

# Immigrant Entrepreneurship

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## Abstract

This chapter examines immigrant entrepreneurship and the survival and growth of immigrant-founded businesses over time relative to native-founded companies. We quantify immigrant contributions to new firm creation in a wide variety of fields and using multiple definitions. While significant research effort has gone into understanding the economic impact of immigration into the United States, comprehensive data for quantifying immigrant entrepreneurship are difficult to assemble. We combine several restricted-access U.S. Census Bureau data sets to create a unique longitudinal data platform that covers 1992-2008 and many states. We describe differences in the types of businesses initially formed by immigrants and their medium-term growth patterns. We also consider the relationship of these outcomes to the immigrants' age at arrival to the United States.

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# 1 Introduction

Immigrant entrepreneurship is of central policy interest and a frequent hot point in the popular press. Many policy makers believe that immigrant founders are an important and under-utilized lever for the revival of U.S. job growth and continued recovery from the Great Recession. Several local and national policy initiatives are underway to attract immigrant entrepreneurs (e.g., the Thrive competition in New York City, the Office of New Americans in Chicago, and the White House Startup America initiative). Some of the policy initiatives focus on specific issues that have been found to limit immigrant entrepreneurs from starting or growing their businesses (e.g., language barriers, difficulty navigating the legal steps to start a company, or lack of capital to pilot projects), while others are generally focused on attracting more new businesses into the country. Policies vary in the immigrant group that they target, ranging from a specific focus on high-skilled immigrant entrepreneurship with venture capital (VC) backing to broad-based measures that potentially touch many diverse immigrant communities.

Academic research, unfortunately, possesses only a small voice in this debate or policy design. For example, advocates of greater immigrant entrepreneurship mainly cite a few extreme examples of success such as Sergey Brin, one of the founders of Google, and extrapolate information from some exceptionally influential case studies regarding Silicon Valley and large high-tech companies (e.g., Saxenian, 1999; Wadhwa et al., 2007). While each of these supporting pieces has its merits and liabilities discussed below, it is important for rigorous trends and statistics to also inform this debate. For example, even with respect to Silicon Valley and high-tech companies, it is not immediately clear what the oft-cited statistics mean—it is likely true that more than half of the entrepreneurs in Silicon Valley are of immigrant origin, as the surveys suggest, but the exact same could be said of the undergraduate student populations at most schools in the San Francisco area. Second, given the substantial heterogeneity in immigrant entrepreneurship, which comes in just as many flavours as native entrepreneurship, it is unsatisfying to focus on such a narrow population of high-tech entrepreneurs for contemplating possible initiatives.

For economists to be able to aid the policy process, and ultimately improve economic performance in this arena, we need better-grounded estimates on the importance of immigrant groups for the creation of new firms, the business activities and growth profiles of created firms, and so on. This study constructs a data platform using Census Bureau administrative data to assist in this process. The purpose of this chapter is to detail the platform’s components and provide some early views of the trends for immigrant entrepreneurs and the patterns in their behavior. We have several audiences in mind. First, we are able to offer some new facts to the discussion of immigrant entrepreneurship that can be useful for policy discussions, although we do not examine any specific policy actions or recommendations about encouraging immigrant entrepreneurship in this study. Second, we hope that others find this discussion encouraging for making progress on this front and that they too seek access to these data through the Census Bureau.

Ideally, our paper can provide them a one-stop-shop for what is feasible in the data and how to build the platform, and this chapter goes into greater depth than is normal for academic papers on how the platform is built and its traits. Finally, we speak to future efforts to enhance these data. In terms of representative statistics, this platform is likely as good as it gets with today's data collection. We describe below a wish list for future data development efforts.

Section 2 provides a brief review of the previous empirical literature on immigrant entrepreneurs and their traits. Fairlie and Lofstrom (2014) provide a comprehensive recent review of this literature strand and statistics from the 2007 Survey of Business Owners (SBO). In this chapter, relative to prior academic work, we make three contributions. First, our data platform provides consistent estimates of immigrant entrepreneurship over a long time period (1995-2008) and across skill levels (e.g., all entrepreneurs, VC-backed firms). Existing work, even when using representative national samples, tends to be cross-sectional at a given point in time and focused on a specific skill population, whereas for most purposes the comparisons across time and groups would be very important. Second, we study the different dynamics of employment and growth among immigrant-led businesses compared to those founded by natives. Fairlie and Lofstrom (2014) conclude that a central research goal for immigrant entrepreneurship is to identify the dynamics of employment growth among these firms, and our constructed platform makes progress in this domain. Third and related, we provide a first breakdown of these growth dynamics by the age of immigration to the United States. This last analysis is preliminary and mostly undertaken to show the potential of the data for observing differences along traits identifiable from the 2000 Census match, but striking nonetheless.

Section 3 details the construction of our data platform. The strength of our study lies in the ability to use and combine several restricted-access U.S. Census Bureau data sets to create a unique longitudinal data platform with millions of observations. Indeed, a key purpose of this chapter is to report on the potential of these data and describe their traits for research purposes. The backbone for our work is the employer-employee data in the Longitudinal Employer-Household Dynamics (LEHD) database. The LEHD provides firm-worker information collected from unemployment insurance records. From this information, one can observe the birth of new firms and their employee composition, including immigration status. We also utilize other data: [1] the Longitudinal Business Database (LBD) to assess the employment growth dynamics of new firms, [2] the long-form records of the 2000 Decennial Census to collect additional person- and household-level traits (e.g., year of arrival to the United States), and [3] external data sets to identify companies that have VC backing or achieve an initial public offering (IPO). The resulting data platform can describe many forms of entrepreneurship, ranging from general patterns to "growth entrepreneurs" described in the VC literature. These detailed new data allow us to study person- and firm-level patterns in a way that has not been possible to date, and this section also depicts the variations and limits on the definitions of entrepreneurship in the

LEHD.<sup>1</sup>

Section 4 provides our trend estimates. Most of our work focuses on 11 states present in the LEHD since 1992, which include California and Florida. We estimate 24% of entrepreneurs in these states from 1995-2008 are immigrants, which broadly corresponds with other studies. As important, this immigrant entrepreneurship share rises from 17% in 1995 to 27% in 2008. Our sample, by coincidence, draws from heavy immigration states. Looking at a sample of 28 states present in the LEHD by 2000, we estimate these numbers may be 3% higher than the total population, with the growth trend being similar. Returning to our focal set of states, the immigrant share among entrepreneurs receiving VC financing is modestly higher, reaching 30% in 2005 compared to 27% for all firms. In terms of entrepreneurship rates, roughly 2% of immigrants start a business over a three-year period; 0.1% start a firm backed by VC financing. These rates are higher than those we estimate for natives, which is reflected in the fact that immigrants constitute 19% of LEHD workforce in our sample, less than the entrepreneurship shares reported above.

Section 5 documents basic patterns related to entry, survival, and growth of immigrant versus native businesses. On the whole, the businesses started by immigrant entrepreneurs perform better than native businesses with respect to employment growth over three- and six-year horizons. This is evident in the raw data and mostly persists when comparing immigrant- and native-founded businesses started in the same city, industry, and year. By contrast, immigrant-founded businesses show no advantages with respect to payroll growth, and may in fact generate lower-wage job growth. Combining business survival with growth dynamics, immigrants tend to be engaged in more volatile, up-or-out type dynamics, along the lines described by Haltiwanger et al. (2013) for young businesses and job creation. Most of this effect is captured by the city-industry-year choices made for businesses, versus variation in growth patterns within these cells. Breaking down these aggregate results, the strongest employment growth impacts for immigrants are found in high-wage businesses and high-tech sectors. Conditional on receiving VC investment, however, we do not observe greater business survival, better employment outcomes, or higher likelihood of going public for firms founded by immigrant entrepreneurs. Businesses founded by immigrants who came the United States by age 18 have stronger growth patterns than those founded by immigrants migrating as adults.

Section 6 concludes with a discussion of these findings in the larger context of immigration and entrepreneurship policy. This section also describes enhancements to the platform that would enable better research efforts going forward. Immigration policy is designed and administered at the national level, with few restrictions on the location choices of immigrants within the United States. A methodological conclusion from this study is that the LEHD-based platform can consistently describe immigrant entrepreneurship across many industries, geographies, and skill

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<sup>1</sup>In a broad review of the immigration literature, Lewis (2013) raises immigrant entrepreneurship as one of the key areas requiring further study and notes the key ingredient of employer-employee data for this purpose. The LEHD is the source of this type of administrative information for the United States.

levels. This is an important ingredient for delivering systematic advice about how immigrant entrepreneurs impact the U.S. economy and where the effects of expansion in admission levels might be felt. We also find that the detail of the LEHD can aid more effective policy advice for sub-groups of immigrants. The surveys most cited in the public discourse are actually quite crude in this regard. For example, while Sergey Brin is often used as the showcase example for immigration reform on high-skilled H-1B policies, he came to the United States as a child, while the H-1B program is focused on temporary admissions of adults with college-level education. Our disaggregation by the age at arrival for immigrants indicates this assembled platform can help begin disentangling these important details.

On the other hand, we note that there are many places where the LEHD has limits, some of which may be addressable. For example, here we define entrepreneurship status through initial wage profiles of firm employees, which is certainly incomplete. Over short-term horizons, it would be useful to consider linking LEHD workers to SBO-type data to evaluate the accuracy and bias of derived entrepreneurship definitions with greater detail. Similarly, we describe how links of LEHD workers to external data sources at the individual-level would be powerful (e.g., entrepreneurs/CEOs contained in the Venture Xpert data, inventors contained in United States patent data). More challenging, while we are able to make progress towards some of the important traits of immigrants, we miss completely with the LEHD the essential questions of immigration visa type (e.g., H-1B, green card), which is strongly emphasized by Hunt (2011) as a key predictor for choices by immigrants with respect to entrepreneurship. For the evaluation and design of effective policy, the inclusion of visa status and transitions over time must be at the top of any wish list.

## 2 Previous Literature on Immigrant Entrepreneurs

This section provides some background for our study from the academic literature, with Fairlie and Lofstrom (2014) reviewing the immigrant entrepreneurship literature in a more comprehensive manner. There is a large body of literature showing that general rates of business ownership are higher among the foreign-born than natives in many developed countries, including the United States, United Kingdom, Canada, and Australia.<sup>2</sup> Fairlie (2012) and Fairlie and Lofstrom (2014) also observe that trends in self-employment rates and new business formation are increasing among immigrants but decreasing among natives in the United States. In closely-related work to the current analysis, Hunt (2011, 2014) focuses on skilled immigrants and finds that they are more likely to start firms with more than 10 employees than comparable natives. Hunt uses the National Survey of College Graduates (NSCG), which provides a nationally representative sample of persons with a college degree and interesting information about the initial visa status of immigrants. She finds that the probability of starting a firm was highest for those

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<sup>2</sup>Studies include Borjas (1986); Lofstrom (2002); Clark and Drinkwater (2000, 2006); Schuetze and Antecol (2007); and Fairlie et al. (2010).

initially arriving on a study visa or a work visa, versus family reunification. While the level of detail on the specific degrees and entry visas in the NSCG is impressive, the major issues for researchers trying to describe national trends in immigrant-founded firms are the small sample sizes, the lack of longitudinal dimension, and the absence of firms as a data element.

In parallel to these general patterns, a second research stream focuses specifically on immigrant entrepreneurship in the high-tech sector. Saxenian (1999, 2002) documents that up to a quarter of the high-tech firms in Silicon Valley in the 1980s and 1990s were founded or being run by immigrants. Wadhwa et al. (2007) extends this survey analysis to the rest of the country and other industries to study firms founded in 1995-2005. They document similar shares of immigrant-founded companies across the country, although elements of their study are difficult to generalize.<sup>3</sup> Table 1 provides a summary of several related studies on immigrant entrepreneurs. These efforts connect into a broader line of work showing the over-representation of skilled immigrants among certain extreme outcomes in U.S. science and engineering: for example, U.S.-based Nobel Prize winners (Peri, 2007), high-impact companies (Hart and Acs, 2011), patent applications (Wadhwa et al., 2007), members of the National Academy of Sciences and the National Academy of Engineering (Stephan and Levin, 2001), and biotech companies undergoing initial public offerings (Stephan and Levin, 2001). It is these kinds of factors that likely drive the current policy enthusiasm towards immigrant entrepreneurs. On the other hand, with respect to immigrant high-tech contributions, Hart and Acs (2011) suggest that although immigrants play an important role, "most previous studies have overstated the role of immigrants in high-tech entrepreneurship".

Statistics with respect to immigrant entrepreneurship among VC-backed firms are harder to assemble. Fairlie (2012) calculates from the 2007 SBO that equally few native and immigrant business owners rely on any VC funding; more generally, the study finds that immigrants are less likely to start a business with no capital and just as likely as natives to start a business with more than \$1 million of capital. Hegde and Tumlinson (2014) and Bengtsson and Hsu (2014) are recent examples of studies of immigrant entrepreneurship among VC-backed firms using ethnic names to distinguish the likelihood of a founder being an immigrant. In an advocacy piece, Anderson and Platzer (2006) identify the higher immigrant entrepreneur share among publicly-listed VC-backed U.S. companies.

Related to our focus on entrepreneurs and how immigration influences the supply of these individuals, prior studies show that more-educated business owners run more-successful businesses,

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<sup>3</sup>The sample with responses covers 7% of the approximately 30,000 firms in the Dunn & Bradstreet data that were founded in 1995-2005, had sales greater than \$1 million, and employed at least 50 persons. Despite the extensive efforts of their research team to reach a subset of companies listed in the Dunn & Bradstreet data, the study faces a lower response rate, selectivity in terms of which firms choose to respond, and perhaps limits regarding the ability of the surveys to reach the right person to answer the questions related to the founders' origin (as an HR or a PR person might not know whether one of the founders moved to the United States as a child). Therefore, the researchers extrapolate from their sample to produce nationally representative numbers for revenue and employment generation. Monti et al. (2007) provide related evidence from Massachusetts high-tech firms.

generate more innovations, and grow their firms faster over time (e.g., Unger et al., 2011). There is an overall positive relationship between education and business ownership, although the evidence is somewhat mixed as highlighted in the meta-analysis of van der Sluis et al. (2008). Lofstrom et al. (2014) postulate that this may be due to sorting into industries based on entry barriers. They find that educational credentials of highly educated potential entrepreneurs are associated with lower probability of small-firm ownership in less-financially-rewarding industries, while they increase entry into higher-barrier industries offering higher returns.

Immigrants can take a variety of paths into firm ownership in the United States. Many skilled immigrants enter the United States for study or paid work and found their company after several years in the country, while a smaller number enter for the specific purpose of opening a business. Kerr et al. (2014a,b) describe in greater detail how U.S. immigration law and the firm sponsorship of visas contribute to this career trajectory. Akee et al. (2007) find that pre-migration self-employment in home countries increases the probability of self-employment by immigrants in the United States and boosts self-employment earnings. Lofstrom (2002) finds that self-employment probabilities and earnings for immigrants increase with time spent in the United States, perhaps even reaching earnings parity with observationally similar U.S.-born entrepreneurs after about 25 years in the country. The use of repeated cross-sections of Censuses, however, limits the degree to which the role of assimilation can be separated from selective out-migration.

The spillover effects to native opportunities for opening a business have been examined by several research teams. Fairlie and Meyer (2003) find some evidence that immigration may negatively affect native self-employment probabilities using the 1980 and 1990 Census records. Other researchers suggest skilled immigrants generate positive spillover effects in local areas. For example, recent work points toward positive spillover effects for cities or states when measured in terms of innovation, publications, and productivity (e.g., Kerr and Lincoln, 2010; Hunt and Gauthier-Loiselle, 2010; Peri et al., 2014). Lewis and Peri (2015) provide a theoretical framework and review of literature on the effects of immigration on local areas. Evidence from more historical contexts are mixed (e.g., Borjas and Doran, 2012; Moser et al., 2014). Kerr (2013) provides an extended review of literature on skilled immigration and notes the particular gap around the empirics of immigrant entrepreneurship specifically.

### **3 Census Bureau Data and Measurement**

The LEHD is the centerpiece of our platform, in combination with the LBD and a person-level match to the 2000 Decennial Census of Population (Census). These datasets are confidential, housed by the U.S. Census Bureau, and accessible via Research Data Centers. Built from quarterly worker-level filings by employers for the administration of state unemployment insurance (UI) benefit programs, the LEHD identifies the employees of each private-sector firm in the

United States and their quarterly compensation. It is longitudinally linked at both the firm and employee levels, allowing one to model how firm employment structures adjust over time, how new entrepreneurial firms form, and how individuals transition from wage work into entrepreneurship. This rich data source is currently available for 31 states for research purposes, and will eventually cover the whole country.

The initial LEHD dates vary by state, and we focus on two samples in this paper. The first is the 11 states that have LEHD records that begin by 1992 or earlier: California, Colorado, Florida, Idaho, Illinois, Louisiana, Maryland, North Carolina, Oregon, Washington, and Wisconsin. Our data extend through 2008, and the newest vintage of the LEHD continues coverage until 2011. Certain analyses are also conducted on a larger set of 28 states present in the LEHD by 2000 as shown in Appendix Table 1 and Figure 1. The larger sample can only be followed over a short time span, but it helps us understand the impact of state-level variation in immigration and entrepreneurship rates for the trends presented in this paper, particularly the inclusion of immigrant-heavy California and Florida among our primary sample.

The LEHD Individual Characteristics File (ICF) contains basic information about individuals, such as age, gender, race, place of birth, and citizenship status. Through the Employment History Files (EHF), one can also discern earnings and employment histories of each person job-by-job and in aggregate. In addition, unique person identifiers (PIKs) afford matches of the LEHD to the individual-level records contained in the 2000 Census. PIKs are anonymous identifiers that match one-for-one with Social Security Numbers. The Census long-form responses cover 1/6 of the U.S. population, allowing us to link Census responses for roughly 16% of our LEHD workers. From the 2000 Census, we extract individual-level characteristics from the Person File and household and housing-unit characteristics from the Household File. Long-form responses contain very detailed person and household characteristics (e.g., year of entry into the United States, level of education, occupation, marital status, family composition, household income by source, etc.). It is important to recognize that while the LEHD covers employees from the early 1990s through 2008—including new immigrants at the end of the end of the sample period—the 2000 Census match requires individuals to be living in the United States by 2000.

We build a tailored dataset for the analysis of immigrant status and entry into entrepreneurship, first focusing on the dynamics over time. We take several steps to reduce the set of massive data records into a manageable platform that properly represents the phenomenon of interest, and it is important to describe these steps as they have some bearing on our measurements. We begin by retaining for each individual their main job during the year (i.e., the job from which the person obtains the majority of their LEHD earnings). We also only retain persons for whom the average quarterly earnings from the main job are at least \$2,000 per quarter. We further restrict our sample in each year to individuals aged 25 to 50. This age restriction is such that we stay reasonably far away from retirement decisions—and in particular, the formation of small-scale businesses as a form of semi-retirement—and concentrate on entrepreneurial activity in the peak

employment years of each person's working life. Moreover, we require individuals be present in the LEHD at least three quarters that span two calendar years.

Our evaluation of entry into entrepreneurship also utilizes the LBD, a business registry that contains annual employment and payroll for all private-sector establishments in the United States since 1976. The LBD and the LEHD use several levels of establishment and firm identifiers: [1] State Employer Identification Numbers (SEIN), [2] federal Employer Identification Numbers (EIN), and [3] the overall company identifier (ALPHA) that the Census Bureau uses to link the establishments of multi-unit companies together. Following Haltiwanger et al. (2013), we identify for each establishment the first year during which the firm that the establishment belongs to was observed to be in operation within the LBD. We also create for each firm the number of employees that the LBD reports were working for this firm in the initial year.<sup>4</sup> Approaching entrant definition in this way accomplishes several things—it builds off of the national LBD database to avoid issues related to the partial LEHD state coverage, connects SEINs as appropriate into parent firms, and ensures a consistent definition of entry with prior academic work using the Census Bureau data. As two examples, this approach ensures our entrepreneurship definition does not include the formation of a new SEIN by an existing multi-unit firm expanding into an LEHD state, or the development of new SEINs for tax purposes by existing businesses. With respect to the broader literature, our approach focuses on the formation of employer establishments, whereas the commencement of Schedule C self-employment activity is unmeasured and not considered to be entrepreneurship in this sample.<sup>5</sup>

A very important issue, and the weakest link of these data for the study of entrepreneurship, is that the LEHD does not designate the founders or owners of firms. Similar, compensation data includes bonus pay but not equity ownership of individuals. We use the term "entrepreneur" to describe anyone present in the data who satisfies three criteria: [1] in an entering single-unit firm per the Haltiwanger et al. (2013) definition, [2] present in the LEHD in the first year that the new firm entered, and [3] among the top three initial earners in the firm. With respect to the first condition, we require the new firm be a single-unit firm in its start year to ensure that we have complete employment records from the LEHD. By itself, the second condition focuses on the initial employees of the firm and will in many cases include early hires. The third condition then associates entrepreneurship with the top initial earners in the firm. This will clearly be inaccurate in some cases, and some entrepreneurs deliberately take low salaries or no compensation from their firms early on to conserve funds. On the other hand, as we describe below, most firms in our sample are small and are likely reasonably well modelled by this approach. We also show results that drop the third condition and thereby provide statistics related to all initial employees in the firm.

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<sup>4</sup>The data structure of the LEHD and LBD allow for establishments within each firm to have different industries and locations. In rare cases where required in this study, we define the main industry and main location of a multi-unit firm through the facility with the largest number of employees.

<sup>5</sup>There is scope for further work on this regard using the Integrated LBD that contains non-employer firms.

Terms like "entrepreneurship" are also vague in a time dimension. For example, a strict application of our three-part definition would declare the founder of a new firm to be a wage worker starting in the second year of a firm's life, yet many still consider Mark Zuckerberg to be an entrepreneur a decade after the founding of Facebook. For most of our trend statistics, we accordingly use a three-year window that declares an individual to be an entrepreneur if their firm was founded in the prior three years. We still require that the individual had been present in the year of founding and a top initial earner, the second and third conditions. In fact, we do not require the individual remain necessarily associated with the firm, simply that the firm and individual persist. We present results that alternatively use a strict one-year definition.

Our analyses consider the survival and growth of new businesses, which we measure exclusively through the LBD. This choice, which was not obvious to us at the start of this project, is important. By measuring outcomes through the LBD, we capture the full employment and payroll growth that the firm experiences (domestically in the United States). Alternative metrics based upon SEINs alone can miss substantial firm adjustments that occur within LEHD states when they open up new SEIN codes. Moreover, by definition, LEHD-based definitions of growth are subject to the state coverage limitations of the database. Thus, in combination with the discussion above, our strategy can be summarized as follows—[1] find single-unit firm entrants during 1992-2008 in the LBD that are in a covered LEHD state, [2] collect the initial employment records that are contained in LEHD to describe the immigrant-native composition of initial employees and founders, and [3] return to LBD for subsequent growth outcomes. This strategy allows us to retain all entrants and consistently measure growth; fortuitously, it also lets us use the LBD outcome data to 2011 for growth dynamics even though our version of the LEHD ends in 2008. The only potential biases will relate to the specific set of states that we observe and how they compare nationally. On the other hand, this strategy would not necessarily be optimal in cases where one wanted to observe the employment composition of firm growth (e.g., the year-on-year subsequent hiring of immigrant or natives).

Immigrants are simply identified as those persons born outside of the United States. This information is available for all LEHD individuals and is based on the Social Security Administration (SSA) Statistical Administrative Records System (i.e. StARS database). Some of these immigrants may have later been naturalized and become citizens, but that information is not utilized in this study. This is partly due to our focus and also due to uncertainty about the updating procedures for this information. By defining immigration status off of the ICF files, we can depict immigrant entrepreneurship consistently over the sample period, including new arrivals. We separately consider information from the match with the 2000 Census, which records the year when the immigrant arrived into the United States.

Our platform describes immigrant entrepreneurship in general and across sub-populations. We split the sample by low- and high-wage firms using the median quarterly earnings during the year of entry. We also define firms as high-tech if the majority of their employment is in a three-

digit SIC code listed as a high-tech industry in Hecker (1999). Separate characterizations are also provided by one-digit SIC codes. Given the specific academic interest and policy focus on VC-backed firms, we identify entrants that receive VC funding by 2005, as recorded in the Venture Xpert database, using name and geographical-location matching algorithms (Kerr et al., 2014c). As we do not have matches beyond this point, we only study VC-backed entrepreneurship rates through 2005. Finally, we provide some tentative notes about whether firms go public by 2005. This information is collected by observing whether the new firm is later present in the Census Bureau’s Compustat Bridge File, which was last updated for the 2005 public firm cohort.

A detailed data appendix provides specific instructions and commentary for researchers interested in using the LEHD data, with a special focus on the firm-level dimensions and the longitudinal aspect of the LEHD data. This appendix information extends beyond the present study to also document issues noted in Kerr et al. (2014b). Additional restricted-access materials are available upon request.

## 4 Entrepreneurship Trends

Table 2a presents our core trends using all LEHD workers and a three-year definition for entrepreneurship. For these initial tabulations that regard all workers, we do not impose the single-unit firm restrictions or similar, keeping a very broad set of data. Column 2 considers immigrant participation rates in new firms relative to the total immigrant workforce in the LEHD. Approximately 6.0% of immigrants in the LEHD are working in new firms born over the prior three years, with some evidence for a decline in the rate over time. Appendix Table 2a provides the observation counts that underlie these estimates, which cover 3.2 and 4.6 million immigrants in 1995 and 2008, respectively. This appendix table also shows that immigrants constitute 19.3% of the LEHD sample during 1995-2008, growing from 16.4% to 21.2%, and the native rate of employment in new firms averages 4.6% (versus 6.0% for immigrants). The native rate is similarly declining after 2005.<sup>6</sup>

Column 3 documents that 2.1% of immigrants are among the top earners in a new business and thus declared an entrepreneur by our definition. Parallel to Fairlie and Lofstrom (2014) and in sharp contrast to Column 2, this share doubles from 1995 to 2005, before declining some. (We report the trend statistics through 2008, but we hesitate to make too much of the declines observed after 2005. Through 2005, the entry rates are overall stable, and we believe some, if not all, of the decline after 2005 can be traced to declines in match rates of new firms in the Business Registry Bridge between the LEHD and LBD. That said, to the extent that the trends are real, they would match the broad secular decline in employment in young U.S. firms documented by

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<sup>6</sup>While the 11 states are present in the LEHD by 1992, the statistics begin in 1995 to allow full initiation of all of our data and definitions. For example, while we can identify from the LBD the full set of young firms in 1992 (i.e., those born in 1989-1992), we do not know the immigration status of all of their top earners in the first year of the firm’s life.

Decker et al. (2014). Most of our focus is on the share of entrepreneurs who are immigrant, which is not materially influenced by these issues.)

Columns 4-10 consider immigrant shares of activities relative to natives. Columns 4 and 5 repeat the previous two analyses on a relative basis. We estimate immigrants account for about 24% of entrepreneurs and the new employees of firms in our sample. The immigrant share of new entrepreneurs rises dramatically in our sample from 16.7% in 1995 to 27.1% in 2008, while the trend for immigrant shares of initial employees is more modest. Figure 2 graphs these trends. In Column 6, we isolate the top quartile of the initial earnings distribution of start-ups (measured as quarterly averages). Immigrants tend to create firms with lower initial earnings, and the upward trend in immigrant shares for this top quartile is a bit weaker. Some of this pattern resurfaces below when looking at payroll growth regressions.

A number of studies report the share of firms with at least one immigrant founder. This often appears motivated by a desire to have the highest share possible for advocacy pieces, but it may also stem from a genuine desire to capture the number of businesses touched in some way by immigrant entrepreneurship. By contrast, our baseline estimates are implicitly allowing fraction immigrant entrepreneurship in firms with several starting employees and weighting larger initial teams more (up to three employees). Columns 7 and 8 show that about 35% of entering SEINs or LBD firms have an initial immigrant employee, with Column 7 also implicitly showing that our LEHD-LBD match is not introducing a bias. Columns 9 and 10 show patterns defined over larger LBD samples. While the results vary somewhat depending on these definitions used, the main message from Table 2a is that the overall time-series pattern of our findings remains largely unchanged—immigrants are accounting for roughly a quarter of entrepreneurs and their share is increasing with time.

Appendix Table 2a provides complementary statistics for the 28 states present in the LEHD by 2000. The wider state panel allows us to assess the potential impact of focusing on just 11 states, including two of the nations most immigrant-heavy states California and Florida. Considering the overlapping 2002-2008 period, our longer panel has an average immigrant worker share of 20.6% compared to 17.3% in the wider sample; likewise the immigrant share of entrepreneurship is 25.4% versus 21.6%. Thus, our "levels" statistics are on the order of 3% higher. On the other hand, rates of immigrant and native entry are extremely close (5.9% vs. 5.8%, 4.5% vs. 4.4%), and all of the 2002-2008 trends are very close to each or even stronger in the wider sample. We thus conclude that our longer state sample may overstate national levels slightly but are otherwise quite representative. This is due in part to the larger average state sizes in the longer panel (despite the addition of Texas in the larger set of states), with the 11 baseline states constituting 57% of the employment in the 28 states during 2002-2008.

Appendix Table 2b shows that the results are robust to defining new firm employment through the first year of business entry only. This narrower definition essentially cuts the rate of firm entry by two-thirds. The one-year employment rate in new firms for immigrants is now 2.0%, compared

to 1.5% for natives, a sizeable differential remaining. The immigrant share of employment in new firms grows from 17.6% in 1992 to 24.9% in 2008, parallel to our baseline results in Table 2a.

Appendix Tables 3a and 3b report results for one-digit industries. Rates of immigrant entry are highest in mining & construction (SIC1), wholesale & retail trade (SIC5), and services (SIC7). Splitting industries at the three-digit level, entry rates tend to be higher for low-tech sectors, but this pattern is inverted around 2000 during the high-tech boom. A similar pattern is evident for VC-backed entry. Some of these patterns reflect inherent differences in entry rates across sectors and over time, common to immigrants and natives. In terms of share of initial employment, immigrants have higher relative representation in manufacturing (SIC2-3), wholesale & retail trade (SIC5), and services (SIC7).

Table 2b repeats Table 2a for the part of our sample of firms that are backed by VC investors. About 0.11% of immigrants are starting top earners in VC-backed firms during 1995-2005. This share is naturally substantially less than the 2.1% in Table 2a due to the relatively small number of ventures receiving VC investment. Reflecting the VC bubble that peaked in 2000, this rate is hump-shaped over time with a peak in 2000. Immigrants constitute about 28% of VC-backed founders, with this fraction increasing over time. The substantial majority of entering VC-backed firms have at least one initial immigrant employee, with the more-similar results regarding overall fractions of founders coming from the fact that VC-backed firms tend to have larger counts of initial employees and larger founding teams. On the whole, immigrant entrepreneurship is somewhat stronger for VC-backed firms than generally, with 30% of the former being immigrants compared to 27% overall in 2005.

Our data platform allows us to compare initial immigrant and native employees by [1] their LEHD characteristics for the full sample and [2] the Census long-form responses for the matched sample. Appendix Tables 4 and 5 provide these results that we quickly summarize here. On average, immigrant employees in new firms tend to be slightly older and more likely to be male, with lower average LEHD quarterly earnings before, during, and after the founding of the firm. By contrast, the average quarterly earnings for immigrant entrepreneurs before, during, and after the founding of VC-backed firms tends to be higher than their native peers. Looking at respondents matched to the 2000 Census, immigrants employed in young firms are more likely to be older, male, married, and have more children. While less likely to own a home, immigrants are more likely to own a higher-priced home and rent more-expensive properties. This is partially connected to immigrants being more likely to live in high-priced gateway cities. The average year of arrival for our 2000 cross-section is 1984, so that the average tenure in the United States in 2000 is 16 years. These statistics are reasonable and comforting for our match, although we focus most of our analytical attention elsewhere. We return later to the year of arrival when considering differences between adult arrivals and those migrating as children.

Fairlie (2013) documents from the 2007 SBO that immigrant-owned businesses represent

13.2% of all businesses in the United States, with \$434,000 in average annual sales (compared to non-immigrant-owned firm sales of \$609,000). Only 28% of immigrant-owned businesses in the SBO hire outside employees, while the share is even smaller (26%) among the non-immigrant-owned businesses. For those that do hire employees, the average number of employees is 8 in the immigrant-owned businesses and 12 in the native-owned businesses. Among our sample, the average initial employment for firms founded by immigrants exclusively is 4.4 workers, compared to 7.0 workers for firms launched exclusively by natives. When both types of founders are present, the average is 16.9 workers. Thus, in general, our data appears to match the broad levels and patterns of the employer firms in the SBO sample, as well as differences in the typical sizes between immigrants and natives. Our overall numbers are naturally lower given the focus on the initial year of the firm (versus a cross-section of employment patterns in existing firms).

## 5 Analysis of Firm Survival and Growth

We next consider differences in the performance of firms founded by immigrants versus natives. Table 3 first provides descriptive statistics for the sample of firms used for analytical work comparable to Tables 2a and 2b. The analytical sample includes firms founded 1992-2005 in a Primary Metropolitan Statistical Area (PMSA) within a state present in LEHD since 1992. Relative to Tables 2a and 2b, several data preparation steps are undertaken to exclude entrants that are multi-unit LBD entering firms and entrants lacking complete information for the considered LBD and LEHD metrics (e.g., reported payroll). The metrics focus on the immigrant-native composition of the top three initial earners. The sample ends with 2005 entrants to allow observation of LBD outcomes until 2011 and to circumvent any issues with the LEHD-LBD match (Business Registry Bridge) in later years.

Table 4a shows a basic tabulation of the data over a three-year growth horizon. We include in this analysis all entering cohorts of firms during the 1992-2005 period, with outcomes measured after three years for each entrant (e.g., 2004 employment for a 2001 entrant). In Panel A, each row represents a separate starting size category in terms of employment. We then tabulate the share of entrants for each starting size category that grow to the level indicated by column headers by the third year, with rows summing to 100%. Thus, Column 2 shows that over one-third of firms close across this time span, while Column 7 shows that very few firms reach or exceed 100 employees, especially when starting from the smallest size category. The cells in bold represent the least moment from initial employment levels, which are the most likely outcome other than business closure.<sup>7</sup>

Panel B provides for each cell the average initial immigrant entrepreneurship share for the firms in that group. Entrepreneur definitions use top three initial earners, independent of whether these individuals remain a top earner in the firm across the three years. The Total rows and

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<sup>7</sup>The majority of closed businesses are failed companies, but closures also include acquired companies should the LBD identifiers change, some of which may be quite successful outcomes.

columns provide the weighted average immigrant entrepreneurship rates for their groups. The shares in Column 8 decline across starting levels reflective of the lower sample average initial employment for immigrant-started businesses noted above. Panel C similarly provides the average initial immigrant employment share for grouped firms independent of initial earnings.

The intriguing initial pattern in the data points to a greater volatility of immigrant entrepreneur outcomes. The immigrant shares are frequently lowest among the bolded cells that represent static employment levels. In all cases, immigrants are more represented among closed firms in Column 2 compared to the bolded cells. Moreover, among the firms that begin with 5-9 or 10+ employees, immigrant shares are lowest in the bolded cells compared to any other movement. In the smallest category, which Panels A shows is the most stagnant of the initial size categories, immigrant shares among those firms remaining at 1-4 employees closely mirrors the overall share. Table 4b similarly considers a six-year growth horizon for cohorts, which uses the LBD data up to 2011 for our 2005 entrants. Over half of entrants fail by year six, which reflects typical start-up life expectancies. The patterns are mostly repeated here, especially in Panel C. In Panel B, there is less evidence of upside growth outcomes.

While intriguing, these tabulations do not account for general differences in when immigrant versus native firms are founded or their other measurable attributes. To address these issues Table 5a considers regressions of the three-year outcomes that take the form,

$$Y_{f,t+3} = \eta_t + \beta \text{ImmigrantEntrepreneurShare}_{f,t} + \gamma X_{f,t} + \epsilon_{f,t},$$

where  $f$  and  $t$  index firms and entering cohorts. We include a vector of cohort fixed effects  $\eta_t$  and control for the initial attributes of the firms ( $X_{f,t}$ ) in terms of their starting log employment and log payroll. Regressions are unweighted and report robust standard errors. Panel A presents the summary statistics for outcome variables. Panel B provides the baseline regression, with the last row giving the relative effect of increasing the immigrant entrepreneur share from zero to one compared to the sample mean.

Column 1 considers firm survival until the third year. On average, 64% of firms survive this long, with immigrant-founded firms being 0.3% less likely to survive compared to similar firms with only native founders. Columns 2-7 consider traits of firms conditional on surviving to their third year. We first look at employment growth, measuring changes relative to the firm's average in two periods following Davis et al. (1996):  $[Y_{f,t+3} - Y_{f,t}]/[(Y_{f,t+3} + Y_{f,t})/2]$ . This measure is bounded by  $[-2, 2]$ , prevents outliers, and symmetrically treats positive and negative shifts. Conditional on survival, firms founded by immigrants show greater growth. Columns 3 and 4, by contrast, show no difference in terms of growth of payroll or establishment counts. The lower payroll growth may indicate lower wage growth, additional jobs being lower wage, or that partial employment is in greater use. Column 5 alternatively models employment growth through indicator variables for the firm achieving more workers than its initial level, while Columns 6 and 7 are similarly defined for the firm reaching 100 workers or being among

the top 10% of firms in terms of employment in its specific industry. These approaches confirm the employment growth observed in Column 2. The final regression shows immigrant-started firms are much more likely to receive VC financing.

Panel C takes a more-stringent approach that controls for cohort-PMSA-industry fixed effects, with industry being defined at the two-digit level of the SIC classification. This approach removes any differences between immigrants and natives to found firms in certain cities or sectors, which can be important for outcomes, and instead compares immigrant outcomes to natives within these narrow cells. We do not view either approach as an inherently better way to describe the data, as differences in the choices of locations and industries are as relevant as differences in within-cell outcomes (e.g., due to different management practices). In some case, this choice has material impacts, while in other cases the results are robust across the variation employed in the estimates.

In Panel C, we see that immigrant entrepreneurs are more likely to survive for three years compared to their closest native peers. The baseline employment growth is substantially diminished in Column 2 compared to Panel A, while some of the binary employment growth outcomes in Columns 5-7 retain more strength. The most robust outcome is achieving the top decile of industry employment, which already has a degree of industry-level benchmarking built into it. Payroll growth is now significantly less than native peers, while establishment count growth is again flat.

Table 5b repeats Table 5a for the six-year outcomes. The relationships in Panel B are quite comparable to the three-year outcomes, with payroll and establishment count growth now more evident. Payroll growth is again noticeably smaller than employment growth. In general, there is greater statistical precision for the results with six-year outcomes, and the relative magnitudes are larger in size compared to the U.S. average outcomes than earlier. The introduction of cohort-PMSA-industry fixed effects in Panel C of Table 5b has a similar effect to what it did for the three-year outcomes. Appendix Tables 6a and 6b repeat these outcomes using simply the initial immigrant employee share as the explanatory variable, finding comparable results. Perhaps the key difference is that the employment growth outcomes are now more robust to the inclusion of the cohort-PMSA-industry fixed effects.

On the whole, the data paint some interesting, albeit tentative and non-causal, differences between firms founded by immigrants versus natives. When incorporating industry and city choice into the variation, immigrant founders have a greater volatility that somewhat mimics the up-or-out dynamics of young firm growth described in Haltiwanger et al. (2013). They fail more frequently, but generate greater employment growth if they manage to stay in business. Over a six-year horizon they become more associated with higher payroll and establishment counts, but these are second-order to employment outcomes. However, much of this action appears to come through the way in which immigrant entrepreneurs chose locations and industries. Conditional on these features, they are more likely to survive than their native peers and modestly more

likely to experience employment growth, with payroll growth under-performing comparable firms founded by natives.

To look a little further behind these regressions, we first conduct several sample splits in Table 6 for the estimations conditional on cohort-PMSA-industry fixed effects. Each coefficient in the table is from a separate regression. The top row repeats the baseline specification, followed by splits between low- and high-wage firms, low- and high-tech sectors, and then VC backing (non-VC-backed results are not reported since they are so close to the baseline outcomes). Several intriguing differences are present. First, variation among low-wage and low-tech groups is generally responsible for our conditional survival relationship. Second, employment growth is generally associated with high-wage and high-tech sectors. Third, payroll growth compared to natives is never present. Fourth, while immigrant-founded ventures are more likely to access VC financing, they do not display stronger outcomes conditional on this financing. This is in many respects a parallel finding to our observation that city-industry choice accounts for much of the observed differences in the general sample. Finally, where employment growth occurs, it is usually about achieving any employment expansion relative to the initial level or reaching the top deciles of an industry, rather than surpassing the threshold of 100 employees (a benchmark that few newly started firms make). This is true for the general and VC-backed samples, suggesting that employment effects due to immigrant entrepreneurship are more likely to come from accumulated contributions of many firms compared to the extreme outcomes of a few high-growth entities that are often emphasized in the popular debate.

In unreported estimations, we also look at the probability of achieving an IPO by 2005, both in the whole sample and among firms backed by VC investors. We do not observe differences for immigrant entrepreneurs in this regard, but we also hesitate to emphasize this result given the early end date of the Compustat Bridge File for our sample.

Table 7 provides our final analysis, which is fairly brief. One goal of this project is to evaluate whether the 2000 Census traits can be incorporated systematically into the immigrant entrepreneurship analysis. Given the policy interest on the age at arrival of immigrants, we choose this dimension and show some initial tabulations in the transition framework of Tables 4a and 4b. We restrict the sample to start-ups that have immigrant founders, and sample sizes require that we combine the final growth outcome in Column 6 to achieving 20 or more employees. The cells now represent the share of immigrant founders in the cell who came to the United States as children. At starting employment levels of nine workers or less, immigrants coming to the United States as children are generally associated with better outcomes in terms of lower closure rates and higher representation among the larger size categories. Immigrants coming to the United States as children are also more likely to start larger firms, and among this largest category they tend to be over-represented among business closures and the firms that achieve the largest employment outcomes. As important, we form a general conclusion from this exercise that researchers will be able to split the samples sufficiently along traits available

in the 2000 Census match to explore outcomes associated with different traits of immigrant entrepreneurs. Tabulations of growth by two or more dimensions (e.g., education and age of arrival) will quickly become strained, require multi-variate regression analysis instead.

## 6 Conclusions and Future Research

The constructed data platform provides new statistics regarding the patterns of business formation by immigrant entrepreneurs and the medium-term success of those businesses. The definition of an entrepreneur used in this study is in many ways dictated by the coverage of the LBD and the LEHD, and hence it is useful to compare our calculations and estimates to those derived from other data sources. Looking back at Table 1, our results tend to fall in the upper-end of the estimates for the immigrant entrepreneur share. There are several factors potentially at work. First, the LEHD data does not identify the actual founders of businesses, and we may be over- or under-inclusive in our definition using the top three initial earners. We have yet to identify a technique to quantify this effect relative to other definitions possible for founders. One of the most feasible comparisons may be business ownership records in the SBO (e.g., Fairlie, 2008, 2012). Ownership estimates will be higher than entrepreneurship estimates due to the larger existing stock of native small business owners compared to new firm formation, and so we do not expect this difference to close. But through the study of new entrants captured in the SBO, perhaps the entrepreneurship metrics can be enhanced or their properties better defined.

Beyond immigrant shares of entrepreneurs, rates of entry are more difficult to reconcile due to many alternatives for both the numerator (who is an entrepreneur?) and the denominator (what population are we comparing this to?). Our data have some distinct traits. First, the LEHD only includes employer firms that file UI records, and thus excludes non-employer firms and self-employment. Addition of these individuals will most likely alter the estimated rates by mainly boosting the numerator. That said, most of the policy focus and academic interest centers on attracting "growth entrepreneurs" that create jobs, in which case a restriction of the analysis to employer firms is actually desired. Second, our denominator focuses on private-sector workers in the LEHD. This denominator could be also more inclusive by incorporating the entire public sector or by being expanded to be all working-age adults in the covered states (e.g., drawn from the Current Population Survey). Using a larger population for the denominator will obviously reduce our measured rate of entrepreneurship. In general, our calculations seek to provide a new, longitudinal view into the patterns of immigrant entrepreneurship and not directly replicate nor necessarily displace findings from earlier studies. Our platform sacrifices on some dimensions (e.g., state coverage, ownership data) and gains on others (e.g., universal samples, longitudinal depth, homogeneity across skills).

While there has been considerable recent interest in immigrant entrepreneurship, as surveyed by Fairlie and Lofstrom (2014), the state of the field in terms of academic studies is still mostly

wide open. Even establishing the basic facts has been hampered by the availability of large-scale, nationally representative longitudinal data that would capture both firm founders and their firms. Below we describe several promising areas for further research, many of which would benefit from greater data availability from administrative sources.

First, it would be helpful to build a more solid research foundation for quantifying the magnitudes of immigrant contributions to the creation of new entrepreneurial firms in the Science, Engineering, Technology and Mathematics (STEM) fields. Many immigration policies specifically target this area—e.g., the longer Optional Practical Training (OPT) period for STEM-degree holders—and much of the concern over encouraging immigrant entrepreneurship focuses here. In doing so, researchers could utilize the employer-employee panel data developed here and ideally also engage in a more-causal analysis of policy changes affecting high-skilled immigration in general and post-study immigration of STEM graduates from U.S. universities in the 2000s and thereafter.

Second, a better understanding of how the existing immigrants in the United States can more effectively engage in starting new businesses requires careful study of the choices and policy constraints faced by immigrants in their decisions to build and grow new firms versus being workers in a larger corporation. We also lack a clear picture of how the successful immigrant founders enter the United States, which can be for reasons as diverse as schooling, employment, family reunification, and more. A study of the transitions or the sequence of events explaining entry by immigrant entrepreneurs and the role of policies in allowing/blocking this transition would be a helpful start. For example, a frequent policy misconception is that the H-1B immigrants are responsible for lots of start-ups, and expanding the H-1B cap would boost entrepreneurship. While it might indeed do so over some horizon, we would anticipate a significant time lag because H-1B workers are tied to their sponsoring employers until a green card is approved, often taking six or more years. A specific evaluation could focus on the transitions of H-1B holders into entrepreneurship. While the current data platform can provide reasonable approximations of H-1B holders—e.g., isolating immigrant computer programmers aged 25-30 who were born in India via the 2000 Census match—a better scenario would be to gain access to the USCIS records on H-1B visa holders and match them to the LEHD and other Census Bureau data sources. Other visa categories lend themselves to similar evaluations, including the OPT visas for F-1 students. Accomplishing such linkages may be hard, but better-quality data ingredients will result in substantially better advice for policy makers.

Continuing on these themes, it is widely thought that immigrant entrepreneurs contribute disproportionately to innovation and technological advancement in the United States (similar to the more-established facts about the role of immigrants for innovation generally). One way to quantify immigrant entrepreneur contributions in the science and innovation arena is the USPTO patent data (Hall et al., 2001), matched to the person- and firm-level data sources available from the Census Bureau. Indeed, while there exist recent studies on the effect of high-skilled

immigration on U.S. innovation, we lack a systematic evaluation of how the creation of new firms by immigrant founders contributes to the overall pace and direction of U.S. innovation and whether these firms produce different types of innovations compared to native-founded (e.g., exploration versus exploitation work). Several studies have made progress on the firm-level matching, (e.g., Kerr and Fu, 2008; Balasubramanian and Sivadasan, 2011; Akcigit and Kerr, 2010) using name-matching techniques. These studies typically find record matching to be easier for larger firms than small start-ups. It would be terrific to have a match of LEHD workers to the inventor records in the USPTO database. Such a match would enable detailed studies of technological trajectories for workers (how start-ups relate to the innovative work of their prior employer), provide greater assurance about the quality of the matches overall, and facilitate interesting work on immigration and other related labor market policies (e.g., non-compete clauses).

In a very similar vein, we have also made significant headway towards identifying firms backed by VC investors in the Census Bureau data (e.g., Chemmanur et al., 2011; Puri and Zarutskie, 2012). Subsequent work in entrepreneurial finance is frequently focusing on individual entrepreneurs and/or their specific VC investors. Individual-level connections of the LEHD workers to these data would provide a very powerful platform for the study of VC-backed entrepreneurial outcomes.

While the current study provides some descriptive analyses for a broader set of geographic areas, a more-detailed analysis of the impact of immigrant entrepreneurship on local job growth and economic development is warranted. Feldman and Kogler (2010) review the literature on the geography of innovation that has come since Audretsch and Feldman (1996). Glaeser et al. (2014) consider the general link of entrepreneurship to city employment growth, and Samila and Sorenson (2011) consider the specific case of VC-backed start-ups. It would be useful to build on this past work to understand the specific case of immigrant entrepreneurship. Many cities and local areas are attempting to leverage immigrant entrepreneurship directly, and we need to know more about the potential efficacy of such efforts and how any stimulus actually accrues. Kerr (2010) finds that ethnic entrepreneurs are particularly important in the reallocation of inventive activity to be near sources of breakthrough innovations and their scaling process (e.g., Duranton, 2007); study of these phenomena within the LEHD data family is quite promising. Similarly, we skip in this study the ethnicity and immigration status of hired employees due to data features noted above (e.g., the expansion of firms across LEHD state lines), and such features would be very natural to incorporate in a local growth context given the complete definitions of employee traits.

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## A Data Appendix: LEHD, Immigration, and Firms

This appendix explains in more detail how the LEHD data are structured and what types of issues are likely to arise when attempting to follow persons and firms over time within the LEHD. It is meant to provide guidance and useful suggestions for researchers interested in utilizing these data to study immigration and entrepreneurship at the firm level. Our analysis files for the current study and some previous studies (Kerr and Kerr, 2013; Kerr et al., 2014b) are available for researchers within the Census RDC network. We can also provide any SAS and Stata programs that have been redacted for any company identification to researchers who do not have access to the Census RDC network, although these files are likely to be of limited use without access to the raw data.

### A.1 LEHD File Structure and Key Identifiers

The LEHD is available for researchers at the Census Research Data Centers. Access to the LEHD requires an approved project and security clearance. This section gives an outline of the LEHD and is geared towards building a firm sample using the LEHD and auxiliary Census Bureau data sets. The LEHD structure is described in greater technical detail in three Census Bureau documents: McKinney and Vilhuber (2008, 2011) and Abowd et al. (2008). We provide here a short description of the relevant data files and variables for the construction of a firm panel, omitting details of other LEHD structure files and variables for brevity. Prospective users of the LEHD are highly encouraged to review the full technical documentation, as well as any previous studies utilizing the LEHD, since the database has complications and issues for which researchers are building codified and tacit knowledge.

The LEHD data are currently available for research purposes for a total of 31 states. All states have signed the Memorandum of Understanding (MOU) to include their data in the LEHD, and once entered into the LEHD they will also retroactively include the data series as far back in time as their state’s information and records permit. It is not yet clear when the remaining states will be included in the database. Discussion below includes more details on the partial state coverage and practical concerns that it raises.

The LEHD covers all private companies operating in the United States, and it allows researchers to analyze these companies and their workers at a very detailed level over a long period of time. Firms and their business units are identified in the LEHD by three main variables: SEIN, EIN, and ALPHA. The SEIN is a state tax identifier, the EIN is a federal tax identifier, and ALPHA is the Census Bureau’s identifier of overall firms. In addition, as firms can have multiple establishments within a state, the LEHD also provides the SEINUNIT number that corresponds to the SEIN reporting unit (i.e., establishment). These variables uniquely identify a firm and its establishments within a calendar quarter and state. The person identifier (PIK) uniquely identifies the worker across all jobs that the individual holds, is derived from

Social Security Numbers, and is anonymized to protect the person’s identity.

The LEHD consists of several separate files describing the firm, worker, and job that the person holds within the firm. These files are organized separately by state, and they have a uniform structure across all states. First, data contained in the employer characteristics file (ECF) and the employment history file (EHF) are essentially provided at the establishment level (i.e., by SEIN and SEINUNIT). As SEINs are only uniquely associated to a specific firm during a given calendar quarter within a given state, creating a firm-level panel requires first assigning each SEIN to a single ALPHA that can then be linked to a single firm entity. This process is discussed in detail below. The person-level information contained in the individual characteristics file (ICF) can then be easily linked to the EHF using the PIK.

The Business Register Bridge (BRB) files are the key for creating firms that combine all multi-unit entities into a single company across all states. The BRB consists of two separate files: the BR list and the ECF list.<sup>8</sup> The former contains the full list of EINs belonging to each ALPHA and is organized by year, EIN, state, county, four-digit SIC, and Census File Number (CFN). The ECF list reports all SEINs belonging to each EIN, and each record is identified by SEIN, SEINUNIT, year, and calendar quarter. The dual nature and differing record structures of the BRB files make them somewhat cumbersome to use, and creating a full mapping of SEINs for each company name in our sample requires several data cleaning steps and additional research for unclear cases. These steps are documented in more detail later in this appendix.

The individual-level information contained in the ICF includes person characteristics such as the date of birth, gender, race, place of birth, and citizenship status. Similarly, the firm-level information in the ECF describes location, industry, payroll, and other firm characteristics at the SEIN and SEINUNIT levels. In turn, each job that a person holds in any of the companies covered by the LEHD is recorded in the EHF. The EHF tells for each calendar quarter how much the person earned while employed in each company that they worked for. The EHF (merged with the ICF) is crucial for calculating statistics on the company workforce over time.

The key ICF variables for identifying immigrants are the place of birth (POBST)<sup>9</sup>, the indicator for foreign place of birth (POBFIN), and the indicator for ever being an alien (ALIEN). These variables allow us to construct a "country of birth" variable.<sup>10</sup> On the other hand, the

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<sup>8</sup>The BRB files are further separated into two vintage files. The older vintage files cover years until 2001, and the newer vintage files cover years 1997-2004. While data for the overlapping years should be mostly identical, there are instances where the linkage information differs between the two files. We prioritize the later vintage information where conflict exists.

<sup>9</sup>The LEHD country codes are based on the official country codes used, for example, by the Department of Defense. They require some additional processing due to the fact that countries have changed over time and the LEHD records the country as written down by the person in their application for a Social Security Number. For example, Germany can show up as GM, BZ, GC or GE depending on the time of application. In unclear cases we used the city of birth variable (POBCITY) to resolve conflicts.

<sup>10</sup>Kerr et al. (2014b) further aggregates these into 10 country groups: [1] China, Hong Kong, and Macao, [2] India, Pakistan, and Bangladesh, [3] other Asian countries, [4] English-speaking countries, [5] Russia and former member states of the Soviet Union, [6] other European countries, [7] Middle East, [8] Africa, [9] Central and South America, and [10] other countries. A detailed breakdown of the country codes is available from the authors by request.

LEHD is missing some information that would be relevant for a study of high-skilled immigration, or indeed for many other economic topics. First, it does not contain information on the job characteristics such as occupation, position held, hours worked, or hourly wage. The employment data do not identify reporting relationships or similar attributes of the corporate hierarchy. Second, the ICF does not report the person's actual education (an imputed version is provided) or their immigrant status (e.g., green card, H1-B visa), or changes in these characteristics. We would ideally like to know the person's initial year of entry into the United States, as well as any changes that have occurred in their immigrant status over time.

## A.2 Other Census Data Required for Firm Identification

The LEHD can be used (and is perhaps most naturally used) at the SEIN level, which for most companies roughly corresponds to an establishment, and for single-unit firms contains the entire firm. In theory, researchers can construct larger "Census firms" by using the BRB to identify all SEINs that belong into a single ALPHA, and then consider the ALPHA to be the unique company identifier. This approach often works fine if one is primarily interested in looking at the cross-section of firms at a specific point in time, but the approach does not work well when one needs to track large, multi-unit companies over time. It is true that most large firms have one core ALPHA under which most of their employment falls within any given year, and this identifier is mostly fixed over time. However, a more careful look at the larger, multi-unit firms studied in Kerr et al. (2014b) finds corporate events such as mergers, acquisitions, spin-offs, etc. substantially weaken the exclusive use of ALPHAs for longitudinal analyses. In other words, an ALPHA with a large number of employees may temporarily disappear, switch to a different ALPHA, or lose (or gain) a very large number of employees from one year to another as a result of corporate restructuring.

This is undesirable if one is interested in describing changes in a firm's workforce related to a specific phenomenon, such as high-skilled immigration. Some of our prior work (Kerr et al., 2014b; Kerr and Kerr, 2013) thus pursues the creation of composite firm entities.<sup>11</sup> Such steps require identifying all of the ALPHAs from the company's workforce during the period of study. With that objective, we find the best approach to be to [1] identify the relevant firms by their names as recorded in the LBD/SSEL and [2] use the LBD/SSEL to identify all ALPHAs that are ever associated with the company name. In other words, the company name becomes the unique firm identifier, and this approach works best when building records for large companies present across the full time period. The most reliable process of identifying ALPHAs for target companies involves a careful review of company histories to identify significant mergers, acquisitions, and

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<sup>11</sup>There can also be conceptual concerns. For example, if the research goal is to study whether immigrants are displacing natives in firms, corporate restructurings need to be very carefully considered. Strictly speaking, an acquisition includes the simultaneous hiring of many immigrant and native workers from the acquired firm, which would have substantial effects on the estimated relationship, but this is not conceptually what studies are after. Kerr et al. (2014b) pursues the creation of composite firms to remove these biases.

spin-offs that take place during the period of interest. The review of company histories is likely to result in a long list of such events. In addition, one should conduct additional research around cases where there is, based on the LBD, a very large shift in the firm employment from one year to the next. These cases often turn out to be mass layoffs, firms going out of business, or other normal events in the firm life-cycle. In some cases, however, one finds overlooked corporate events that should again be accounted for that in the compiling of composite firms.

Researchers should further search the LBD by company name and name variations, including the companies that have merged into the original sample companies. For each company and its acquisitions, one needs to collect all ALPHAs that are contained in the LBD under any of the name variations. For example, if company AAA has acquired companies BBB and CCC, we would find three (or more) separate ALPHAs in the LBD and group these with a composite company identifier that is used in subsequent work. This process produces a unique company name, along with the full list of ALPHAs that should be combined together in the LEHD for each company. Kerr et al. (2014b) further describes the application of this manual process for the study's group of 319 large firms and major patenting firms. These firm lists and associated identifiers are available to researchers with appropriate approvals and data access.

### **A.3 Identification of Firms in the LEHD**

Once the full list of company names and the various ALPHAs belonging to each of the companies are obtained from the LBD, the next step is to use the BRB to identify all EINs ever belonging to those ALPHAs. While the BRB uniquely associates EINs to an ALPHA within a calendar quarter and state, EINs are not necessarily stable over time, potentially creating abrupt changes in the firm employment series that will cause measurement error. The same is true for the SEINs that need to be linked to the ALPHAs via the EIN using the ECF-list. Indeed McKinney and Vilhuber (2008) note that the EIN and SEIN exist for tax administrative purposes, and warn that no straight-forward method exists for linking multiple SEINs into a single firm. Our preferred approach is described in greater detail below.

As LEHD identifiers do not uniquely capture a complete firm entity, we suggest using the cleaned version of company name from the LBD as a unique firm identifier. As explained above, each of these firms may contain one or more ALPHAs, and almost certainly contain more than one EIN and SEIN. Using the BR-list, one can create a list of ALPHAs that are ever associated with each EIN. Similarly, using the ECF-list, one can create for each SEIN the full list of EINs that the SEIN was ever associated with. Combining these two lists provides the full list of SEINs that ever appeared with an ALPHA. Using the groupings of ALPHAs derived from the LBD, one assembles the full list of SEINs that ever belonged to a composite company. At this point, there are a number of SEINs that appear to belong to multiple companies, and this multiplicity requires careful attention. Also, as some of the company restructuring takes place at the establishment level (e.g., the sale of a plant or division), there are also cases where a specific

EIN or SEIN belongs to multiple companies during the sample period. These cases require some additional research and data cleaning that is also described below.

#### **A.4 Cleaning up EIN and SEIN Associations**

The data thus far contain unique SEINs for which the LEHD data needs to be collected. Before proceeding, one needs to check whether each SEIN in the company sample is a unique match or requires special attention. In the latter cases, researchers are best served prioritizing cases for review through the employment levels of SEINs. Reviewing the employment series is also helpful when verifying whether the SEIN overlap is caused by a corporate event that had not been recognized in the initial firm sample construction. The cleaning process at this stage is fairly manual, and may involve searches for company events. Our preferred method in residual, unclear cases is to assign the SEIN based on the number of years that it is associated with companies.

#### **A.5 Partial LEHD State Coverage**

Appendix Table 1 provides a breakdown of the states included in the LEHD by the year in which their data series begins. As the aim of Kerr et al. (2014b) and similar work is to study the evolution of companies and their employment structures, it is problematic if large shifts in company workforce result simply from the fact that new business units are added into the data when a large state enters the LEHD. We often utilize balanced panels of states that begin at one of three points: 1992 (once Florida joins), 1995 (once Texas joins), or 2000 (once the bulk of states enter). Second, one should consider dropping firms for which the included states do not meet a certain threshold in terms of included employment. For example, one may want to exclude finance firms that have much of their employment in New York, even if they have establishments present in covered states, as one cannot reliably represent the firm and its employment patterns using the LEHD states. These coverage ratios can be determined using the LBD.

#### **A.6 Merging External Firm-Level Data into the LEHD**

There are many firm-level data sources that are of interest for the analysis of firms and immigration. For example, researchers may want to incorporate Labor Condition Application (LCA) data from the Department of Labor (DOL), which is a first step in the application for an H-1B visa from the United States Citizenship and Immigration Services (USCIS). While the USCIS does not release systematic data on the number of H-1B applications and granted visas by firm, microdata on LCAs are available by firm from the DOL.<sup>12</sup> These data contain all LCAs starting from 2001 and include the employer name, address, the number of jobs they wish to fill, and the specific job characteristics (title, occupation, proposed wage, etc.).

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<sup>12</sup>The data can be retrieved from: <http://www.flcdatacenter.com/CaseH1B.aspx>

The firm names in the LCA database are entered as they appear on the original application. Since the applications are sent separately by different company locations, there may be variations of the company name that need to be dealt with before aggregating the LCAs under the overall company name. For example, 7-Eleven may submit LCAs under slight name variations such as "7-Eleven", "7 Eleven", "7-Eleven Inc", and "7-Eleven Inc". Also, the issues related to corporate restructurings resurface here as well. Once the names in the LCA data are cleaned and aggregated, we create a crosswalk for the company names to merge the LCA data into the LEHD data. The aggregated LCAs can then be easily merged into the LEHD by the clean firm name.

A second example is the merger of patent data into the LEHD-LBD to study innovation outcomes. Again, as firm naming conventions vary between the LBD and the USPTO data, another name cleaning step is required. Researchers also must aggregate multiple USPTO assignees into parent firms. Finally, for many purposes it would be useful to know more about the actual firms than is reported in the LEHD. One example of an external firm-level data set is the Compustat company database. Compustat provides standardized company financials for publicly traded companies. These data are merged via bridge files or crosswalks similar to those described.

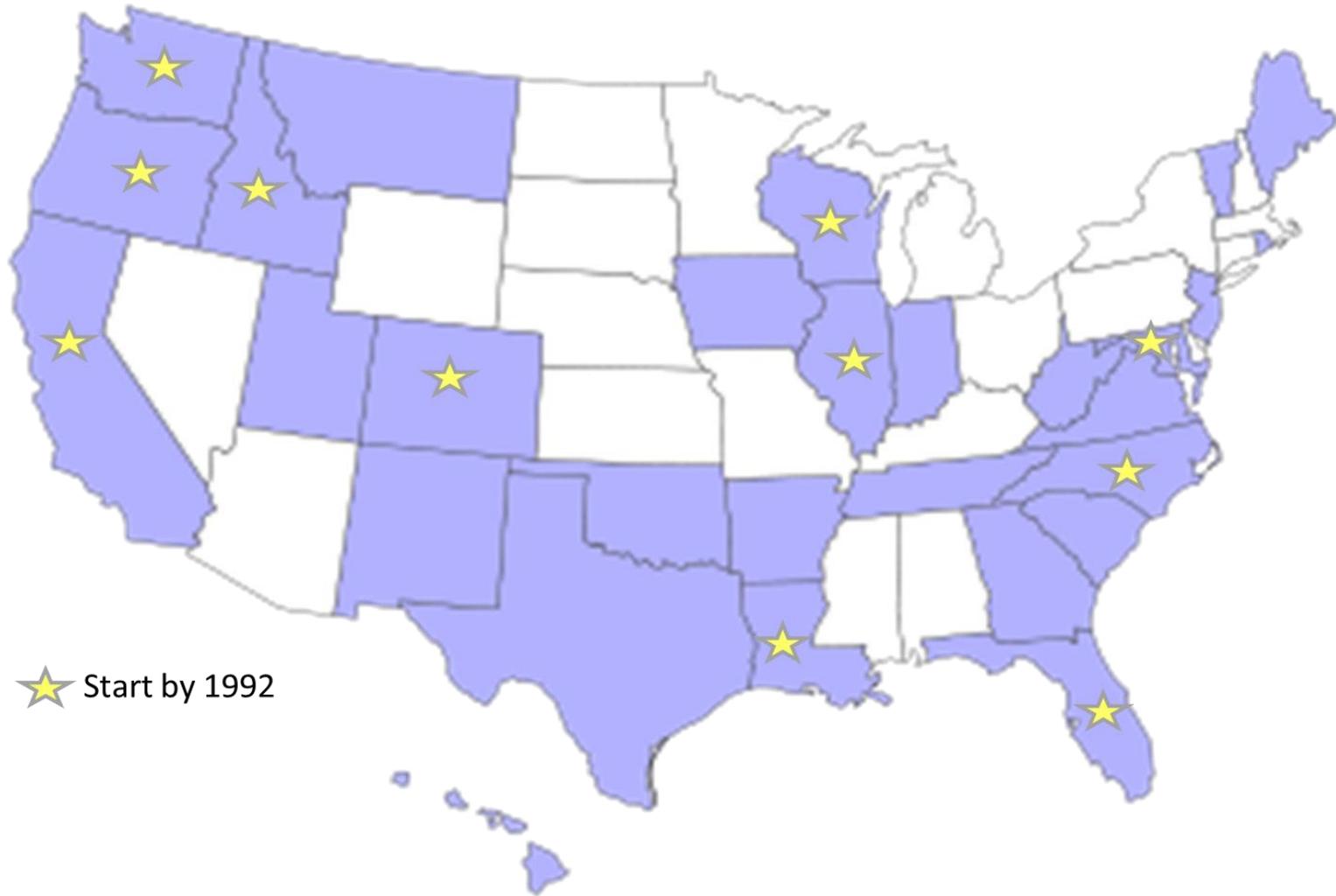
## **A.7 Merging Internal Person-Level Data into the LEHD**

While merging the company-specific data into our LEHD platform is relatively easy using the company name, person-specific data matches require the use of the PIK created by the Census Bureau. Three internal data sources can be directly linked to the LEHD: [1] long-form responses from the 1990 and 2000 Decennial Censuses, as well as the related American Housing Surveys, [2] the Current Population Survey (CPS), and [3] the Survey of Income and Program Participation (SIPP). For the purposes of our study, the Census and the CPS contain some very relevant information that is not present in the LEHD, including occupation and actual education. As the LEHD contains the CPS person and household identification numbers, as well as the years during which the PIK matches the CPS identifier, it is relatively straight forward to combine CPS data into the LEHD. The CPS does not provide a time series of observations for each respondent, and the occupation is a point-in-time snapshot for each person that does not necessarily correspond to the actual job that the person is doing in the LEHD. Similarly, the Census data is easy to link into the LEHD using the PIKs. Household characteristics can be linked to each of the matched persons using the household identifiers that are internal to the Census Bureau data.

Most person-level record in the LEHD have a one-to-one match to the CPS and Census. We exclude the few cases where we find multiple CPS or Census observations (e.g., in different states). As there are less than 0.01% of such persons, including them either multiple times or randomly allocating the information from one of the CPS or Census observations makes no difference in terms of the results of the statistical analysis.

# Figure 1: LEHD state coverage

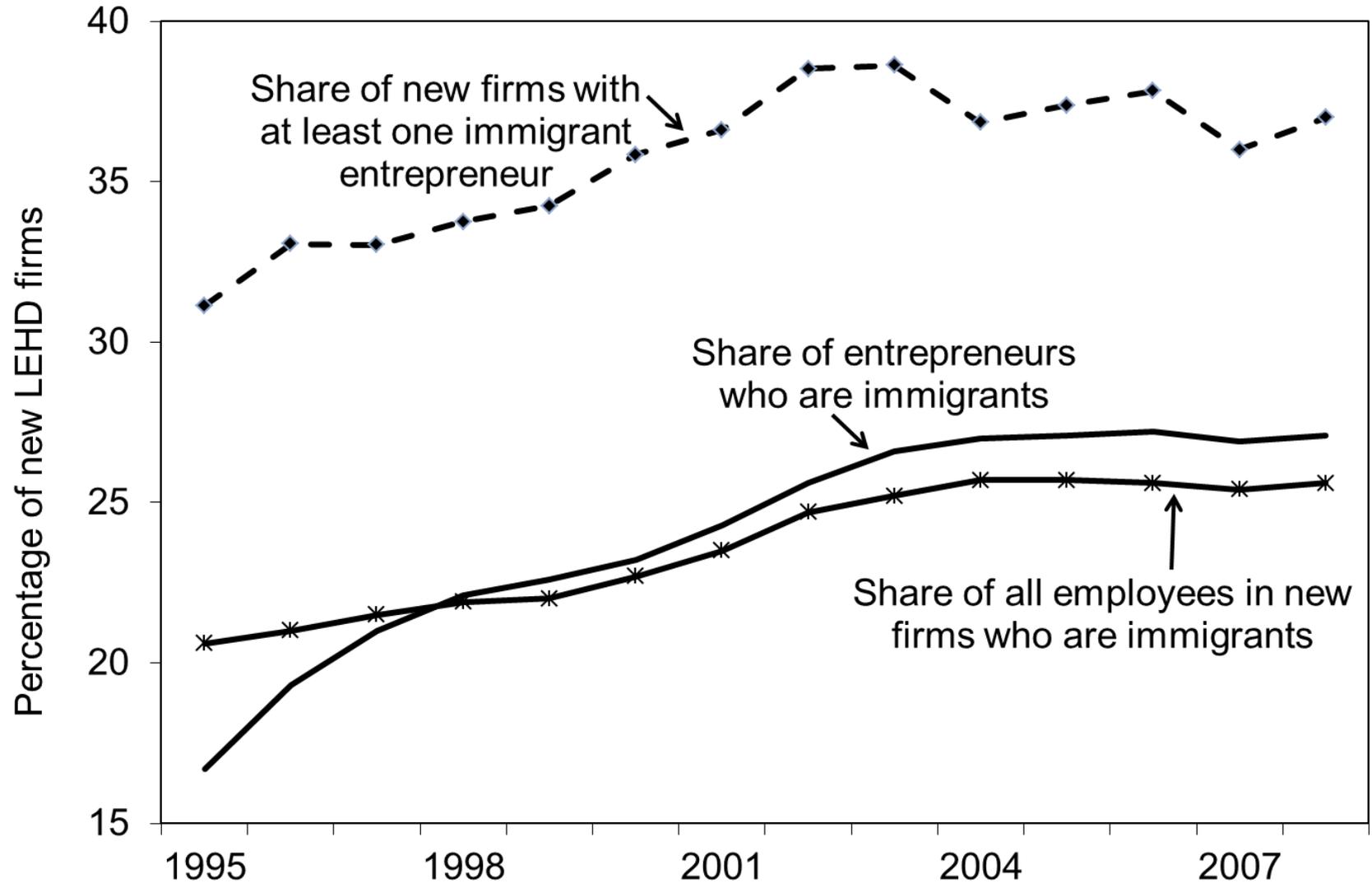
Stars indicate 11 states whose coverage begins by 1992



★ Start by 1992

Notes: The figure indicates with shading the states that are covered by the 2008 version of the LEHD used in this study. Alaska is not covered. Stars indicate the 11 states whose coverage begins by 1992. The wider sample used in this study includes all shaded states excepting Arkansas. Coverage for all states ends in 2008.

**Figure 2: LEHD immigrant entrepreneurship trends**  
 Entrepreneurs defined as top three initial earners in business



Notes: See Table 2a. Sample includes 11 states present in the LEHD by 1992: CA, CO, FL, ID, IL, LA, MD, NC, OR, WA, and WI. New firms are defined through the LBD and retain their entering status for the first three years of the firm's life. Entrepreneurs defined as top three initial earners in business.

**Table 1: Previous studies on immigrant entrepreneurship**

Study	Data sources	Sample design	Period	Immigrant entrepreneur share	Founding rate among immigrants	Founding rate among natives
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Saxenian (1999)	Dun & Bradstreet, surveys	Silicon Valley tech firms	1980-1998	24%	n/a	n/a
Anderson & Platzer (2006)	Thomson Financial, survey, internet	340 publicly-traded, venture-capital backed firms, independent in 1990-2005	1990-2005	25%	n/a	n/a
Wadhwa et al. (2007)	Dun & Bradstreet, surveys	US tech firms with >\$1m sales and >20 employees	1995-2005	25%	n/a	n/a
Reynolds & Curtin (2007)	Panel Study of Entrepreneurial Dynamics	New founders who plan to grow firm to 50+ employees	1999	15%	n/a	n/a
Monti et al. (2007)	MA Biotech Council member list	New England biotech firms	2006	26%	n/a	n/a
Fairlie (2008)	Census IPUMS 2000, Current Population Survey 1996-2007	Working-age business owners, work >15 hours per week	2000, 1996-2007	17%	0.4%	0.3%
Hart & Acs (2010)	Survey	"High-impact" high-tech companies	2002-2006	16%	n/a	n/a
Robb et al. (2010)	Kauffman Firm Survey	High- and medium-tech firms founded in 2004	2004	10.3%	n/a	n/a
		Firms founded in 2004 that survived until to 2008	2008	9.4%	n/a	n/a
Hunt (2011)	NSCG 2003	College degree holders, working in 2003	1998-2003	n/a	0.8%	0.6%
Fairlie (2012)	Survey of Business Owners 2007, Current Population Survey 1996-2010	Owners of businesses in 2007, Workforce in 2010	2007, 2010	13%	0.6%	0.3%

Notes: The immigrant share of entrepreneurs in Saxenian (1999) covers only Chinese and Indian ethnic groups, based on the CEO surnames. The founding rate in Hunt (2011) covers firms founded between 1988 and 2003 that have at least 10 employees in 2003. The founding rates in Fairlie (2008, 2012) are monthly. Fairlie (2008) defines the immigrant entrepreneur share as the percentage of new companies that had at least one immigrant founder (of all business owners 12.5% are immigrants). Hart and Acs (2010) use Corporate Research Board's American Corporate Statistical Library (ACSL) listings to identify the set of "high-impact" companies and obtain survey responses from 29% of them.

**Table 2a: Trends in immigrant entrepreneurship and participation in new firms**

Year	Immigrant rate of employment in new firms	Immigrant entrepreneur rate, defined as top three initial earners in business	Immigrant share of employment in new firms	Immigrant entrepreneur share, defined as top three initial earners in business	Column 5 restricted to top quartile of entrepreneurial income in start year	Share of entering LEHD SEINs with one or more immigrant	Share of entering LBD firms with one or more immigrant	Immigrant share of workers in entering LBD firms	Column 9 weighted by employment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1995	6.3	1.1	20.6	16.7	15.6	29.8	31.1	19.3	18.8
1996	6.4	1.7	21.0	19.3	15.5	30.9	33.1	20.3	19.4
1997	6.2	2.0	21.5	21.0	16.3	31.7	33.0	20.5	19.8
1998	6.1	2.1	21.9	22.1	16.9	32.4	33.8	20.8	20.0
1999	6.2	2.1	22.0	22.6	16.9	33.5	34.3	21.3	20.2
2000	6.1	2.1	22.7	23.2	18.5	34.2	35.9	22.1	20.9
2001	6.0	2.1	23.5	24.3	18.8	35.6	36.6	23.6	22.6
2002	5.9	2.2	24.7	25.6	20.0	36.7	38.5	25.1	23.4
2003	6.1	2.3	25.2	26.6	19.4	36.0	38.6	25.7	24.0
2004	6.3	2.4	25.7	27.0	20.3	35.8	36.8	24.9	24.1
2005	6.3	2.5	25.7	27.1	20.7	35.9	37.4	25.3	24.0
2006	6.0	2.4	25.6	27.2	19.8	35.9	37.8	26.3	24.4
2007	5.5	2.3	25.4	26.9	19.7	34.2	36.0	25.2	24.4
2008	4.9	2.0	25.6	27.1	20.1	35.6	37.0	26.2	24.8
Mean	6.0	2.1	23.7	24.1	18.5	34.2	35.7	23.3	22.2
Ratio 08/95	0.78	1.82	1.24	1.62	1.29	1.19	1.19	1.36	1.32

Notes: Table provides broad trends related to employment in new firms by natives and immigrants in the LEHD and LBD. The sample includes 11 states present in the LEHD by 1992: CA, CO, FL, ID, IL, LA, MD, NC, OR, WA, and WI. Columns 2 and 3 consider immigrant participation rates in new firms relative to the total immigrant workforce in the LEHD. Columns 4-10 consider immigrant shares of activities relative to natives. New firms are defined through the LBD as described in the text and retain their entering status for the first three years of the firm's life. Caution should be exercised with trends from 2006 onwards due to declines in match rates for the Business Registry Bridge between the LEHD and LBD late in the sample. The appendix provides complementary statistics: [1] considering shorter series for 28 states present in LEHD by 2000, [2] adjusting the definition of new firms to apply to the first year of business entry only, and [3] separating one-digit SIC industries.

**Table 2a: Table 2b for firms backed by venture capital**

Year	Immigrant rate of employment in new firms	Immigrant entrepreneur rate, defined as top three initial earners in business	Immigrant share of employment in new firms	Immigrant entrepreneur share, defined as top three initial earners in business	Column 5 restricted to top quartile of entrepreneurial income in start year	Share of entering LEHD SEINs with one or more immigrant	Share of entering LBD firms with one or more immigrant	Immigrant share of workers in entering LBD firms	Column 9 weighted by employment
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1995	1.1	0.04	28.3	24.7	20.1	50.8	61.6	23.6	18.6
1996	1.4	0.07	28.4	24.7	25.1	49.6	73.3	25.5	22.7
1997	1.8	0.09	24.3	25.6	25.1	53.7	64.4	23.6	20.8
1998	1.6	0.12	24.3	27.0	24.0	55.5	74.1	28.9	24.4
1999	2.0	0.14	24.2	27.1	27.4	57.5	76.1	28.4	26.1
2000	2.2	0.17	23.5	27.8	26.4	62.0	87.9	31.7	27.4
2001	2.1	0.16	26.0	30.5	38.5	57.2	76.1	33.6	31.0
2002	1.7	0.13	26.1	32.9	31.5	59.1	83.0	37.7	35.7
2003	1.4	0.11	27.2	31.2	33.1	54.8	77.7	35.4	36.0
2004	1.3	0.10	24.6	30.4	31.3	59.9	79.3	35.7	33.9
2005	1.9	0.10	28.5	30.0	29.1	57.9	79.4	34.9	33.3
Mean	1.7	0.11	25.9	28.4	28.3	56.2	75.7	30.8	28.2
Ratio 05/95	1.73	2.50	1.01	1.21	1.45	1.14	1.29	1.48	1.79

Notes: See Table 2a. Companies backed by venture capital investors are identified through firm names and locations as described in the text. Venture capital matching is available through 2005. Inclusion in the venture capital group occurs if venture capital financing is ever received, rather than being specific to the first years of the firm.

**Table 3: Trends for samples used in analytical work**

Year	Full sample			Firms backed by venture capital		
	Immigrant entrepreneur share, defined as top three initial earners in business	Column 2 with employment weights	Share of entering firms with one or more immigrant entrepreneur	Immigrant entrepreneur share, defined as top three initial earners in business	Column 2 with employment weights	Share of entering firms with one or more immigrant entrepreneur
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1995	19.2	18.1	23.7	22.3	15.2	35.6
1996	20.2	18.4	25.1	21.9	17.4	42.6
1997	20.5	19.3	25.5	25.2	23.3	39.4
1998	20.7	19.2	25.9	28.1	17.0	44.0
1999	21.2	19.4	26.7	28.0	25.1	48.5
2000	22.2	20.6	28.1	28.7	21.6	49.4
2001	23.6	21.9	29.4	30.1	24.5	53.8
2002	25.0	22.3	30.8	34.4	26.8	58.0
2003	25.6	23.3	31.3	30.9	25.1	52.1
2004	24.9	23.5	30.3	32.0	22.7	57.5
2005	25.2	23.2	30.6	31.2	27.0	49.5
Mean	22.6	20.8	27.9	28.4	22.3	48.2
Ratio 05/95	1.31	1.28	1.29	1.40	1.78	1.39

Notes: Table provides descriptive statistics for the sample of firms used for analytical work. The sample includes firms founded 1992-2005 in a PMSA within a state present in LEHD since 1991. Relative to Tables 2a and 2b, several data preparation steps are undertaken to exclude entrants that are multi-unit LBD entering firms and entrants lacking complete information for considered LBD and LEHD metrics (e.g., reported payroll). Metrics focus on the immigrant-native composition of the top three initial earners. The sample ends with 2005 entrants to allow observation of LBD outcomes to 2011 and to circumvent issues with the LEHD-LBD match in later years. Employment weights are capped at 50 initial employees.

**Table 4a: Growth tabulations and immigrant entrepreneurship share, 3-year horizon**

Row headers group by initial employment:	Employment after three years:						Total
	Closed	1-4 empl.	5-9 empl.	10-19 empl.	20-99 empl.	100+ empl.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Panel A: Distribution of outcomes by initial firm size, full sample (rows sum to 100%)							
1-4 employees	0.392	<b>0.448</b>	0.110	0.034	0.014	0.001	
5-9 employees	0.356	0.167	<b>0.281</b>	0.144	0.049	0.003	
10+ employees	0.385	0.040	0.087	<b>0.209</b>	0.246	0.033	
Panel B: Starting immigrant entrepreneurship share in new firms by outcome distribution							
1-4 employees	0.226	<b>0.220</b>	0.205	0.200	0.205	0.212	0.220
5-9 employees	0.208	0.206	<b>0.180</b>	0.182	0.213	0.187	0.196
10+ employees	0.200	0.207	0.202	<b>0.179</b>	0.181	0.166	0.190
Total	0.220	0.219	0.196	0.187	0.191	0.173	0.212
Panel C: Starting immigrant employment share in new firms by outcome distribution							
1-4 employees	0.230	<b>0.224</b>	0.209	0.205	0.213	0.240	0.224
5-9 employees	0.213	0.209	<b>0.183</b>	0.187	0.221	0.218	0.200
10+ employees	0.215	0.217	0.203	<b>0.182</b>	0.197	0.232	0.203
Total	0.226	0.222	0.199	0.191	0.204	0.232	0.217

Notes: Table describes transition/growth properties over 3-year horizon for entering cohorts 1992-2005, with outcomes measured after three years for each entrant (e.g., 2004 for a 2001 entrant). Panel A tabulates the share of entrants for each starting size category that grow to the level indicated by column headers, with rows summing to 100%. Panel B provides for each cell the average initial immigrant entrepreneurship share for grouped firms. Entrepreneur definitions use top three initial earners, independent of whether these individuals remain with the firm or as a top earner in the firm. Panel C provides for each cell the average initial immigrant employment share for grouped firms.

**Table 4b: Table 4a with a 6-year horizon**

Row headers group by initial employment:	Employment after six years:						Total
	Closed	1-4 empl.	5-9 empl.	10-19 empl.	20-99 empl.	100+ empl.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Panel A: Distribution of outcomes by initial firm size, full sample (rows sum to 100%)							
1-4 employees	0.571	<b>0.299</b>	0.082	0.032	0.015	0.001	
5-9 employees	0.536	0.130	<b>0.180</b>	0.105	0.046	0.003	
10+ employees	0.566	0.037	0.065	<b>0.136</b>	0.171	0.024	
Panel B: Starting immigrant entrepreneurship share in new firms by outcome distribution							
1-4 employees	0.226	<b>0.215</b>	0.203	0.198	0.201	0.221	0.220
5-9 employees	0.208	0.192	<b>0.178</b>	0.174	0.203	0.178	0.196
10+ employees	0.198	0.199	0.206	<b>0.175</b>	0.173	0.155	0.190
Total	0.220	0.213	0.196	0.183	0.186	0.170	0.212
Panel C: Starting immigrant employment share in new firms by outcome distribution							
1-4 employees	0.230	<b>0.219</b>	0.206	0.203	0.209	0.241	0.224
5-9 employees	0.212	0.195	<b>0.179</b>	0.180	0.209	0.220	0.200
10+ employees	0.214	0.205	0.204	<b>0.177</b>	0.189	0.215	0.203
Total	0.225	0.216	0.198	0.188	0.198	0.221	0.217

Notes: See Table 4a. Outcome distributions use a 6-year horizon for each entrant (e.g., 2007 for a 2001 entrant).

**Table 5a: Regressions of 3-year outcomes using LBD firms**

	Traits of surviving firms in the third year							(8)
	Fraction alive in third year	Employment growth relative to firm's average	Payroll growth relative to firm's average	Establishment count growth relative to firm's average	(0,1) 3rd-year employment exceeds initial level	(0,1) 3rd-year employment exceeds 100 workers	(0,1) 3rd-year employment is in top decile of industry	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Panel A: Summary statistics								
Mean	0.6418	0.2726	0.2449	0.0033	0.5133	0.0086	0.0848	0.0027
SD	0.4866	0.6823	0.7216	0.0567	0.4998	0.0921	0.2787	0.0515
Observations	535,581	329,261	329,261	329,261	329,261	329,261	329,261	535,581
Panel B: Estimation with cohort fixed effects and controls for initial traits								
Firm's immigrant entrepreneur share	-0.00335 (0.00186)	0.03130 (0.00301)	0.00037 (0.00356)	-0.00025 (0.00022)	0.01919 (0.00241)	0.00159 (0.00036)	0.00362 (0.00109)	0.00232 (0.00020)
$\beta$ / Mean of DV	-0.005	0.115	0.002	-0.076	0.037	0.185	0.043	0.872
Panel C: Estimation with cohort-PMSA-industry fixed effects and controls for initial traits								
Firm's immigrant entrepreneur share	0.01851 (0.00247)	0.00190 (0.00483)	-0.02375 (0.00569)	-0.00024 (0.00036)	0.00656 (0.00384)	0.00047 (0.00064)	0.00298 (0.00184)	0.00045 (0.00031)
$\beta$ / Mean of DV	0.029	0.007	-0.097	-0.073	0.013	0.055	0.035	0.169

Notes: See Tables 3 and 4a. Table quantifies how the outcomes of new firms vary by the share of the top three initial earners who are immigrants. The sample includes firms founded 1992-2005 in a PMSA within a state present in LEHD since 1991. Outcome variables are measured through 2011 using the LBD. Columns 2-4 measure growth by comparing the change during the period to the average of the start and end values for the firm. Regressions are unweighted, report robust standard errors, and control for the initial traits of starting log employees and log payroll of the venture.

**Table 5b: Table 5a with a 6-year horizon**

	Traits of surviving firms in the sixth year						
	Fraction alive in sixth year	Employment growth	Payroll growth	Establishment count growth	(0,1) 6th-year employment exceeds initial level	(0,1) 6th-year employment exceeds 100 workers	(0,1) 6th-year employment is in top decile of industry
		relative to firm average	relative to firm average	relative to firm average			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Panel A: Summary statistics							
Mean	0.4350	0.3097	0.3643	0.0034	0.5362	0.0102	0.0842
SD	0.4958	0.7403	0.7984	0.0591	0.4987	0.1003	0.2776
Observations	535,581	233,000	233,000	233,000	233,000	233,000	233,000
Panel B: Estimation with cohort fixed effects and controls for initial traits							
Firm's immigrant entrepreneur share	-0.01365 (0.00188)	0.04678 (0.00393)	0.00876 (0.00468)	0.00047 (0.00029)	0.02899 (0.00290)	0.00233 (0.00048)	0.00386 (0.00134)
$\beta$ / U.S. mean	-0.031	0.151	0.024	0.138	0.054	0.228	0.046
Panel C: Estimation with cohort-PMSA-industry fixed effects and controls for initial traits							
Firm's immigrant entrepreneur share	0.01795 (0.00243)	0.00760 (0.00665)	-0.02769 (0.00794)	-0.00032 (0.00038)	0.01326 (0.00489)	0.00157 (0.00087)	0.00029 (0.00245)
$\beta$ / U.S. mean	0.041	0.025	-0.076	-0.094	0.025	0.154	0.003

Notes: See Table 5a.

**Table 6: Split sample regressions**

	Traits of surviving firms in the third year							(8)
	Fraction alive in third year	Employment growth relative to firm's average	Payroll growth relative to firm's average	Establishment count growth relative to firm's average	(0,1) 3rd-year employment exceeds initial level	(0,1) 3rd-year employment exceeds 100 workers	(0,1) 3rd-year employment is in top decile of industry	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Estimation with cohort-PMSA-industry fixed effects and controls for initial traits								
Full sample	0.0185 (0.0025)	0.0019 (0.0048)	-0.0238 (0.0057)	-0.0002 (0.0004)	0.0066 (0.0038)	0.0005 (0.0006)	0.0030 (0.0018)	0.0005 (0.0003)
Low-wage firms	0.0280 (0.0037)	-0.0337 (0.0076)	-0.0186 (0.0093)	-0.0002 (0.0005)	-0.0209 (0.0064)	0.0003 (0.0008)	-0.0027 (0.0026)	0.0000 (0.0001)
High-wage firms	0.0000 (0.0039)	0.0464 (0.0076)	-0.0216 (0.0087)	-0.0007 (0.0006)	0.0370 (0.0058)	-0.0005 (0.0011)	0.0089 (0.0031)	0.0009 (0.0007)
Low-tech firms	0.0222 (0.0027)	0.0001 (0.0051)	-0.0271 (0.0060)	-0.0003 (0.0004)	0.0062 (0.0041)	0.0008 (0.0007)	0.0018 (0.0019)	0.0002 (0.0002)
High-tech firms	-0.0022 (0.0085)	0.0258 (0.0180)	-0.0084 (0.0221)	-0.0001 (0.0016)	0.0254 (0.0135)	-0.0021 (0.0027)	0.0133 (0.0071)	0.0023 (0.0025)
VC-backed firms	0.0319 (0.0871)	-0.2620 (0.1549)	-0.3500 (0.1868)	0.0101 (0.0138)	-0.0709 (0.0792)	-0.0311 (0.0557)	-0.1061 (0.1163)	n.a.

Notes: See Panel C of Table 5a. Each entry in table is a coefficient from a separate regression with the indicated sample.

**Table 7: Distributions of child immigrant entrepreneurship**

Row headers group by initial employment:	Employment after three or six years:					Total
	Closed	1-4 empl.	5-9 empl.	10-19 empl.	20+ empl.	
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Panel A: Share of immigrant entrepreneurs who migrated as children, 3-year distribution						
1-4 employees	0.344	<b>0.366</b>	0.450	0.462	0.333	0.372
5-9 employees	0.329	0.455	<b>0.329</b>	0.438	0.410	0.373
10+ employees	0.493	0.455	0.343	<b>0.337</b>	0.503	0.464
Total	0.391	0.379	0.394	0.403	0.469	0.400
Panel B: Share of immigrant entrepreneurs who migrated as children, 6-year distribution						
1-4 employees	0.348	<b>0.379</b>	0.449	0.426	0.419	0.372
5-9 employees	0.349	0.368	<b>0.361</b>	0.478	0.424	0.373
10+ employees	0.484	0.211	0.375	<b>0.358</b>	0.504	0.464
Total	0.392	0.368	0.410	0.418	0.477	0.400

Notes: See Tables 4a and 4b. Values document the share of immigrant entrepreneurs in each cell that migrated to the United States by age 18. The sample is restricted to immigrant entrepreneurs aged 20-54 in 2000 who are surveyed by the long form of the Decennial Census.

**Appendix Table 1: Initial year of state inclusion in the LEHD**

Year	States entering LEHD	Cumulative state count
(1)	(2)	(3)
1991 or before	CA, CO, ID, IL, LA, MD, NC, OR, WA, WI	10
1992	FL	11
1993	MT	12
1994		12
1995	HI, NM, RI, TX	16
1996	ME, NJ	18
1997	WV	19
1998	GA, IA, IN, SC, TN, VA	25
1999	UT	26
2000	OK, VT	28
2001		28
2002	AR	29

Notes: LEHD files for states run through 2008 in version used in this study. The start year differs by state and is tabulated in this table. Parts of the records for Georgia and Indiana (EHF, ECF) start earlier than 1998.

**Appendix Table 2a: LEHD trends using all earners and 3-year new firm definition**

Year	Count of immigrants in new firms	Count of other immigrant wage workers	Count of natives in new firms	Count of other native wage workers	Total share of immigrants in LEHD workforce	Immigrant rate of employment in new firms	Native rate of employment in new firms	Immigrant share of employment in new firms
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Panel A: LEHD states present by 1992								
1995	203,486	3,036,768	785,550	15,790,590	16.4%	6.3%	4.7%	20.6%
1996	223,594	3,293,336	839,192	16,570,815	16.8%	6.4%	4.8%	21.0%
1997	238,338	3,624,274	870,567	17,448,264	17.4%	6.2%	4.8%	21.5%
1998	254,727	3,901,610	908,048	18,140,574	17.9%	6.1%	4.8%	21.9%
1999	272,662	4,155,365	964,553	18,732,444	18.4%	6.2%	4.9%	22.0%
2000	289,126	4,435,677	986,959	19,356,100	18.8%	6.1%	4.9%	22.7%
2001	299,623	4,665,739	975,544	19,723,010	19.3%	6.0%	4.7%	23.5%
2002	299,436	4,735,170	915,039	19,397,312	19.9%	5.9%	4.5%	24.7%
2003	309,822	4,753,198	918,173	19,079,336	20.2%	6.1%	4.6%	25.2%
2004	326,075	4,847,318	943,294	19,095,634	20.5%	6.3%	4.7%	25.7%
2005	332,789	4,940,653	960,517	19,146,996	20.8%	6.3%	4.8%	25.7%
2006	319,490	5,004,695	926,836	19,177,946	20.9%	6.0%	4.6%	25.6%
2007	275,822	4,755,274	808,396	18,114,772	21.0%	5.5%	4.3%	25.4%
2008	226,923	4,419,645	659,941	16,640,661	21.2%	4.9%	3.8%	25.6%
Panel B: LEHD states present by 2000								
2002	441,395	6,934,124	1,707,180	35,645,504	16.5%	6.0%	4.6%	20.5%
2003	445,892	6,992,493	1,684,916	35,077,100	16.8%	6.0%	4.6%	20.9%
2004	467,017	7,158,582	1,691,993	35,131,620	17.2%	6.1%	4.6%	21.6%
2005	480,555	7,321,284	1,706,917	35,252,448	17.4%	6.2%	4.6%	22.0%
2006	463,757	7,449,546	1,636,558	35,356,856	17.6%	5.9%	4.4%	22.1%
2007	406,863	7,046,721	1,430,924	33,340,478	17.7%	5.5%	4.1%	22.1%
2008	337,481	6,546,091	1,188,784	30,801,124	17.7%	4.9%	3.7%	22.1%

Notes: Table provides counts and statistics related to employment in new firms by natives and immigrants in the LEHD. Panel A presents statistics for 11 states present in the LEHD by 1992. Panel B presents statistics for 28 states present by 2000. Appendix Table 1 lists states. New firms are defined through the LBD as described in the text and retain their new firm status for the first three years of the firm's life. Caution should be exercised with trends from 2006 onwards due to declines in match rates for the Business Registry Bridge between the LEHD and LBD late in the sample.

**Appendix Table 2b: LEHD trends using all earners and 1-year new firm definition**

Year	Count of immigrants in new firms	Count of other immigrant wage workers	Count of natives in new firms	Count of other native wage workers	Total share of immigrants in LEHD workforce	Immigrant rate of employment in new firms	Native rate of employment in new firms	Immigrant share of employment in new firms
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Panel A: LEHD states present by 1992								
1992	44,779	2,138,266	210,127	12,714,686	14.4%	2.1%	1.6%	17.6%
1993	51,648	2,333,491	229,898	13,581,606	14.7%	2.2%	1.7%	18.3%
1994	59,358	2,523,297	253,499	14,236,846	15.1%	2.3%	1.7%	19.0%
1995	69,066	3,171,188	262,376	16,313,764	16.4%	2.1%	1.6%	20.8%
1996	78,994	3,437,936	289,724	17,120,320	16.8%	2.2%	1.7%	21.4%
1997	79,921	3,782,691	285,116	18,033,714	17.4%	2.1%	1.6%	21.9%
1998	89,428	4,066,909	320,526	18,728,096	17.9%	2.2%	1.7%	21.8%
1999	96,208	4,331,822	338,826	19,358,170	18.4%	2.2%	1.7%	22.1%
2000	99,722	4,625,081	326,515	20,016,544	18.8%	2.1%	1.6%	23.4%
2001	97,348	4,867,414	289,267	20,409,288	19.3%	2.0%	1.4%	25.2%
2002	98,299	4,936,307	278,215	20,034,136	19.9%	2.0%	1.4%	26.1%
2003	107,282	4,955,738	311,427	19,686,082	20.2%	2.1%	1.6%	25.6%
2004	113,290	5,060,103	322,457	19,716,472	20.5%	2.2%	1.6%	26.0%
2005	108,715	5,164,724	312,654	19,794,860	20.8%	2.1%	1.6%	25.8%
2006	89,640	5,234,545	268,902	19,835,880	20.9%	1.7%	1.3%	25.0%
2007	69,370	4,961,726	220,519	18,702,576	21.0%	1.4%	1.2%	23.9%
2008	53,731	4,592,837	161,874	17,138,728	21.2%	1.2%	0.9%	24.9%
Panel B: LEHD states present by 2000								
2000	145,662	6,725,760	603,724	36,644,220	15.6%	2.1%	1.6%	19.4%
2001	142,068	7,105,814	538,650	37,404,244	16.0%	2.0%	1.4%	20.9%
2002	143,953	7,231,566	510,025	36,842,660	16.5%	2.0%	1.4%	22.0%
2003	145,438	7,292,947	542,426	36,219,592	16.8%	2.0%	1.5%	21.1%
2004	163,694	7,461,905	570,295	36,253,320	17.2%	2.1%	1.5%	22.3%
2005	159,462	7,642,377	559,928	36,639,440	17.3%	2.0%	1.5%	22.2%
2006	131,504	7,781,799	471,920	36,521,496	17.6%	1.7%	1.3%	21.8%
2007	100,410	7,353,166	385,296	34,386,140	17.7%	1.3%	1.1%	20.7%
2008	79,886	6,803,684	299,585	31,690,322	17.7%	1.2%	0.9%	21.1%

Notes: See Table 2a. Table adjusts the definition of new firms to apply to the first year of business entry only.

**Appendix Table 3a: Immigrant rate of employment in new firms by SIC group**

Year	SIC1	SIC2	SIC3	SIC4	SIC5	SIC6	SIC7	SIC8	Low Tech	High Tech	VC funded
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Panel A: LEHD states present by 1992											
1995	9.4	5.2	3.2	5.2	8.2	4.5	8.4	5.3	6.4	5.4	1.1
1996	9.2	5.3	3.3	5.3	8.2	4.7	8.5	5.6	6.4	5.7	1.4
1997	8.5	5.3	3.4	5.1	8.1	4.8	8.0	5.5	6.2	5.7	1.8
1998	8.4	5.4	3.1	4.8	8.0	5.2	8.0	5.1	6.2	5.4	1.6
1999	8.2	5.5	3.0	5.2	7.8	5.4	8.0	5.2	6.2	6.0	2.0
2000	7.9	5.3	2.8	5.0	7.7	5.4	8.3	5.1	6.0	6.7	2.2
2001	7.5	4.3	2.7	5.3	7.5	5.2	8.3	5.1	6.0	6.5	2.1
2002	7.5	4.5	2.6	5.4	7.6	5.3	7.5	5.0	6.0	5.9	1.7
2003	7.7	3.9	2.9	5.7	7.7	6.1	7.5	5.1	6.2	5.8	1.4
2004	8.0	4.6	2.9	5.9	7.6	6.4	7.5	5.2	6.5	5.1	1.3
2005	8.4	4.7	2.9	5.4	7.6	6.6	7.6	5.0	6.5	4.9	1.9
2006	8.1	4.5	2.6	5.0	7.3	6.2	7.1	4.6	6.2	4.6	1.4
2007	7.4	4.1	2.2	5.4	6.8	5.2	6.3	4.2	5.7	3.9	0.9
2008	6.3	3.2	1.9	4.8	6.2	4.3	5.8	4.1	5.1	3.4	0.3

**Appendix Table 3a, continued**

Year	SIC1	SIC2	SIC3	SIC4	SIC5	SIC6	SIC7	SIC8	Low Tech	High Tech	VC funded
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Panel B: LEHD states present by 2000											
2002	7.6	4.0	2.9	5.4	7.8	5.0	7.6	4.8	6.0	6.0	1.5
2003	7.5	3.6	3.0	5.4	7.8	5.6	7.5	4.7	6.0	5.7	1.2
2004	7.8	4.0	3.0	5.5	7.7	5.8	7.4	4.9	6.2	5.2	1.2
2005	8.1	4.1	2.9	5.2	7.7	6.1	7.6	4.7	6.3	4.9	1.6
2006	7.7	4.0	2.7	4.8	7.4	5.6	7.2	4.4	6.0	4.7	1.2
2007	7.3	3.6	2.3	5.2	7.0	4.8	6.6	4.1	5.6	4.2	0.8
2008	6.4	2.9	2.2	4.7	6.3	4.1	6.0	3.9	5.1	3.8	0.3

Notes: The one-digit SIC codes cover the following industries; SIC1: Metal Mining, Coal Mining, Oil & Gas Extraction, Nonmetal Minerals (except Fuels), General Building Contractors, Heavy Construction (excl. Building), Special Trade Contractors, SIC2: Food & Kindred Products, Tobacco Products, Textile Mill Products, Apparel & Other Textile Products, Lumber & Wood Products, Furniture & Fixtures, Paper & Allied Products, Printing & Publishing, Chemicals & Allied Products, Petroleum & Coal Products, SIC3: Rubber & Misc. Plastics Products, Leather & Leather Products, Stone & Clay & Glass Products, Primary Metal Industries, Fabricated Metal Products, Industrial Machinery & Equipment, Electronic & Other Electric Equipment, Transportation Equipment, Instruments & Related Products, Misc. Manufacturing, SIC4: Railroad Transportation, Local & Interurban Passenger Transit, Trucking & Warehousing, Water Transportation, Pipelines (except Natural Gas), Transportation Services, Communications, Electric, Gas & Sanitary Services, SIC5: Wholesale Trade - Durable Goods, Wholesale Trade - Nondurable Goods, Building Materials & Garden Supplies, General Merchandise Stores, Food Stores, Automotive Dealers & Service Stations, Apparel & Accessories Stores, Furniture & Home furnishings Stores, Eating & Drinking Places, SIC6: Depository Institutions, Nondepository Institutions, Security & Commodity Brokers, Insurance Carriers, Holdings & Other Investment Offices, SIC7: Hotels & Other Lodgings Places, Personal Services, Business Services, Auto Repair & Services & Parking's, Miscellaneous Repair Services, Motion Pictures, Amusement & Recreation Services, SIC8: Health Services, Legal Services, Educational Services, Social Services, Museums & Botanical & Zoological Gardeners, Membership Organizations, Services NEC. The high-tech industries are based on the three-digit SIC classification as shown in Hecker (1999).

**Appendix Table 3b: Immigrant share of employment in new firms by SIC group**

Year	SIC1	SIC2	SIC3	SIC4	SIC5	SIC6	SIC7	SIC8	Low Tech	High Tech	VC funded
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Panel A: LEHD states present by 1992											
1995	13.7	33.2	27.9	16.8	24.5	14.1	20.0	16.0	20.4	22.9	28.3
1996	14.1	33.8	25.7	16.8	25.7	14.8	21.2	16.6	20.9	22.5	28.4
1997	14.2	32.6	26.7	17.1	26.6	15.3	21.8	16.8	21.3	22.9	24.3
1998	14.9	34.4	26.5	17.5	26.8	16.0	22.4	16.8	21.8	22.8	24.3
1999	15.6	34.9	25.8	19.1	26.8	16.0	22.9	17.0	22.0	22.0	24.2
2000	16.6	33.4	28.0	20.8	26.8	16.4	24.0	17.5	22.5	23.6	23.5
2001	17.3	33.0	28.7	21.4	27.5	16.6	25.8	18.4	23.3	24.6	26.0
2002	18.2	33.6	28.2	23.3	29.7	17.7	26.8	19.4	24.6	25.4	26.1
2003	19.3	31.6	26.3	23.6	30.1	19.1	26.3	20.8	25.2	25.4	27.2
2004	19.6	31.0	25.9	23.1	31.3	19.7	27.0	21.9	25.8	24.8	24.6
2005	19.7	30.9	25.9	23.3	31.8	19.9	26.9	21.9	25.6	24.6	28.5
2006	19.9	30.4	25.5	23.0	31.4	20.1	27.0	22.0	25.7	24.7	26.9
2007	19.9	30.4	25.7	21.0	31.1	19.6	26.7	22.1	25.5	24.7	26.3
2008	19.6	28.9	24.6	21.6	30.8	19.4	27.0	22.8	25.7	24.4	28.1
Panel B: LEHD states present by 2000											
2002	16.1	25.3	22.1	17.3	25.5	14.5	22.9	15.9	20.4	21.9	22.7
2003	16.6	23.7	21.5	16.9	26.3	15.6	22.6	16.8	20.8	22.0	23.4
2004	17.0	24.3	21.8	17.4	27.1	16.3	23.4	18.0	21.6	21.5	21.0
2005	17.1	24.7	21.6	18.3	27.9	16.6	23.7	18.2	22.0	21.7	24.6
2006	17.2	24.7	20.9	18.8	28.0	16.8	24.1	18.3	22.1	21.5	23.7
2007	17.5	24.4	20.5	18.4	28.3	16.5	24.1	18.4	22.2	21.5	23.1
2008	17.5	23.3	20.2	18.3	27.9	16.4	24.0	18.8	22.2	21.2	25.3

Notes: See Appendix Table 3a.

**Appendix Table 4: LEHD comparisons of immigrant and native employees in new firms**

Trait	Immigrants		Natives		Immigrant/ native ratio	Difference p-value
	Mean	SD	Mean	SD		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Panel A: Traits of initial employees in new firms, full sample						
Age	37.6	9.2	36.2	9.9	1.037	0.000
Male	61.8	48.6	57.7	49.4	1.071	0.000
Average quarterly earnings in year before founding	\$7,335	\$25,140	\$9,028	\$29,878	0.812	0.000
Average quarterly earnings in year of founding	\$9,305	\$155,301	\$10,236	\$31,949	0.909	0.000
Average quarterly earnings in year after founding	\$10,199	\$23,236	\$11,339	\$33,915	0.899	0.000
N	1,605,979		5,700,578			
Panel B: Panel A for firms backed by venture capital						
Age	34.8	8.2	34.6	8.9	1.008	0.000
Male	0.71	0.46	0.64	0.48	1.100	0.000
Average quarterly earnings in year before founding	\$21,160	\$102,666	\$19,516	\$134,875	1.084	0.089
Average quarterly earnings in year of founding	\$20,137	\$20,603	\$18,525	\$21,456	1.087	0.000
Average quarterly earnings in year after founding	\$24,957	\$23,524	\$23,503	\$28,566	1.062	0.000
N	18,651		48,918			

Notes: Descriptive traits are developed from LEHD.

**Appendix Table 5: 2000 Census comparisons of immigrant and native employees in new firms**

Trait	Immigrants		Natives		Immigrant/ native ratio	Difference p-value
	Mean	SD	Mean	SD		
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Traits of employees in new firms, full sample						
Age	38.1	9.2	36.9	10.0	1.032	0.000
Male	60.0%	49.0%	56.5%	49.6%	1.064	0.000
Married	66.4%	47.3%	53.7%	49.9%	1.235	0.000
Number of children	1.40	1.39	0.98	1.17	1.429	0.000
Bachelor's education and higher	25.2%	43.4%	22.7%	41.9%	1.109	0.000
Home owner	56.6%	49.6%	65.3%	47.6%	0.868	0.000
Home value (max=\$1 million)	\$188,172	\$169,972	\$163,722	\$152,863	1.149	0.000
Implied rental value	\$165,472	\$84,305	\$154,054	\$88,127	1.074	0.000
Move-in date	1994.2	5.7	1992.7	7.7	1.001	0.000
Household income (max=\$2.5 million)	\$65,737	\$74,124	\$69,286	\$72,430	0.949	0.000
Year of arrival to United States	1984.0	9.7				

Notes: Descriptive traits are developed from 2000 Decennial Census match to LEHD. Implied rental value of dwelling is 20x monthly rent.

**Appendix Table 6a: Table 5a with immigrant share of all initial employees**

	Traits of surviving firms in the third year						
	Fraction alive in third year	Employment growth	Payroll growth	Establishment count growth	(0,1) 3rd-year employment exceeds initial level	(0,1) 3rd-year employment exceeds 100 workers	(0,1) 3rd-year employment is in top decile of industry
		relative to firm's average	relative to firm's average	relative to firm's average			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Panel A: Summary statistics							
Mean	0.6418	0.2726	0.2449	0.0033	0.5133	0.0086	0.0848
SD	0.4866	0.6823	0.7216	0.0567	0.4998	0.0921	0.2787
Observations	535,581	329,261	329,261	329,261	329,261	329,261	329,261
Panel B: Estimation with cohort fixed effects and controls for initial traits							
Firm's immigrant employee share	-0.01017 (0.00182)	0.03382 (0.00295)	-0.00062 (0.00350)	-0.00047 (0.00019)	0.01913 (0.00238)	0.00479 (0.00032)	0.00881 (0.00097)
$\beta$ / Mean of DV	-0.016	0.124	-0.003	-0.142	0.037	0.557	0.104
Panel C: Estimation with cohort-PMSA-industry fixed effects and controls for initial traits							
Firm's immigrant employee share	0.01753 (0.00244)	0.00298 (0.00479)	-0.02772 (0.00566)	-0.00039 (0.00033)	0.00629 (0.00383)	0.00454 (0.00054)	0.01103 (0.00167)
$\beta$ / Mean of DV	0.027	0.011	-0.113	-0.118	0.012	0.528	0.130

Notes: See Table 5a.

**Appendix Table 6b: Table 5b with immigrant share of all initial employees**

	Traits of surviving firms in the sixth year						
	Fraction alive in sixth year	Employment growth	Payroll growth	Establishment count growth	(0,1) 6th-year employment exceeds initial level	(0,1) 6th-year employment exceeds 100 workers	(0,1) 6th-year employment is in top decile of industry
		relative to firm average	relative to firm average	relative to firm average			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
Panel A: Summary statistics							
Mean	0.4350	0.3097	0.3643	0.0034	0.5362	0.0102	0.0842
SD	0.4958	0.7403	0.7984	0.0591	0.4987	0.1003	0.2776
Observations	535,581	233,000	233,000	233,000	233,000	233,000	233,000
Panel B: Estimation with cohort fixed effects and controls for initial traits							
Firm's immigrant employee share	-0.02096 (0.00183)	0.05274 (0.00386)	0.01198 (0.00461)	-0.00012 (0.00023)	0.02953 (0.00286)	0.00552 (0.00043)	0.00967 (0.00122)
$\beta$ / U.S. mean	-0.048	0.170	0.033	-0.035	0.055	0.541	0.115
Panel C: Estimation with cohort-PMSA-industry fixed effects and controls for initial traits							
Firm's immigrant employee share	0.01591 (0.00236)	0.01240 (0.00663)	-0.02835 (0.00789)	-0.00039 (0.00038)	0.01319 (0.00490)	0.00484 (0.00078)	0.00779 (0.00228)
$\beta$ / U.S. mean	0.037	0.040	-0.078	-0.115	0.025	0.475	0.093

Notes: See Table 5b.