

SUPPLEMENTAL APPENDIX FOR “HOME SWEET HOME: HOW MUCH DO EMPLOYEES VALUE REMOTE WORK?”

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A1. Heterogeneity Analysis

In Table 1, we documented that the average employees has a strong preference for remote positions over in-person positions. That model assumes that preferences are homogeneous, but in reality they are probably heterogeneous. Ideally, we would identify preference heterogeneity non-parametrically by estimating a mixed logit model. However, the available variation is insufficient for such an analysis. Instead, we provide some basic heterogeneity analysis. Columns (1) and (2) of Table A.1 replicate the specification of column (3) of Table 1, but are estimated separately for workers with at least six years of experience (column (1)) and those with less than six years (column (2)).¹⁸ Highlighting the potential role of heterogeneity, the results suggest that more experienced workers place a significantly greater value on remote work, with a coefficient of 0.527 compared to 0.180 for less experienced workers. One possible interpretation of this evidence is that junior workers may find remote positions less appealing, perhaps because they value face-to-face mentoring and are concerned about potential promotion penalties (Emanuel, Harrington and Pallais, 2023). However, this difference should be interpreted with caution, as it is imprecisely estimated and statistically insignificant (p-value = 0.244).

A2. Comparison between Samples

The analysis from Section II is based on survey data from Cullen, Pakzad-Hurson and Perez-Truglia (2025) (henceforth, the “survey sample”), while the analysis from Section III is based on salary submission data provided by levels.fyi (henceforth, the “levels.fyi sample”). Here we provide a comparison of observable individual characteristics across the two samples. The results are presented in Table A.2. Each row corresponds to a different observable characteristic, such as total compensation and whether the position is remote. For each characteristic, column (1) shows the average in the survey sample, while column (2) shows the corresponding average in the levels.fyi sample.¹⁹ The two samples are quite similar along some dimensions such as average total compensation (\$239K in the survey sample vs. \$204K in the levels.fyi sample), the share of female individuals (16.32% vs. 19.26%), the share of positions at FAANG companies (11.55% vs. 15.75%), the share of product managers (4.89% vs. 6.51%) or the share of data scientists (6.86% vs. 5.73%). This similarity is unsurprising, as the survey respondents were recruited from visitors to the levels.fyi website within a similar time frame. However, there are some notable differences: remote positions are noticeably more common in the survey sample (81.71% vs. 42.91%), and software engineers are less common in the survey sample (35.90% vs. 60.11%).

To make the results of Section III more directly comparable to those of Section II, Figure A.2 reproduces Figure 1, but reweighting the observations to match the average characteristics of the survey sample. The reweighted results are similar to the unweighted ones.

A3. Pay Dispersion

Figure A.1 presents a histogram of the difference between an individual’s total compensation and the corresponding group average (i.e., the average among all other salary submissions for the same company, position, location, and experience level). For example, an observation of +5% indicates that an individual earns 5% more than the average pay of others in their group. The key takeaway from this figure is the substantial dispersion in pay, even within the same company, position, location, and experience level.

¹⁸We selected this threshold to balance the two subsamples as evenly as possible in terms of size.

¹⁹In the survey sample, we calculate the average of the characteristic across all alternatives for each individual. In the levels.fyi sample, providing gender information is optional, resulting in missing responses for 67.1% of observations. We report the average based on all non-missing observations.

Table A.1— Heterogeneity Analysis from the Conditional Logit Model

	(1)	(2)
Panel (a): Raw Coefficients		
Log(Total Compensation) ⁽ⁱ⁾	1.008*** (0.192)	1.138*** (0.187)
Remote (=1) ⁽ⁱⁱ⁾	0.531** (0.224)	0.205 (0.190)
Glassdoor Rating ⁽ⁱⁱⁱ⁾	0.200 (0.154)	0.357** (0.158)
Panel (b): WTP		
Remote ((ii)/(i))	0.527** (0.243)	0.180 (0.172)
Sample	Higher-Exp.	Lower-Exp.
Basic Controls	✓	✓
Additional Controls		
Individuals	613	783
Observations	1,514	1,837

Note: Significant at *10%, **5%, ***1%. Conditional logit model results analyzing job offer choices. This table reports the same model from column (3) of Table 1, except that splitting the sample by individuals with at least six years of experience (column (1)) versus those with less than six years (column (2)). Standard errors clustered at individual level.

Table A.2— Comparison between the Two Samples

	(1) Survey Sample	(2) Levels.fyi
Total Compensation (\$100,000)	2.39 (0.03)	2.04 (0.00)
Remote (%)	81.71 (0.67)	42.91 (0.12)
Female (%)	16.32 (0.64)	19.26 (0.16)
FAANG Companies (%)	11.55 (0.55)	15.75 (0.09)
Software Engineer (%)	35.90 (0.83)	60.11 (0.12)
Product Manager (%)	4.89 (0.37)	6.51 (0.06)
Data Scientist (%)	6.86 (0.44)	5.73 (0.05)
Observations	1,396	86,790

Note: The table reports the average characteristics between our survey sample (column (1)) and the salary submission data provided by levels.fyi (column (2)), with standard errors in parentheses. *Total Compensation* is in yearly basis and equal to the sum of base salary, bonus and equity compensation. *Remote* denotes the share of positions that are remote. *Female* is the share of female respondents. *FAANG* is the share of positions in Meta (formerly Facebook), Apple, Amazon, Netflix, or Alphabet. *Software Engineer*, *Product Manager* and *Data Scientist* correspond to the share of jobs with the corresponding position titles.

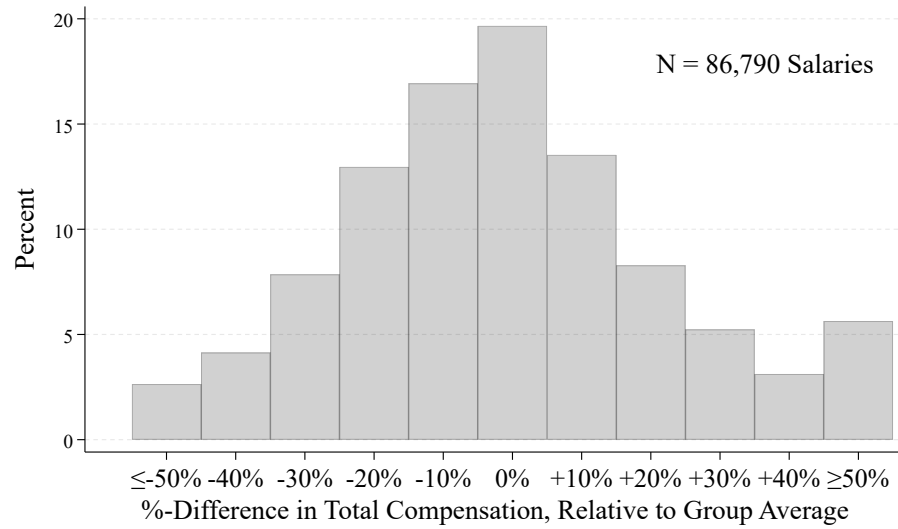


Figure A.1. Within-Group Pay Dispersion

Note: The histogram presents the percentage difference between an individual's total yearly compensation and the mean compensation of other salary submissions from same company, with the same company-specific position, in the same location, and with the same experience level.

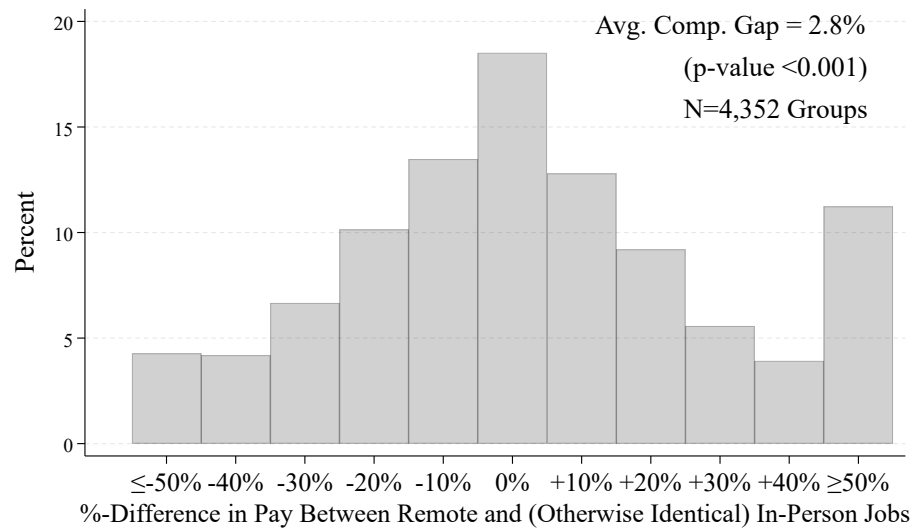


Figure A.2. Remote vs. In-Person Pay Gap (Reweighted)

Note: Figure A.2 reproduces Figure 1, but reweighting the observations to match the average characteristics of the survey sample. The histogram presents the percentage difference between an individual's total yearly compensation and the average of other salary submissions at the same company, with the same position, in the same location, and with the same experience level.

REFERENCES

- Cullen, Zoë, Bobak Pakzad-Hurson, and Ricardo Perez-Truglia.** 2025. “Pushing the Envelope: The Effects of Salary Negotiations.” *Working Paper*.
- Emanuel, Natalia, Emma Harrington, and Amanda Pallais.** 2023. “The Power of Proximity to Coworkers: Training for Tomorrow or Productivity Today?”