

Appendix 1. Descriptive Statistics

Variable	Obs	Mean	Std.Dev	Min	Max
Earnings	42,815	1229.148	803.6875	250	19832.94
Age	42,815	27.91739	5.510224	16	43
Black	42,815	0.1126941	0.3162223	0	1
Hispanic	42,815	0.0635758	0.2439987	0	1
Experience	42,815	8.07357	5.0357	0	21.942
Private Sector	42,028	0.855168	0.3519356	0	1
Government	41,995	0.1263008	0.332192	0	1
Self-Employment	41,975	0.0191066	0.1369014	0	1
Tenure	42,815	3.61372	3.904548	0.019	24.923
Collective Bargaining	42,798	0.1815272	0.3854589	0	1
Union	24,508	0.1470948	0.3542076	0	1
Education	42,815	13.12201	2.299972	0	20
Mother's Education	40,829	11.59034	2.657879	0	20
Father's Education	39,279	11.84498	3.467962	0	20
Urban	42,815	0.763681	0.4264715	0	2
Male	42,815	0.5618825	0.4961616	0	1

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