Firm-level characteristics and worker outcomes

Nathan Wilmers
Data from CPS-ORG; CPI-U deflated hourly earnings; ages 16-65; minimum 20 hours/week and 40 weeks/year. Year-specific percentiles by hourly earnings.
Within-occupation, wage increases are driven by middle-paying firms.
Hourly Wage of 25th Pct Worker During Year Before and After Increase Announcement

Target, $15
Aetna, $15
Gap, $10
Old Navy, $10
TJ Maxx, $9
Banana Republic, $10
Marshalls, $9
McDonald's, $8.25
Walmart, $10
Sam's Club, $10
Costco Wholesale, $13
Target, $10
TJ Maxx, $10
Marshalls, $10
J.P. Morgan, $13.5
U.S. Bank, $15
Bank of America, $15
Target, $11
Santander, $15
CVS, $11
Sam's Club, $11
Walmart, $11
Target, $12
Wells Fargo, $15
Costco Wholesale, $14
Amazon, $15
Bank of America, $17
Costco Wholesale, $15
Target, $13

POPM on pre-tax transfer income

Employers that adopt minimum

No minimum employers

Treated workers as share of ever treated workers

0 0.05 0.1 0.15 0.2 0.25 0.3 0.35 0.4 0.45 0.5 0.55 0.6 0.65 0.7 0.75 0.8 0.85 0.9 0.95 1

2012 2014 2016 2018
Hourly Wage of 25th Pct Worker During Year Before and After Increase Announcement

- Old Navy, $9
- Banana Republic, $9
- Gap, $9
- Sam’s Club, $9
- Target, $9
- Walmart, $9
- Aetna, $15
- Gap, $10
- Old Navy, $10
- TJ Maxx, $9
- Banana Republic, $10
- Marshalls, $9
- McDonald’s, $8.25
- Walmart, $10
- Sam’s Club, $10
- Costco Wholesale, $13
- Target, $10
- TJ Maxx, $10
- Marshall’s, $10
- J.P. Morgan, $13.5
- U.S. Bank, $15
- Bank of America, $15
- Target, $11
- Santander, $15
- CVS, $11
- Sam’s Club, $11
- Walmart, $11
- Target, $12
- Wells Fargo, $15
- Costco Wholesale, $14
- Amazon, $15
- Bank of America, $17
- Costco Wholesale, $15
- Target, $13

Black Share of White Wage

- Employers that adopt minimum
- No minimum employers

Treated workers as share of ever treated workers

Year

2012 2014 2016 2018 2020
Next frontiers on firms

• Paige Ouimet on “Firms with Benefits?”: What about non-wage compensation?

• Wenting Ma on “Access to Financing and Racial Pay Gaps”: What drives idiosyncratic firm pay setting?

• Andrew Joung on “Opening the Black Box of Self-Employment”: What is a ‘firm’ anyway? What about people working in nontraditional employment settings?