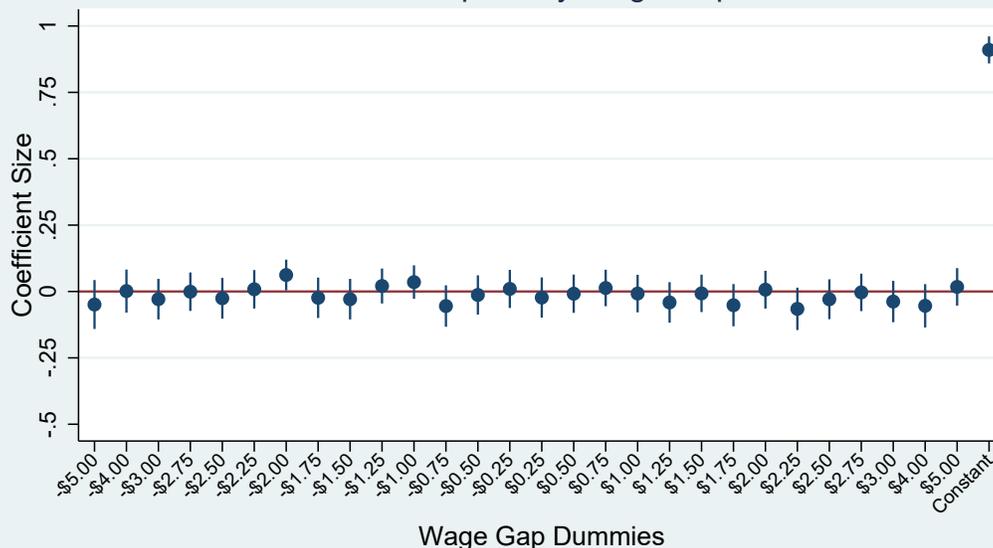


Notes: The figure plots the coefficients from a regression of a dummy for choosing one of the two job options (i.e., not exiting the application before making a choice) on dummies for the wage gap between the more- and less-flexible jobs. Data from the Flexible Schedule, Flexible Number of Hours, Work from Home, Combined Flexible, and Employer Discretion treatments are included. Applicants are included if they were presented with the job options. The omitted category is a $0 wage gap. Vertical bars show the 95% confidence interval.

## Appendix Figure 4. Probability of Submitting Subsequent Demographic Information by Wage Gap
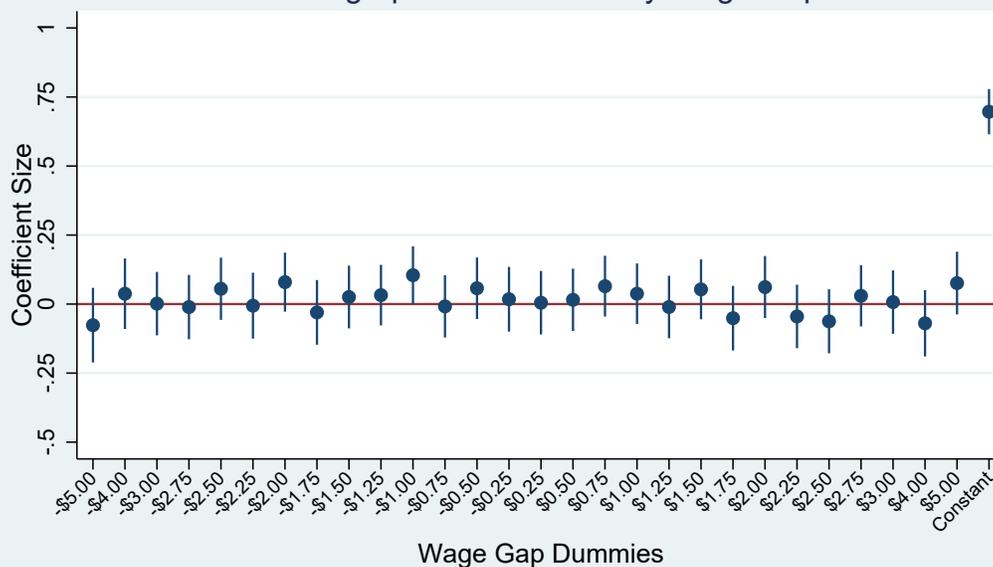


Notes: The figure plots the coefficients from a regression of a dummy for submitting the demographic information after the job choice on dummies for the wage gap between the more- and less-flexible jobs. Data from the Flexible Schedule, Flexible Number of Hours, Work from Home, Combined Flexible, and Employer Discretion treatments are included. The omitted category is a $0 wage gap. Vertical bars show the 95% confidence interval.

## Appendix Figure 5. WTP for Flexible Number of Hours
### Uncorrected for Inattention
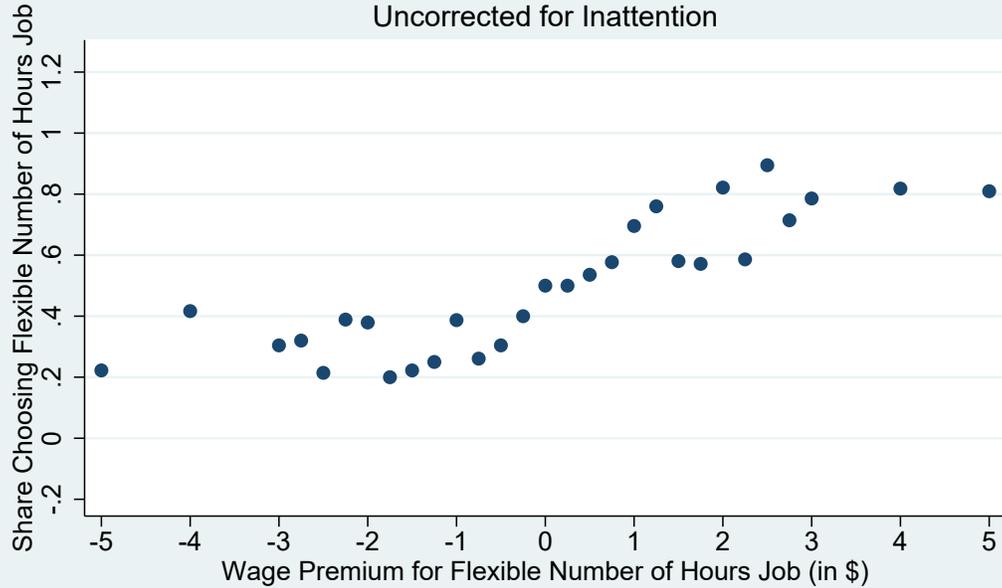


Notes: Applicants chose between a job with a traditional M-F 9 am - 5 pm schedule and one in which they could choose the number of hours (up to 40) of work each week. The points show the raw fraction of applicants who chose the job with the flexible number of hours at each wage premium. The wage premium is the wage in the flexible number of hours job minus the wage in the M-F 9 am - 5 pm job.

## Appendix Figure 6. WTP to Work from Home
### Uncorrected for Inattention



Notes: Applicants chose between an on-site job and one with the option to work from home. The points show the raw fraction of applicants who chose the job with the option to work from home at each wage premium. The wage premium is the wage in the work from home job minus the wage in the on-site job.

# Appendix Figure 7. WTP for Combined Flexible Job
## Uncorrected for Inattention
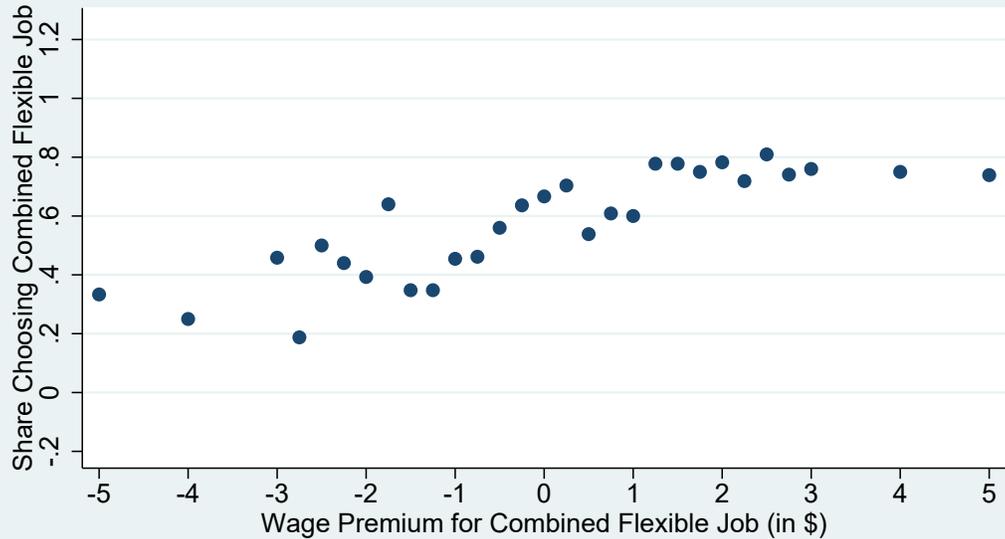


Notes: Applicants chose between a job with a traditional M-F 9 am - 5 pm schedule and one that would allow them to make their own schedule, choose the number of hours they work, and work from home (the "combined flexible" job). The points show the fraction of applicants who chose the combined flexible job at each wage premium. The wage premium is the wage in the combined flexible job minus the wage in the M-F 9 am - 5 pm job. The points show the raw fraction of applicants who chose the flexible job at each wage premium.

# Appendix Figure 8. WTP to Avoid Employer Discretion
## Uncorrected for Inattention
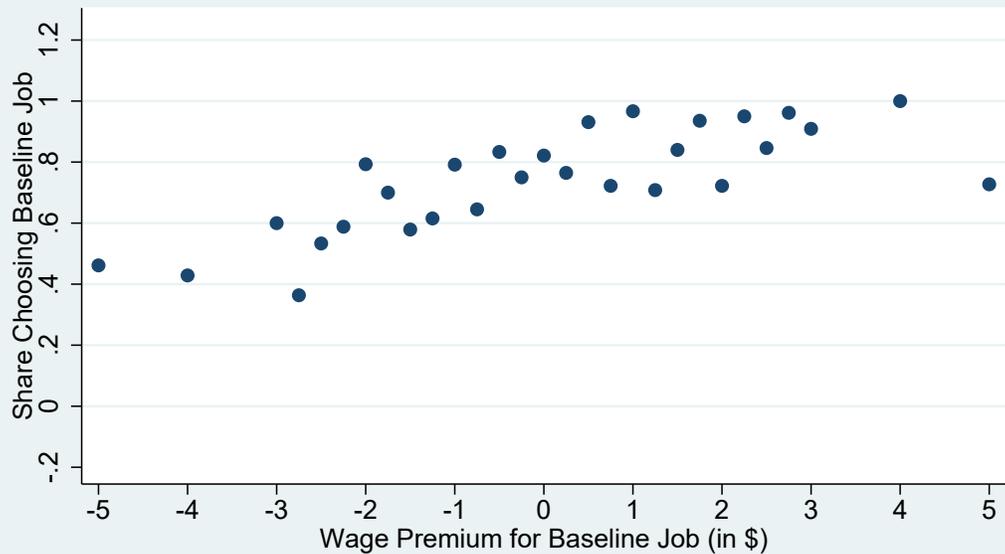


Notes: Applicants chose between a job with a traditional M-F 9 am - 5 pm schedule and one with a schedule that varied from week to week, could include evenings and weekends, and was given to workers one week in advance (the "employer discretion" job). The points show the raw fraction of applicants who chose the M-F 9 am - 5 pm job at each wage premium. The wage premium is the wage in the M-F 9 am - 5 pm job minus the wage in the employer discretion job.

Appendix Table 1. Prevalence of Alternative Work Arrangements
Data from CPS and UAS

| | Data Source | All | Phone Occupations | All Hourly Workers |
|---|---|---|---|---|
| **Hours Worked per Week** | | | | |
| Currently working part-time | CPS MORGs | 0.23 | 0.25 | 0.29 |
| Average number of hours worked per week | CPS MORGs | 38.6 | 37.1 | 36.1 |
| Currently working part-time | UAS | 0.17 | 0.24 | 0.19 |
| Average number of hours worked per week | UAS | 39.9 | 35.9 | 38.6 |
| **Schedule Flexibility** | | | | |
| Can vary the times at which workday starts or end | CPS WSS | 0.35 | 0.30 | 0.24 |
| Can choose the times and days worked | UAS | 0.27 | 0.25 | 0.20 |
| Determines number of hours worked per week | UAS | 0.28 | 0.26 | 0.18 |
| **Work from Home** | | | | |
| Does any work from home | CPS WSS | 0.19 | 0.07 | 0.05 |
| Formal work from home arrangement | CPS WSS | 0.03 | 0.03 | 0.02 |
| Ever works from home | UAS | 0.33 | 0.27 | 0.16 |
| Formal work from home arrangement | UAS | 0.15 | 0.22 | 0.10 |
| **Irregular Schedule** | | | | |
| Works an irregular schedule | CPS WSS | 0.17 | 0.17 | 0.23 |
| Works an irregular but consistent schedule | CPS WSS | 0.10 | 0.10 | 0.15 |
| Works an evening shift | CPS WSS | 0.06 | 0.08 | 0.10 |
| Works a night shift | CPS WSS | 0.03 | 0.02 | 0.05 |
| Works a split shift | CPS WSS | 0.01 | 0.00 | 0.01 |
| Works an irregular, inconsistent schedule | CPS WSS | 0.7 | 0.07 | 0.08 |
| Knows schedule at least two weeks in advance | UAS | 0.81 | 0.90 | 0.72 |
| **Observations** | | | | |
| CPS MORGs | | 185,630 | 3,211 | 97,603 |
| CPS WSS | | 121,203 | 1,058 | 16,462 |
| UAS | | 1,786 | 28 | 828 |

Notes: Data on hours worked per week come from the 2016 Current Population Survey Monthly Outgoing Rotation Groups (CPS MORGs). Other data come from the 2001 and 2004 CPS Work Schedules Supplement (CPS WSS) and the Understanding America Study (UAS) from 2016. Only employed respondents are included. The number of observations reported includes all employed respondents for each survey and group and is not necessarily the number of respondents with data for each survey question.

## Appendix Table 2. Randomization Assessment: Workers who Made a Job Choice Only
### p-values from Regressions of Covariates on Wage Gap Dummies

| | Flexible Schedule | Flexible Number of Hours | Work from Home | Combined Flexible | Employer Discretion |
|---|---|---|---|---|---|
| Age | 0.705 | 0.310 | 0.633 | 0.676 | 0.255 |
| Female | 0.770 | 0.812 | 0.157 | 0.564 | 0.488 |
| White | 0.414 | 0.846 | 0.115 | 0.654 | 0.920 |
| Black | 0.355 | 0.146 | 0.131 | 0.772 | 0.987 |
| Hispanic | 0.011 | 0.224 | 0.212 | 0.714 | 0.165 |
| Other Race | 0.246 | 0.360 | 0.152 | 0.933 | 0.302 |

Notes: This table replicates Table 4, where the sample is limited to individuals who chose one of the two positions presented. Each cell reports the p-value of an F-statistic from a separate regression of the demographic characteristic indicated by the row on dummies for the difference in offered wages between the baseline M-F 9 am - 5 pm job and the job indicated by the column. There are 640 applicants in the Flexible Schedule treatment, 663 in the Flexible Number of Hours treatment, 608 in the Work from Home treatment, 694 in the Combined Flexible treatment, and 640 in the Employer Discretion treatment.

Appendix Table 3. Descriptive Statistics by Treatment

| | Flexible Schedule | Flexible Number of Hours | Work from Home | Combined Flexible | Employer Discretion | p-value of difference |
|---|---|---|---|---|---|---|
| Age | 32.9 | 33.2 | 33.3 | 33.5 | 32.2 | 0.23 |
| Female | 75% | 77% | 77% | 76% | 73% | 0.50 |
| *Race/Ethnicity* | | | | | | |
| White | 44% | 45% | 45% | 42% | 39% | 0.30 |
| Black | 33% | 34% | 36% | 35% | 35% | 0.87 |
| Hispanic | 15% | 13% | 12% | 14% | 14% | 0.60 |
| Other Race | 9% | 9% | 8% | 9% | 11% | 0.45 |
| *Education* | | | | | | |
| Less than High School | 2% | 1% | 1% | 2% | 3% | 0.69 |
| High School | 27% | 28% | 25% | 29% | 30% | 0.49 |
| Some College | 47% | 46% | 46% | 47% | 43% | 0.67 |
| College Degree | 22% | 21% | 24% | 20% | 23% | 0.59 |
| Advanced Degree | 2% | 3% | 3% | 2% | 1% | 0.10 |
| Observations | 640 | 663 | 608 | 694 | 640 | 3,245 |

Notes: The first five columns of data show the mean of the demographic characteristic indicated by the row for applicants in the treatment indicated by the column. The final column shows the p-value from a test that the means are equal across treatments.

## Appendix Table 4. Willingness to Pay for Alternative Work Arrangements
### Breakpoint Method

| | Mean | Standard Deviation | Quantiles 25th | 50th | 75th | Observations |
|---|---|---|---|---|---|---|
| **A. Willingness to Pay for Worker Flexibility** | | | | | | |
| Flexible Schedule | $1.75 | $3.43 | $0.00 | $0.00 | $2.14 | 640 |
| | (3.36) | (4.11) | (0.82) | (0.26) | (3.07) | |
| Flexible Number of Hours | -$0.01 | $1.96 | -$1.72 | -$0.28 | $1.17 | 663 |
| | (0.96) | (1.52) | (0.66) | (0.29) | (1.18) | |
| Work from Home | $1.72 | $2.04 | $0.00 | $1.06 | $2.80 | 608 |
| | (2.52) | (3.20) | (0.60) | (0.48) | (3.52) | |
| Combined Flexible | $1.42 | $2.30 | -$0.74 | $1.02 | $2.77 | 694 |
| | (1.57) | (2.14) | (0.65) | (0.39) | (1.80) | |
| **B. Willingness to Pay to Avoid Employer Discretion** | | | | | | |
| Employer Discretion | $3.53 | $3.16 | $1.39 | $3.43 | $5.48 | 640 |
| | (2.18) | (2.39) | (0.54) | (1.63) | (3.42) | |

Notes: This table replicates Table 5, where instead of using a maximum likelihood logit model, the estimates are generated using the breakpoint model, corrected for inattention. This model is described in Section 3 of the text. Bootstrapped standard errors based on 500 samples are in parentheses. The estimates from the bootstrap runs are capped at 5 times the maximum point estimate across all five main treatments for the respective statistic (mean, standard deviation, or quantile).

Appendix Table 5. Willingness to Pay for Alternative Work Arrangements
Uncorrected for Inattention

| | Mean | Standard Deviation | Quantiles | | | Observations |
| | | | 25th | 50th | 75th | |
|---|---|---|---|---|---|---|
| A. Willingness to Pay for Worker Flexibility | | | | | | |
| Flexible Schedule | $0.59 | $4.51 | -$2.14 | $0.59 | $3.32 | 640 |
| | (0.23) | (0.55) | (0.34) | (0.23) | (0.46) | |
| Flexible Number of Hours | -$0.13 | $4.87 | -$3.07 | -$0.13 | $2.82 | 663 |
| | (0.22) | (0.59) | (0.42) | (0.22) | (0.42) | |
| Work from Home | $1.44 | $6.38 | -$2.42 | $1.44 | $5.31 | 608 |
| | (0.37) | (1.08) | (0.54) | (0.37) | (0.92) | |
| Combined Flexible | $1.26 | $6.60 | -$2.73 | $1.26 | $5.26 | 694 |
| | (0.36) | (0.97) | (0.51) | (0.36) | (0.83) | |
| B. Willingness to Pay to Avoid Employer Discretion | | | | | | |
| Employer Discretion | $3.74 | $5.43 | $0.45 | $3.74 | $7.03 | 640 |
| | (0.58) | (0.88) | (0.32) | (0.58) | (1.06) | |

Notes: This table replicates Table 5, where the estimates are generated without correcting the data for inattention in the maximum likelihood logit estimation. Bootstrapped standard errors based on 500 samples are in parentheses.

Appendix Table 6. WTP Estimates for Alternative Work Arrangements
All Jobs Limited to 20 Hours per Week

| | Mean | Standard Deviation | Quantiles | | | Observations |
| | | | 25th | 50th | 75th | |
|---|---|---|---|---|---|---|
| | | | A. Willingness to Pay for Worker Flexibility | | | |
| Flexible Schedule | $0.55 | $1.45 | -$0.33 | $0.55 | $1.43 | 176 |
| | (0.50) | (1.51) | (0.73) | (0.50) | (1.28) | |
| Flexible Number of Hours | $0.39 | $1.79 | -$0.70 | $0.39 | $1.47 | 182 |
| | (0.37) | (0.87) | (0.46) | (0.37) | (0.78) | |
| Work from Home | $0.89 | $2.87 | -$0.84 | $0.89 | $2.63 | 193 |
| | (0.37) | (0.95) | (0.63) | (0.37) | (0.73) | |
| Combined Flexible | $1.24 | $1.85 | $0.12 | $1.24 | $2.36 | 181 |
| | (0.49) | (1.03) | (0.60) | (0.49) | (0.95) | |
| | | | B. Willingness to Pay to Avoid Employer Discretion | | | |
| Employer Discretion | $2.64 | $4.33 | $0.02 | $2.64 | $5.26 | 178 |
| | (0.69) | (1.01) | (0.43) | (0.69) | (1.23) | |

Notes: This table replicates Table 5, where both the baseline treatment and the alternative treatments are 20 hours per week. The Flexible Number of Hours treatment allows the worker to choose the number of hours worked up to 20 hours per week.

Appendix Table 7. Descriptive Statistics: Experimental Sample and March CPS
Weighted and Unweighted Estimates

| | CPS | Experiment | | |
| | Hourly Workers | Unweighted | Weighted Using Pre-Experiment Demographics | Weighted Using All Demographics |
|---|---|---|---|---|
| Female | 50% | 75% | 50% | 49% |
| Age | 39.4 | 33.0 | 38.4 | 38.7 |
| *Race* | | | | |
| White | 59% | 43% | 59% | 61% |
| Black | 13% | 34% | 13% | 13% |
| Hispanic | 20% | 14% | 21% | 19% |
| Other Race | 8% | 9% | 8% | 7% |
| *Education* | | | | |
| Less than High School | 12% | 2% | 2% | 13% |
| High School | 33% | 28% | 26% | 29% |
| Some College | 23% | 46% | 44% | 23% |
| College Degree | 27% | 22% | 25% | 29% |
| More than College | 5% | 2% | 3% | 7% |
| Observations | 7,567 | 3,245 | 2,912 | 2,334 |

Notes: The first column of data shows descriptive statistics for hourly workers in the March 2016 CPS. The second, third, and fourth columns of data show descriptive characteristics for the experimental sample, with different weights. Pre-experiment demographics are collected before the job options are presented. These weights are constructed using race categories, a female dummy, age, and age*race, age*female, and female*race interaction terms. The weights in the final column are generated using these characteristics and educational attainment categories. Sample weights are capped at a maximum of 10 standard deviations above the sample mean weight. This restriction affects 2 observations in the third column of data and 5 observations in the fourth.

Appendix Table 8. Willingness to Pay for Alternative Work Arrangements: Robustness to Reweighting
Reweighted by Demographic Characteristics to Match March 2016 CPS

| | Mean | Standard Deviation | 25th | 50th | 75th | Observations |
|---|---|---|---|---|---|---|
| | | | | Quantiles | | |
| **A. Weighted Using Pre-Experiment Characteristics Only** | | | | | | |
| Willingness to Pay for | | | | | | |
| Flexible Schedule | $0.38 | $3.52 | -$1.75 | $0.38 | $2.51 | 582 |
| | (0.25) | (1.11) | (0.65) | (0.25) | (0.78) | |
| Flexible Number of Hours | -$0.11 | $0.69 | -$0.53 | -$0.11 | $0.30 | 598 |
| | (0.25) | (1.04) | (0.66) | (0.25) | (0.69) | |
| Work from Home | $1.30 | $1.89 | $0.15 | $1.30 | $2.44 | 541 |
| | (0.41) | (0.86) | (0.40) | (0.41) | (0.84) | |
| Combined Flexible | $1.13 | $1.45 | $0.25 | $1.13 | $2.01 | 613 |
| | (0.38) | (0.84) | (0.59) | (0.38) | (0.68) | |
| Willingness to Pay to Avoid | | | | | | |
| Employer Discretion | $3.11 | $4.28 | $0.52 | $3.11 | $5.71 | 578 |
| | (0.59) | (0.90) | (0.46) | (0.59) | (1.04) | |
| **B. Weighted Using All Demographic Characteristics** | | | | | | |
| Willingness to Pay for | | | | | | |
| Flexible Schedule | $0.20 | $0.39 | -$0.03 | $0.20 | $0.44 | 447 |
| | (0.18) | (0.75) | (0.45) | (0.18) | (0.52) | |
| Flexible Number of Hours | -$0.28 | $1.26 | -$1.04 | -$0.28 | $0.49 | 493 |
| | (0.35) | (1.16) | (0.67) | (0.35) | (0.89) | |
| Work from Home | $1.35 | $1.44 | $0.48 | $1.35 | $2.22 | 438 |
| | (0.80) | (1.35) | (0.56) | (0.80) | (1.52) | |
| Combined Flexible | $1.36 | $1.33 | $0.55 | $1.36 | $2.17 | 498 |
| | (0.66) | (0.95) | (0.49) | (0.66) | (1.14) | |
| Willingness to Pay to Avoid | | | | | | |
| Employer Discretion | $3.70 | $4.99 | $0.68 | $3.70 | $6.72 | 458 |
| | (1.85) | (3.29) | (0.95) | (1.85) | (3.73) | |

Notes: Weights are calculated using the DiNardo, Fortin and Lemieux (1996) method, matching the covariate distribution of the March 2016 CPS. Panel A uses race dummies, a female dummy, age, and age*race, age*female, and female*race interaction terms to create weights. Panel B adds educational attainment categories. Estimates are based on an inattention-corrected maximum likelihood logit model using data from the experiment. Bootstrapped standard errors based on 500 samples are in parentheses. Sample weights are capped at a maximum of 10 standard deviations above the sample mean weight. This restriction affects 2 observations in Panel A and 5 observations in Panel B.

### Appendix Table 9. Willingness to Pay for Alternative Work Arrangements
### Robustness to Alternative Inattention Measures

| | Mean | Standard Deviation | Quantiles 25th | Quantiles 50th | Quantiles 75th | Observations |
|---|---|---|---|---|---|---|
| **A. Inattention Estimate from Incorrect Recall of Choice** | | | | | | |
| **Willingness to Pay for** | | | | | | |
| Flexible Schedule | $0.26 | $0.64 | -$0.13 | $0.26 | $0.65 | 640 |
| | (0.14) | (0.59) | (0.30) | (0.14) | (0.45) | |
| Flexible Number of Hours | -$0.22 | $2.31 | -$1.61 | -$0.22 | $1.18 | 663 |
| | (0.21) | (0.45) | (0.31) | (0.21) | (0.37) | |
| Work from Home | $1.42 | $5.01 | -$1.62 | $1.42 | $4.45 | 608 |
| | (0.33) | (0.85) | (0.46) | (0.33) | (0.74) | |
| Combined Flexible | $1.21 | $3.84 | -$1.12 | $1.21 | $3.54 | 694 |
| | (0.31) | (0.68) | (0.39) | (0.31) | (0.61) | |
| **Willingness to Pay to Avoid** | | | | | | |
| Employer Discretion | $3.51 | $3.92 | $1.13 | $3.51 | $5.88 | 640 |
| | (0.44) | (0.60) | (0.28) | (0.44) | (0.75) | |
| **B. Inattention Estimate from Choice of Unavailable Position** | | | | | | |
| **Willingness to Pay for** | | | | | | |
| Flexible Schedule | $0.51 | $2.52 | -$1.01 | $0.51 | $2.04 | 640 |
| | (0.21) | (0.44) | (0.27) | (0.21) | (0.40) | |
| Flexible Number of Hours | -$0.18 | $2.98 | -$1.98 | -$0.18 | $1.63 | 663 |
| | (0.21) | (0.48) | (0.34) | (0.21) | (0.38) | |
| Work from Home | $1.38 | $3.79 | -$0.92 | $1.38 | $3.68 | 608 |
| | (0.31) | (0.75) | (0.43) | (0.31) | (0.64) | |
| Combined Flexible | $1.22 | $4.20 | -$1.33 | $1.22 | $3.77 | 694 |
| | (0.31) | (0.72) | (0.41) | (0.31) | (0.64) | |
| **Willingness to Pay to Avoid** | | | | | | |
| Employer Discretion | $3.41 | $2.90 | $1.66 | $3.41 | $5.17 | 640 |
| | (0.42) | (0.47) | (0.29) | (0.42) | (0.65) | |

Notes: Each panel replicates Table 5, using a different measure of inattention. Panel A bases the inattention rate on the fraction of applicants who, when asked to recall which job option they chose, responded incorrectly. The inattention rate varies by treatment. Panel B bases the inattention measure on the fraction of applicants who chose a position which explicitly instructed applicants not to choose it (13.0% of applicants). This is uniform across treatments. Robust standard errors based on the delta method are in parentheses.

| | Mean | Standard Deviation | 25th | 50th | 75th | Observations |
|---|---|---|---|---|---|---|
| | | | | Quantiles | | |

| | Mean | Standard Deviation | 25th | 50th | 75th | Observations |
|---|---|---|---|---|---|---|
| **A. Inattention Rate Estimated by Treatment Only** | | | | | | |
| *Willingness to Pay for* | | | | | | |
| Flexible Schedule | $0.22 | $0.37 | -$0.01 | $0.22 | $0.44 | 640 |
| | (0.14) | (0.13) | (0.11) | (0.14) | (0.19) | |
| Flexible Number of Hours | -$0.27 | $0.96 | -$0.85 | -$0.27 | $0.31 | 663 |
| | (0.19) | (0.52) | (0.40) | (0.19) | (0.33) | |
| Work from Home | $1.33 | $1.92 | $0.16 | $1.33 | $2.49 | 608 |
| | (0.27) | (0.58) | (0.35) | (0.27) | (0.52) | |
| Combined Flexible | $1.18 | $2.78 | -$0.50 | $1.18 | $2.87 | 694 |
| | (0.31) | (1.00) | (0.55) | (0.31) | (0.79) | |
| *Willingness to Pay to Avoid* | | | | | | |
| Employer Discretion | $3.50 | $3.91 | $1.14 | $3.50 | $5.87 | 640 |
| | (0.45) | (1.00) | (0.47) | (0.45) | (0.96) | |
| **B. Inattention Rate Estimated by Treatment, Gender, and Education** | | | | | | |
| *Willingness to Pay for* | | | | | | |
| Flexible Schedule | $0.32 | $0.47 | $0.04 | $0.32 | $0.60 | 466 |
| | (0.13) | (0.11) | (0.14) | (0.13) | (0.14) | |
| Flexible Number of Hours | -$0.23 | $1.55 | -$1.18 | -$0.23 | $0.71 | 524 |
| | (0.23) | (0.87) | (0.51) | (0.23) | (0.64) | |
| Work from Home | $1.22 | $1.63 | $0.23 | $1.22 | $2.21 | 467 |
| | (0.48) | (1.16) | (0.40) | (0.48) | (1.13) | |
| Combined Flexible | $1.22 | $2.66 | -$0.39 | $1.22 | $2.83 | 527 |
| | (0.59) | (1.31) | (0.39) | (0.59) | (1.34) | |
| *Willingness to Pay to Avoid* | | | | | | |
| Employer Discretion | $3.57 | $3.14 | $1.66 | $3.57 | $5.47 | 488 |
| | (0.51) | (0.86) | (0.44) | (0.51) | (0.92) | |

Notes: Each panel replicates Table 5, where the error rate (alpha) is estimated as a parameter in the maximum likelihood model. Panel A estimates alpha by treatment only. Panel B estimates alpha by treatment, gender, and education level. Robust standard errors based on the delta method are in parentheses.

## Appendix Table 11. Willingness to Pay for Alternative Work Arrangements
### Robustness: Limited to Different Subsamples

| | Mean | Standard Deviation | Quantiles | | | Observations |
| --- | --- | --- | --- | --- | --- | --- |
| | | | 25th | 50th | 75th | |
| **A. Applicants who Completed the Application Only** | | | | | | |
| Flexible Schedule | $0.29 | $0.57 | -$0.06 | $0.29 | $0.64 | 484 |
| | (0.19) | (0.87) | (0.47) | (0.19) | (0.63) | |
| Flexible Number of Hours | -$0.25 | $2.14 | -$1.55 | -$0.25 | $1.05 | 527 |
| | (0.23) | (0.97) | (0.62) | (0.23) | (0.65) | |
| Work from Home | $1.22 | $1.75 | $0.16 | $1.22 | $2.28 | 485 |
| | (0.35) | (1.00) | (0.55) | (0.35) | (0.82) | |
| Combined Flexible | $1.04 | $2.02 | -$0.18 | $1.04 | $2.27 | 548 |
| | (0.33) | (0.72) | (0.43) | (0.33) | (0.65) | |
| Employer Discretion | $3.43 | $2.76 | $1.76 | $3.43 | $5.10 | 494 |
| | (0.48) | (1.12) | (0.56) | (0.48) | (1.03) | |
| **B. Unemployed Workers Only** | | | | | | |
| Flexible Schedule | $0.26 | $2.95 | -$1.53 | $0.26 | $2.05 | 292 |
| | (0.27) | (1.29) | (0.77) | (0.27) | (0.88) | |
| Flexible Number of Hours | -$0.51 | $2.91 | -$2.27 | -$0.51 | $1.26 | 309 |
| | (0.36) | (1.38) | (0.86) | (0.36) | (0.96) | |
| Work from Home | $1.16 | $1.40 | $0.31 | $1.16 | $2.01 | 299 |
| | (0.35) | (0.72) | (0.43) | (0.35) | (0.66) | |
| Combined Flexible | $0.48 | $2.44 | -$1.00 | $0.48 | $1.96 | 320 |
| | (0.46) | (1.25) | (0.72) | (0.46) | (1.02) | |
| Employer Discretion | $3.93 | $4.16 | $1.41 | $3.93 | $6.46 | 320 |
| | (0.61) | (0.73) | (0.37) | (0.61) | (1.01) | |
| **C. Excluding Workers with Part-Time Jobs** | | | | | | |
| Flexible Schedule | $0.41 | $2.94 | -$1.37 | $0.41 | $2.19 | 532 |
| | (0.25) | (1.40) | (0.74) | (0.25) | (1.01) | |
| Flexible Number of Hours | -$0.40 | $2.53 | -$1.93 | -$0.40 | $1.13 | 537 |
| | (0.26) | (1.02) | (0.59) | (0.26) | (0.74) | |
| Work from Home | $1.36 | $1.77 | $0.28 | $1.36 | $2.43 | 493 |
| | (0.31) | (0.89) | (0.55) | (0.31) | (0.69) | |
| Combined Flexible | $0.87 | $2.40 | -$0.58 | $0.87 | $2.32 | 554 |
| | (0.33) | (0.80) | (0.48) | (0.33) | (0.68) | |
| Employer Discretion | $3.53 | $2.79 | $1.84 | $3.53 | $5.23 | 538 |
| | (0.48) | (0.86) | (0.47) | (0.48) | (0.88) | |

Notes: Each panel replicates Table 5, limiting the included observations to different subsamples. Panel A limits the sample to applicants who finished the application, Panel B limits the sample to unemployed applicants, and Panel C limits the sample to applicants who are either unemployed or in full-time jobs. Estimates are based on an inattention-corrected maximum likelihood logit model using data from the experiment. Bootstrapped standard errors based on 500 samples are in parentheses.

## Appendix Table 12. Willingness to Pay for a 40 Hour-per-Week Job
### Uncorrected for Inattention

|  | WTP for 40 Hour-per-Week Job | Shadow Value of Time | Observations |
|---|---|---|---|
| 20 Hour-per-Week Job | $8.03 | -$0.06 | 728 |
|  | (2.12) | (4.24) |  |
| 50 Hour-per-Week Job | $0.86 | $20.32 | 751 |
|  | (0.75) | (3.75) |  |

Notes: The table replicates Table 6, where the estimates are generated without correcting the data for inattention in the maximum likelihood logit estimation. Standard errors calculated using the delta method are in parentheses.

Appendix Table 13. Description of Supplemental Treatments

| Treatment Name | Position Description | Sample Size |
|---|---|---|
| Irregular Hours, Consistent Schedule | The position is 40 hours per week. | 626 |
| | The work schedule in this position will be the same from week to week. You will be given your work schedule before the job begins. The hours can be morning through evening, weekdays and weekends, but not nights. The work is exclusively on-site in downtown [city]. This position pays [wage] dollars per hour. | |
| Morning Schedule | The position is 40 hours per week. | 202 |
| | This is a Monday-Friday 7 am - 3 pm position. The work is exclusively on-site in downtown [city]. This position pays [wage] dollars per hour. | |
| Afternoon/Evening Schedule | The position is 40 hours per week. | 195 |
| | This is a Monday-Friday 12 pm - 8 pm position. The work is exclusively on-site in downtown [city]. This position pays [wage] dollars per hour. | |
| Weekend Schedule | The position is 40 hours per week. | 209 |
| | This is a Thursday-Monday (including weekends) 9 am - 5 pm position. The work is exclusively on-site in downtown [city]. This position pays [wage] dollars per hour. | |
| 2$^{nd}$ Shift | *2$^{nd}$ Shift (Alternative):* <br> The position is 40 hours per week. | 192 |
| | This is a Monday-Friday 3 pm - 11 pm position. The work is exclusively on-site in downtown [city]. This position pays [wage] dollars per hour. | |
| | *1$^{st}$ Shift (Base Option):* <br> The position is 40 hours per week. | |
| | This is a Monday-Friday 7 am - 3 pm position. The work is exclusively on-site in downtown [city]. This position pays [wage] dollars per hour. | |

## Appendix Table 14. Willingness to Pay for Alternative Work Arrangements by Gender

| | Mean | Standard Deviation | Quantiles | | | Observations |
| --- | --- | --- | --- | --- | --- | --- |
| | | | 25th | 50th | 75th | |
| **A. Willingness to Pay for Flexible Schedule** | | | | | | |
| Female | $0.58 | $1.83 | -$0.53 | $0.58 | $1.69 | 456 |
| | (0.34) | (1.24) | (0.59) | (0.34) | (1.01) | |
| Male | $0.16 | $3.29 | -$1.84 | $0.16 | $2.15 | 153 |
| | (0.34) | (1.04) | (0.69) | (0.34) | -0.74 | |
| Difference | $0.42 | -$1.46 | $1.31 | $0.42 | -$0.46 | 609 |
| (Female - Male) | (0.48) | (1.57) | (0.90) | (0.48) | (1.21) | |
| **B. Willingness to Pay for Flexible Number of Hours** | | | | | | |
| Female | -$0.19 | $2.49 | -$1.71 | -$0.19 | $1.32 | 491 |
| | (0.28) | (1.19) | (0.69) | (0.28) | (0.85) | |
| Male | -$0.34 | $1.42 | -$1.20 | -$0.34 | $0.51 | 147 |
| | (0.36) | (1.05) | (0.67) | (0.36) | (0.78) | |
| Difference | $0.15 | $1.08 | -$0.50 | $0.15 | $0.80 | 638 |
| (Female - Male) | (0.46) | (1.57) | (0.94) | (0.46) | (1.16) | |
| **C. Willingness to Pay for Work from Home** | | | | | | |
| Female | $1.59 | $1.53 | $0.66 | $1.59 | $2.51 | 441 |
| | (0.40) | (1.19) | (0.79) | (0.40) | (0.85) | |
| Male | $0.68 | $1.94 | -$0.50 | $0.68 | $1.86 | 135 |
| | (0.42) | (1.33) | (0.72) | (0.42) | (1.07) | |
| Difference | $0.91 | -$0.41 | $1.16 | $0.91 | $0.66 | 576 |
| (Female - Male) | (0.58) | (1.72) | (1.04) | (0.58) | (1.32) | |
| **D. Willingness to Pay for Combined Flexible Job** | | | | | | |
| Female | $1.56 | $2.83 | -$0.16 | $1.56 | $3.27 | 496 |
| | (0.48) | (1.44) | (0.83) | (0.48) | (1.14) | |
| Male | $0.03 | $0.97 | -$0.56 | $0.03 | $0.62 | 158 |
| | (0.43) | (0.72) | (0.48) | (0.43) | (0.72) | |
| Difference | $1.52 | $1.86 | $0.40 | $1.52 | $2.65 | 654 |
| (Female - Male) | (0.63) | (1.65) | (0.95) | (0.63) | (1.37) | |
| **E. Willingness to Pay to Avoid Employer Discretion** | | | | | | |
| Female | $4.27 | $3.24 | $2.30 | $4.27 | $6.23 | 453 |
| | (0.78) | (1.02) | (0.64) | (0.78) | (1.26) | |
| Male | $2.11 | $3.76 | -$0.17 | $2.11 | $4.39 | 168 |
| | (0.54) | (0.89) | (0.44) | (0.54) | (0.99) | |
| Difference | $2.16 | -$0.51 | $2.47 | $2.16 | $1.85 | 621 |
| (Female - Male) | (0.98) | (1.40) | (0.78) | (0.98) | (1.66) | |

Notes: Estimates are generated using an inattention-corrected maximum likelihood logit model using data from the experiment. Bootstrapped standard errors based on 500 samples are in parentheses.

| | A. Experiment Data | | | | | B. UAS Data | | |
| | Mean WTP for | | | | Mean WTP to Avoid | Mean WTP for | | Mean WTP to Avoid |
| | Flexible Schedule | Flexible Number of Hours | Work from Home | Combined Flexible | Employer Discretion | Flexible Schedule | Work from Home | Employer Discretion |
|---|---|---|---|---|---|---|---|---|
| All | $0.48 | -$0.22 | $1.33 | $1.17 | $3.41 | 2.5% | 10.0% | 29.3% |
| | (0.24) | (0.22) | (0.29) | (0.32) | (0.47) | (0.3%) | (1.4%) | (1.7%) |
| *Race/Ethnicity* | | | | | | | | |
| White | $0.61 | -$0.20 | $1.60 | $1.54 | $3.04 | 2.3% | 10.4% | 29.7% |
| | (0.29) | (0.30) | (0.32) | (0.51) | (0.55) | (0.3%) | (1.3%) | (2.0%) |
| Non-White | $0.19 | -$0.66 | $0.67 | $0.72 | $3.53 | 3.2% | 8.6% | 28.6% |
| | (0.37) | (0.36) | (3.45) | (0.48) | (0.76) | (1.2%) | 4.1% | (3.1%) |
| p-value of Difference | 0.36 | 0.35 | 0.79 | 0.23 | 0.62 | 0.44 | 0.67 | 0.76 |
| *Education* | | | | | | | | |
| Less than a College Degree | $0.34 | -$0.21 | $0.88 | $0.91 | $3.79 | 1.9% | 11.1% | 28.8% |
| | (0.27) | (0.27) | (0.39) | (0.38) | (0.70) | (0.4%) | (2.4%) | (2.6%) |
| College Degree or More | $0.55 | -$0.72 | $2.63 | $1.52 | $2.69 | 3.5% | 9.0% | 29.8% |
| | (0.25) | (0.48) | (0.95) | (0.54) | (0.70) | (0.6%) | (1.5%) | (2.1%) |
| p-value of Difference | 0.56 | 0.35 | 0.08 | 0.34 | 0.25 | 0.02 | 0.44 | 0.77 |
| *Income* | | | | | | | | |
| Below Median Income ($67,500) | | | | | | 1.7% | 11.0% | 27.2% |
| | | | | | | (0.4%) | (2.0%) | (2.4%) |
| At or Above Median Income ($67,500) | | | | | | 3.1% | 9.2% | 31.3% |
| | | | | | | (0.5%) | (1.9%) | (2.4%) |
| p-value of Difference | | | | | | 0.02 | 0.50 | 0.24 |
| *Age* | | | | | | | | |
| Below Median Age (30) | $0.21 | -$0.29 | $0.90 | $0.92 | $3.27 | 1.8% | 7.7% | 26.5% |
| | (0.34) | (0.31) | (0.40) | (0.53) | (0.65) | (0.6%) | (4.7%) | (4.4%) |
| At or Above Median Age (30) | $0.68 | -$0.05 | $1.60 | $1.47 | $3.41 | 2.7% | 10.4% | 29.9% |
| | (0.32) | (0.33) | (0.50) | (0.42) | (0.62) | (0.4%) | (1.4%) | (1.8%) |
| p-value of Difference | 0.33 | 0.61 | 0.28 | 0.42 | 0.99 | 0.17 | 0.59 | 0.47 |
| *ACT WorkKeys Questions* | | | | | | | | |
| Below Median Score (3) | $0.23 | -$0.30 | $1.68 | $0.64 | $3.26 | | | |
| | (0.33) | (0.50) | (21.36) | (0.49) | (0.84) | | | |
| At or Above Median Score (3) | $0.27 | $0.29 | $0.32 | $0.40 | $0.69 | | | |
| | (0.41) | (0.02) | (0.34) | (0.77) | (0.45) | | | |
| p-value of Difference | 0.35 | 0.97 | 0.99 | 0.22 | 0.68 | | | |

Notes: Cells present the mean willingness to pay for (or to avoid) the arrangement indicated by the column for the subsample indicated by the row. Estimates are based on an inattention-corrected maximum likelihood logit model. Bootstrapped standard errors from 500 samples are in parentheses.