

**Evidence on the Incidence of Wage Posting, Wage Bargaining, and
on-the-Job Search**

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ONLINE APPENDIX: ADDITIONAL TABLES

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TABLE A1—HIGHER-ORDER CROSS-TABULATIONS OF SURVEY RESPONSES

<i>Bargain?</i>	<i>Questions included</i>			<i>Res- ponses</i>	<i>Fraction</i>	<i>Weighted fraction</i>	<i>Total responses</i>
	<i>Knew pay exactly?</i>	<i>Keep previous job?</i>	<i>Employer learned pay?</i>				
N	N	N		278	0.234	0.232	1190
Y	N	N		178	0.150	0.143	
N	Y	N		149	0.125	0.112	
Y	Y	N		57	0.048	0.059	
N	N	Y		198	0.166	0.168	
Y	N	Y		161	0.135	0.143	
N	Y	Y		123	0.103	0.105	
Y	Y	Y		46	0.039	0.038	
N	N		N	266	0.224	0.210	1190
Y	N		N	160	0.134	0.133	
N	Y		N	150	0.126	0.127	
Y	Y		N	48	0.040	0.042	
N	N		Y	210	0.176	0.189	
Y	N		Y	179	0.150	0.153	
N	Y		Y	122	0.103	0.090	
Y	Y		Y	55	0.046	0.055	
N		N	N	234	0.197	0.182	1190
Y		N	N	113	0.095	0.081	
N		Y	N	182	0.153	0.155	
Y		Y	N	95	0.080	0.094	
N		N	Y	193	0.162	0.162	
Y		N	Y	122	0.103	0.121	
N		Y	Y	139	0.117	0.117	
Y		Y	Y	112	0.094	0.087	
	N	N	N	235	0.197	0.173	1190
	Y	N	N	112	0.094	0.090	
	N	Y	N	191	0.161	0.170	
	Y	Y	N	86	0.072	0.079	
	N	N	Y	221	0.186	0.202	
	Y	N	Y	94	0.079	0.082	
	N	Y	Y	168	0.141	0.141	
	Y	Y	Y	83	0.070	0.063	
N	N	N	N	151	0.127	0.116	1190
Y	N	N	N	84	0.071	0.057	
N	Y	N	N	83	0.070	0.066	
Y	Y	N	N	29	0.024	0.024	
N	N	Y	N	115	0.097	0.094	
Y	N	Y	N	76	0.064	0.076	
N	Y	Y	N	67	0.056	0.061	
Y	Y	Y	N	19	0.016	0.018	
N	N	N	Y	127	0.107	0.115	
Y	N	N	Y	94	0.079	0.086	
N	Y	N	Y	66	0.055	0.047	
Y	Y	N	Y	28	0.024	0.035	
N	N	Y	Y	83	0.070	0.074	
Y	N	Y	Y	85	0.071	0.067	
N	Y	Y	Y	56	0.047	0.043	
Y	Y	Y	Y	27	0.023	0.020	

TABLE A2—POSITIVE RESPONSES TO *Employer Learned Pay*

<i>Employer knew previous pay</i>		
	<i>Probability, percent</i>	<i>Difference from base case</i>
Weighted sample frequency	48	
Base case	48 (8)	
African-American	37 (10)	-10 (7)
Latino/a	47 (10)	-1 (6)
Woman	53 (8)	5 (4)
Not HS graduate	42 (10)	-6 (8)
Some college	41 (7)	-7 (5)
College graduate	45 (7)	-3 (6)
Professional training	50 (8)	2 (7)
Union member	42 (9)	-5 (5)
Government job	43 (9)	-5 (6)
Non-profit job	48 (9)	0 (6)
Senior	50 (9)	2 (6)
Knowledge worker	52 (7)	5 (10)
Blue collar	41 (8)	-6 (9)
Recent job loser	66 (9)	19 (5)
Part-time	45 (8)	-3 (7)
Number of observations	1163	

Note: Bootstrap standard errors in parentheses.