**FTE\_quartile\_outcomes.csv Description:**

This data set contains outcome mean wage and employee count variables at the firm-year-quartile level, where quartiles are computed based on the full-time equivalent (FTE) classification of workers based on earning at least as much as someone working at the federal minimum wage for 52 weeks, at 40 hours per week.

**Note that despite being rolled into one file, the interpretation of the “quartile” variable is different depending on whether you are looking at the stayer or non-stayer variables. That is described in more detail in the description of the “fte\_quartile” variable below.**

In particular, the variables in the data set are:

* payer\_tin\_w2\_max:
  + The firm id of the observation
* tax\_yr:
  + The tax year of the observation
* fte\_quartile:
  + The wage quartile computed based on FTE employees. This has a different interpretation for the “emps\_fte” and “wages\_fte” variables versus the “styrs\_fte” and “styr\_wages\_fte” variables:
    - **For the “emps\_fte” and “wages\_fte” variables:** The quartile variable here refers to the wage quartile at the firm in the associated tax year in the observation.
    - **For the “styrs\_fte” and “styr\_wages\_fte” variables:** The quartile variable here refers to the wage quartile for the given firm in its year of application \*\*not\*\* the tax year of the observation.
* emps\_fte:
  + The count of employees working for the associated firm in the given year within the provided wage quartile. For example, for the firm 10, year 2013, quartile 3 observation, the “emps\_fte” variable would measure the count of workers who were employed by firm 10 in 2013, who belonged to the 3rd wage quartile when restricting to workers earning at least as much as the 2013 FTE threshold (15,080 dollars).
* wages\_fte:
  + The mean wages of employees working for the associated firm in the given year within the provided wage quartile. For example, for the firm 50, year 2008, quartile 1 observation, the “wages\_fte” variable would measure the mean 2008 wages of workers who were employed by firm 50 in 2008, who belonged to the 1st wage quartile when restricting to workers earning at least as much as the 2008 FTE threshold (12,168 dollars).
* styrs\_fte:
  + The count of firm stayers from the firm’s application year working for the associated firm in the given year within the provided firm’s application year wage quartile. For example, imagine that firm 20 applied for a patent in 2005. Then the value for the “styrs\_fte” variable for the firm 20, year 2007, quartile 2 observation would be the number of employees working at firm 20 in 2007 who were also employed at firm 20 in 2005, and who in 2005 were a part of the 2nd wage quartile when restricting to workers earning at least as much as the 2005 FTE threshold (10,712 dollars).
* styr\_wages\_fte:
  + The mean wages of firm stayers from the firm’s application year working for the associated firm in the given year within the provided firm’s application year wage quartile. For example, imagine that firm 25 applied for a patent in 2001. Then the value for the “styr\_wages\_fte” variable for the firm 25, year 2014, quartile 4 observation would be the mean 2014 wages of employees working at firm 25 in 2014 who were also employed at firm 20 in 2001, and who in 2001 were a part of the 4th wage quartile when restricting to workers earning at least as much as the 2001 FTE threshold (10,712 dollars).

**FTE\_entrant\_outcomes.csv Description:**

This data set contains entrant mean wage and employee count variables at the firm-year level, where quartiles are computed based on the full-time equivalent (FTE) classification of workers based on earning at least as much as someone working at the federal minimum wage for 52 weeks, at 40 hours per week. The tax years start at 2001, as we need at least one year for comparing against lagged employers. In particular, the variables in the data set are:

* payer\_tin\_w2\_max:
  + The firm id of the observation
* tax\_yr:
  + The tax year of the observation
* ents\_fte:
  + The count of FTE threshold exceeding entrants (was not working for the firm last year, is working for the firm in the current year) for the given firm-year observation.
* ents\_wages\_fte:
  + The mean wages of FTE threshold exceeding entrants for the given firm-year observation.
* ents3\_fte (note these values are missing for 2001 and 2002 for lack of 3 lagged years):
  + The count of FTE threshold exceeding 3-year entrants (was not working for the firm in one of the last 3 years, is working for the firm in the current year) for the given firm-year observation.
* ents3\_wages\_fte (note these values are missing for 2001 and 2002 for lack of 3 lagged years):
  + The mean wages of FTE threshold exceeding 3-year entrants for the given firm-year observation.