

## Supplementary Material

FIGURE A1

### Comparison of $\text{INTAN}_{i(t+1)}$ to Other Measures in the Literature

Figure A1 plots the cross-sectional medians of our measure of growth in intangibles investment  $\text{INTAN}_{i(t+1)}$  in the dashed line (---) and growth in intangibles investment  $\text{INTAN}_{i(t+1)}^{\text{PT}}$  in the straight line (—) from Peters and Taylor (2017).

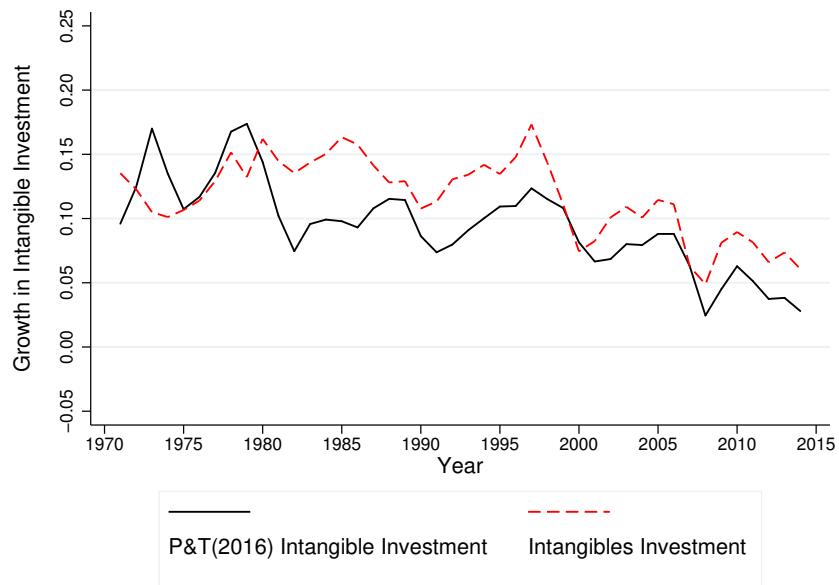
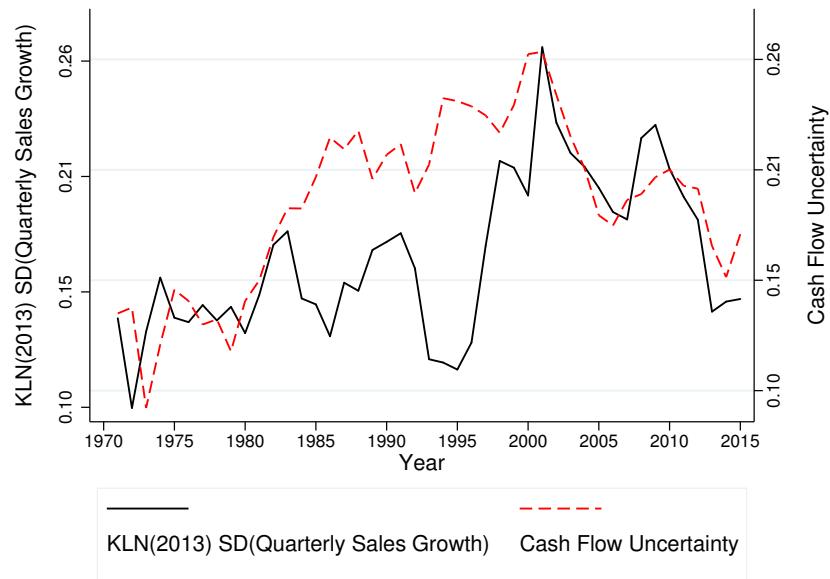


FIGURE A2

**Comparison of  $\sigma_{it}^{\text{CF}}$  to other Measures in the Literature**

Figure A2 plots the cross-sectional medians of cash flow uncertainty  $\sigma_{it}^{\text{CF}}(S)$  in the dashed line (---) and the standard deviation of quarterly sales growth over the trailing 5 calendar years  $\sigma_{it}^{\text{QSG}}$  from Kelly et al. (2013) in the straight line (—).



**TABLE A1**

**Tangible Investment Regressions**

Table A1 reports OLS regression for different specifications of our cash flow uncertainty measures  $\sigma_{it}^{\text{CF}}(S)$  and  $\sigma_{it}^{\text{CF}}(C)$  using different numbers of overlapping year panels (3, 5 and 7 years) and nonoverlapping year panels (1, 2 and 3 years). The dependent variable in all columns is investment in tangibles  $\text{TANG}_{i(t+1)}$ . The regressions in this table cover the entire sample years 1971–2015. The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. FE denotes fixed effects. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A1 (continued)

*Panel A. Different Specifications for  $\sigma_{it}^{CF}$  Overlapping Windows*

Variable	Dependent Variable: Tangibles Investment ( $TANG_{i(t+1)}$ )					
	1	2	3	4	5	6
$\log(TA_{it})$	-0.0354*** (-12.00)	-0.0357*** (-12.19)	-0.0359*** (-12.23)	-0.0352*** (-11.90)	-0.0355*** (-12.04)	-0.0356*** (-12.13)
$Q_{it}$	0.0475*** (25.01)	0.0474*** (24.92)	0.0474*** (24.93)	0.0475*** (25.06)	0.0475*** (24.99)	0.0474*** (24.96)
$CF_{it}/BA_{i(t-1)}$	0.1171*** (7.59)	0.1144*** (7.55)	0.1135*** (7.49)	0.1181*** (7.65)	0.1169*** (7.64)	0.1164*** (7.59)
$BD_{it}/BA_{it}$	-0.1292*** (-9.05)	-0.1293*** (-9.06)	-0.1293*** (-9.04)	-0.1289*** (-9.02)	-0.1290*** (-9.01)	-0.1290*** (-9.02)
$\sigma_{it}^{SR}$	-0.2221*** (-9.35)	-0.2214*** (-9.42)	-0.2217*** (-9.45)	-0.2230*** (-9.37)	-0.2229*** (-9.40)	-0.2230*** (-9.44)
$\bar{r}_{it}$	0.6536*** (15.35)	0.6504*** (15.53)	0.6502*** (15.59)	0.6564*** (15.48)	0.6550*** (15.58)	0.6546*** (15.56)
$\sigma_{it}^{AR}$	-0.0697** (-2.58)	-0.0652** (-2.53)	-0.0638** (-2.53)	-0.0736** (-2.66)	-0.0707** (-2.62)	-0.0704** (-2.62)
$\log(CASH_{it}/K_{i(t-1)})$	0.0414*** (32.33)	0.0414*** (32.41)	0.0414*** (32.39)	0.0414*** (32.37)	0.0414*** (32.44)	0.0414*** (32.44)
$\sigma_{it}^{CF}(S) _{3\text{yr}}^{\text{overlapping}}$	-0.0593*** (-5.55)					
$\sigma_{it}^{CF}(S) _{5\text{yr}}^{\text{overlapping}}$		-0.0751*** (-7.35)				
$\sigma_{it}^{CF}(S) _{7\text{yr}}^{\text{overlapping}}$			-0.0808*** (-7.70)			
$\sigma_{it}^{CF}(C) _{3\text{yr}}^{\text{overlapping}}$				-0.0445*** (-4.44)		
$\sigma_{it}^{CF}(C) _{5\text{yr}}^{\text{overlapping}}$					-0.0522*** (-5.57)	
$\sigma_{it}^{CF}(C) _{7\text{yr}}^{\text{overlapping}}$						-0.0561*** (-5.76)
No. of obs.	100,059	100,059	100,059	100,059	100,059	100,059
$R^2$	0.438	0.439	0.439	0.438	0.438	0.438
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE	Yes	Yes	Yes	Yes	Yes	Yes

TABLE A1 (continued)

 Panel B. Different Specifications for  $\sigma_{it}^{CF}$  Nonoverlapping Windows

Variables	Dependent Variable: Tangibles Investment ( $TANG_{i(t+1)}$ )					
	1	2	3	4	5	6
$\log(TA_{it})$	-0.0349*** (-11.78)	-0.0351*** (-11.89)	-0.0352*** (-11.89)	-0.0348*** (-11.73)	-0.0350*** (-11.80)	-0.0351*** (-11.83)
$Q_{it}$	0.0475*** (25.14)	0.0475*** (25.17)	0.0475*** (25.21)	0.0475*** (25.04)	0.0475*** (25.10)	0.0475*** (25.17)
$CF_{it}/BA_{i(t-1)}$	0.1203*** (7.75)	0.1180*** (7.65)	0.1173*** (7.64)	0.1214*** (7.81)	0.1201*** (7.76)	0.1183*** (7.67)
$BD_{it}/BA_{it}$	-0.1287*** (-8.99)	-0.1290*** (-9.01)	-0.1289*** (-9.02)	-0.1286*** (-8.99)	-0.1287*** (-8.99)	-0.1287*** (-9.00)
$\sigma_{it}^{SR}$	-0.2236*** (-9.27)	-0.2230*** (-9.26)	-0.2230*** (-9.22)	-0.2243*** (-9.30)	-0.2238*** (-9.32)	-0.2230*** (-9.29)
$\bar{r}_{it}$	0.6591*** (15.43)	0.6563*** (15.42)	0.6557*** (15.35)	0.6608*** (15.56)	0.6589*** (15.53)	0.6567*** (15.41)
$\sigma_{it}^{AR}$	-0.0765** (-2.61)	-0.0738** (-2.65)	-0.0723** (-2.64)	-0.0798** (-2.66)	-0.0779*** (-2.71)	-0.0730*** (-2.71)
$\log(CASH_{it}/K_{i(t-1)})$	0.0414*** (32.27)	0.0414*** (32.35)	0.0414*** (32.41)	0.0414*** (32.32)	0.0414*** (32.34)	0.0414*** (32.44)
$\sigma_{it}^{CF}(S) _{1yr}^{\text{no-overlapping}}$	-0.0409*** (-4.19)					
$\sigma_{it}^{CF}(S) _{2yr}^{\text{no-overlapping}}$		-0.0522*** (-4.75)				
$\sigma_{it}^{CF}(S) _{3yr}^{\text{no-overlapping}}$			-0.0545*** (-5.25)			
$\sigma_{it}^{CF}(C) _{1yr}^{\text{no-overlapping}}$				-0.0280*** (-3.69)		
$\sigma_{it}^{CF}(C) _{2yr}^{\text{no-overlapping}}$					-0.0340*** (-3.84)	
$\sigma_{it}^{CF}(C) _{3yr}^{\text{no-overlapping}}$						-0.0427*** (-4.76)
No. of obs.	100,059	100,059	100,059	100,059	100,059	100,059
$R^2$	0.438	0.438	0.438	0.438	0.438	0.438
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE	Yes	Yes	Yes	Yes	Yes	Yes

TABLE A2

**Intangible Investment Regressions**

Table A2 reports OLS regression for different specifications of our cash flow uncertainty measures  $\sigma_{it}^{\text{CF}}(S)$  and  $\sigma_{it}^{\text{CF}}(C)$  using different numbers of overlapping year panels (3, 5 and 7 years) and nonoverlapping year panels (1, 2 and 3 years). The dependent variable in all columns is investment in intangibles  $\text{INTAN}_{i(t+1)}$ . The regressions in this table cover the entire sample years 1971–2015. The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A2 (continued)

 Panel A. Different Specifications for  $\sigma_{it}^{CF}$  Overlapping Windows

Variables	Dependent Variable: Intangibles Investment (INTAN $_{i(t+1)}$ )					
	1	2	3	4	5	6
log(TA $_{it}$ )	-0.0376*** (-9.52)	-0.0380*** (-9.53)	-0.0383*** (-9.52)	-0.0374*** (-9.50)	-0.0377*** (-9.49)	-0.0378*** (-9.50)
Q $_{it}$	0.0423*** (16.89)	0.0422*** (16.87)	0.0422*** (16.82)	0.0423*** (16.89)	0.0423*** (16.91)	0.0422*** (16.88)
CF $_{it}$ /BA $_{i(t-1)}$	0.1135*** (7.72)	0.1101*** (7.59)	0.1084*** (7.50)	0.1154*** (7.90)	0.1136*** (7.74)	0.1127*** (7.79)
BD $_{it}$ /BA $_{it}$	-0.1979*** (-11.09)	-0.1982*** (-11.12)	-0.1982*** (-11.13)	-0.1977*** (-11.07)	-0.1978*** (-11.07)	-0.1978*** (-11.08)
$\sigma_{it}^{SR}$	-0.2398*** (-9.53)	-0.2386*** (-9.49)	-0.2387*** (-9.52)	-0.2409*** (-9.54)	-0.2404*** (-9.53)	-0.2404*** (-9.56)
$\bar{r}_{it}$	0.5203*** (11.87)	0.5158*** (11.79)	0.5145*** (11.79)	0.5237*** (11.84)	0.5215*** (11.80)	0.5205*** (11.77)
$\sigma_{it}^{AR}$	-0.0824*** (-2.83)	-0.0751*** (-2.76)	-0.0718*** (-2.71)	-0.0880*** (-2.93)	-0.0836*** (-2.90)	-0.0820*** (-2.89)
log(CASH $_{it}$ /K $_{i(t-1)}$ )	0.0199*** (13.81)	0.0199*** (13.81)	0.0199*** (13.80)	0.0199*** (13.78)	0.0199*** (13.78)	0.0199*** (13.78)
$\sigma_{it}^{CF}(S) _{3\text{yr}}^{\text{overlapping}}$	-0.0406*** (-3.36)					
$\sigma_{it}^{CF}(S) _{5\text{yr}}^{\text{overlapping}}$		-0.0620*** (-4.39)				
$\sigma_{it}^{CF}(S) _{7\text{yr}}^{\text{overlapping}}$			-0.0728*** (-5.17)			
$\sigma_{it}^{CF}(C) _{3\text{yr}}^{\text{overlapping}}$				-0.0242** (-2.30)		
$\sigma_{it}^{CF}(C) _{5\text{yr}}^{\text{overlapping}}$					-0.0345*** (-2.85)	
$\sigma_{it}^{CF}(C) _{7\text{yr}}^{\text{overlapping}}$						-0.0405*** (-3.11)
No. of obs.	93,058	93,058	93,058	93,058	93,058	93,058
R <sup>2</sup>	0.230	0.230	0.230	0.230	0.230	0.230
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE	Yes	Yes	Yes	Yes	Yes	Yes

TABLE A2 (continued)

 Panel B. Different Specifications for  $\sigma_{it}^{CF}$  Nonoverlapping Windows

Variables	Dependent Variable: Intangibles Investment (INTAN $_{i(t+1)}$ )					
	1	2	3	4	5	6
log(TA $_{it}$ )	-0.0372*** (-9.46)	-0.0373*** (-9.39)	-0.0373*** (-9.50)	-0.0371*** (-9.42)	-0.0372*** (-9.41)	-0.0371*** (-9.48)
Q $_{it}$	0.0423*** (16.93)	0.0423*** (16.90)	0.0423*** (16.90)	0.0423*** (16.94)	0.0423*** (16.92)	0.0423*** (16.91)
CF $_{it}$ /BA $_{i(t-1)}$	0.1169*** (7.95)	0.1160*** (7.91)	0.1161*** (8.11)	0.1185*** (8.05)	0.1173*** (8.08)	0.1175*** (8.14)
BD $_{it}$ /BA $_{it}$	-0.1976*** (-11.05)	-0.1977*** (-11.07)	-0.1977*** (-11.06)	-0.1976*** (-11.04)	-0.1976*** (-11.05)	-0.1976*** (-11.05)
$\sigma_{it}^{SR}$	-0.2415*** (-9.56)	-0.2413*** (-9.53)	-0.2414*** (-9.57)	-0.2423*** (-9.59)	-0.2418*** (-9.56)	-0.2419*** (-9.56)
$\bar{r}_{it}$	0.5256*** (11.92)	0.5246*** (11.82)	0.5248*** (11.85)	0.5277*** (11.90)	0.5262*** (11.80)	0.5265*** (11.87)
$\sigma_{it}^{AR}$	-0.0907*** (-2.86)	-0.0899*** (-2.95)	-0.0901*** (-2.90)	-0.0952*** (-2.90)	-0.0926*** (-2.90)	-0.0930*** (-2.88)
log(CASH $_{it}$ /K $_{i(t-1)}$ )	0.0199*** (13.77)	0.0199*** (13.77)	0.0199*** (13.78)	0.0199*** (13.75)	0.0199*** (13.75)	0.0199*** (13.77)
$\sigma_{it}^{CF}(S) _{1yr}^{no-overlapping}$	-0.0195** (-2.12)					
$\sigma_{it}^{CF}(S) _{2yr}^{no-overlapping}$		-0.0236* (-1.82)				
$\sigma_{it}^{CF}(S) _{3yr}^{no-overlapping}$			-0.0222* (-1.69)			
$\sigma_{it}^{CF}(C) _{1yr}^{no-overlapping}$				0.0075 (-0.82)		
$\sigma_{it}^{CF}(C) _{2yr}^{no-overlapping}$					0.0136 (-1.27)	
$\sigma_{it}^{CF}(C) _{3yr}^{no-overlapping}$						-0.0120 (-1.07)
No. of obs.	93,058	93,058	93,058	93,058	93,058	93,058
R <sup>2</sup>	0.230	0.230	0.230	0.230	0.230	0.230
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE	Yes	Yes	Yes	Yes	Yes	Yes

**TABLE A3**  
**Employment Growth Regressions**

Table A3 reports OLS regression for different specifications of our cash flow uncertainty measures  $\sigma_{it}^{\text{CF}}(S)$  and  $\sigma_{it}^{\text{CF}}(C)$  using different numbers of overlapping year panels (3, 5 and 7 years) and nonoverlapping year panels (1, 2 and 3 years). The dependent variable in all columns is employment growth  $\text{EMP}_{i(t+1)}$ . The regressions in this table cover the entire sample years 1971–2015. The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A3 (continued)

 Panel A. Different Specifications for  $\sigma_{it}^{CF}$  Overlapping Windows

Variables	Dependent Variable: Employment Growth (EMP <sub>i(t+1)</sub> )					
	1	2	3	4	5	6
log(TA <sub>it</sub> )	-0.0299*** (-12.41)	-0.0302*** (-12.51)	-0.0304*** (-12.61)	-0.0299*** (-12.35)	-0.0302*** (-12.45)	-0.0303*** (-12.54)
Q <sub>it</sub>	0.0205*** (20.89)	0.0205*** (20.81)	0.0205*** (20.86)	0.0205*** (20.90)	0.0205*** (20.90)	0.0205*** (20.90)
CF <sub>it</sub> /BA <sub>i(t-1)</sub>	0.0651*** (6.58)	0.0632*** (6.42)	0.0615*** (6.20)	0.0655*** (6.61)	0.0635*** (6.49)	0.0625*** (6.29)
BD <sub>it</sub> /BA <sub>it</sub>	-0.0099 (-1.33)	-0.0101 (-1.35)	-0.0102 (-1.36)	-0.0098 (-1.31)	-0.0099 (-1.32)	-0.0100 (-1.33)
$\sigma_{it}^{SR}$	-0.2074*** (-15.62)	-0.2069*** (-15.67)	-0.2066*** (-15.69)	-0.2078*** (-15.62)	-0.2073*** (-15.66)	-0.2072*** (-15.70)
$\bar{r}_{it}$	0.6377*** (20.22)	0.6353*** (20.25)	0.6338*** (20.23)	0.6388*** (20.24)	0.6367*** (20.23)	0.6356*** (20.22)
$\sigma_{it}^{AR}$	-0.0700*** (-3.25)	-0.0665*** (-3.27)	-0.0633*** (-3.32)	-0.0716*** (-3.27)	-0.0673*** (-3.29)	-0.0656*** (-3.31)
log(CASH <sub>it</sub> /K <sub>i(t-1)</sub> )	0.0122*** (18.34)	0.0122*** (18.32)	0.0122*** (18.34)	0.0122*** (18.33)	0.0122*** (18.35)	0.0122*** (18.39)
$\sigma_{it}^{CF}(S) _{3\text{yr}}^{\text{overlapping}}$	-0.0290*** (-4.58)					
$\sigma_{it}^{CF}(S) _{5\text{yr}}^{\text{overlapping}}$		-0.0403*** (-6.32)				
$\sigma_{it}^{CF}(S) _{7\text{yr}}^{\text{overlapping}}$			-0.0505*** (-6.92)			
$\sigma_{it}^{CF}(C) _{3\text{yr}}^{\text{overlapping}}$				-0.0225*** (-4.08)		
$\sigma_{it}^{CF}(C) _{5\text{yr}}^{\text{overlapping}}$					-0.0332*** (-6.13)	
$\sigma_{it}^{CF}(C) _{7\text{yr}}^{\text{overlapping}}$						-0.0393*** (-6.73)
No. of obs.	92,050	92,050	92,050	92,050	92,050	92,050
R <sup>2</sup>	0.282	0.282	0.282	0.281	0.282	0.282
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE	Yes	Yes	Yes	Yes	Yes	Yes

TABLE A3 (continued)

 Panel B. Different Specifications for  $\sigma_{it}^{CF}$  Nonoverlapping Windows

Variables	Dependent Variable: Employment Growth ( $EMP_{i(t+1)}$ )					
	1	2	3	4	5	6
$\log(TA_{it})$	-0.0297*** (-12.31)	-0.0299*** (-12.36)	-0.0299*** (-12.40)	-0.0298*** (-12.35)	-0.0299*** (-12.36)	-0.0300*** (-12.40)
$Q_{it}$	0.0205*** (20.92)	0.0205*** (20.92)	0.0205*** (21.01)	0.0205*** (20.94)	0.0206*** (20.89)	0.0206*** (20.99)
$CF_{it}/BA_{i(t-1)}$	0.0667*** (6.65)	0.0655*** (6.60)	0.0649*** (6.50)	0.0661*** (6.55)	0.0647*** (6.56)	0.0639*** (6.42)
$BD_{it}/BA_{it}$	-0.0098 (-1.30)	-0.0099 (-1.32)	-0.0098 (-1.31)	-0.0098 (-1.30)	-0.0098 (-1.31)	-0.0098 (-1.30)
$\sigma_{it}^{SR}$	-0.2080*** (-15.53)	-0.2077*** (-15.54)	-0.2077*** (-15.47)	-0.2079*** (-15.62)	-0.2075*** (-15.63)	-0.2072*** (-15.57)
$\bar{r}_{it}$	0.6402*** (20.21)	0.6386*** (20.18)	0.6382*** (20.17)	0.6396*** (20.21)	0.6377*** (20.18)	0.6369*** (20.22)
$\sigma_{it}^{AR}$	-0.0729*** (-3.19)	-0.0714*** (-3.28)	-0.0703*** (-3.26)	-0.0715*** (-3.18)	-0.0695*** (-3.27)	-0.0674*** (-3.26)
$\log(CASH_{it}/K_{i(t-1)})$	0.0122*** (18.31)	0.0122*** (18.30)	0.0122*** (18.34)	0.0122*** (18.28)	0.0122*** (18.32)	0.0122*** (18.36)
$\sigma_{it}^{CF}(S) _{1yr}^{\text{no-overlapping}}$	-0.0208*** (-3.52)					
$\sigma_{it}^{CF}(S) _{2yr}^{\text{no-overlapping}}$		-0.0269*** (-3.48)				
$\sigma_{it}^{CF}(S) _{3yr}^{\text{no-overlapping}}$			-0.0290*** (-3.91)			
$\sigma_{it}^{CF}(C) _{1yr}^{\text{no-overlapping}}$				-0.0210*** (-3.93)		
$\sigma_{it}^{CF}(C) _{2yr}^{\text{no-overlapping}}$					-0.0270*** (-4.52)	
$\sigma_{it}^{CF}(C) _{3yr}^{\text{no-overlapping}}$						-0.0302*** (-5.29)
No. of obs.	92,050	92,050	92,050	92,050	92,050	92,050
$R^2$	0.281	0.282	0.282	0.282	0.282	0.282
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE	Yes	Yes	Yes	Yes	Yes	Yes

TABLE A4  
**Tangible Investment Overidentification IV Regressions**

Table A4 reports instrumental variable results with overidentification tests where asset returns volatility  $\sigma_{it}^{\text{AR}}$  and stock returns volatility  $\sigma_{it}^{\text{SR}}$  are endogenous and instrumented with both cash flow uncertainty  $\sigma_{it}^{\text{CF}}(S)$  and the customer concentration  $\text{HHI}_{it}$ . The dependent variable in this table is investment in tangible assets  $\text{TANG}_{i(t+1)}$ . The regressions in this table cover the years 1976–2015. For each regression, we report the first-stage  $F$ -statistic and the Hansen  $J$ -statistic. The Hansen test is a test of overidentifying restrictions where the joint null hypothesis is that the instruments are valid (i.e., uncorrelated with the error term) and that the excluded instruments are correctly excluded from the estimated equation. The first specification (columns 1 and 2) shows the results with only firm fixed effects (FE), the second specification in columns (3 and 4) shows the results with firm and year fixed effects, and the last specification (columns 5 and 6) shows the results with firm and industry-year fixed effects. The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A4 (continued)

Panel A. Endogeneity in Asset Returns Volatility  $\sigma_{it}^{AR}$ 

Variables	1st Stage - 2nd Stage		1st Stage - 2nd Stage		1st Stage - 2nd Stage	
	$\sigma_{it}^{AR}$	$TANG_{i(t+1)}$	$\sigma_{it}^{AR}$	$TANG_{i(t+1)}$	$\sigma_{it}^{AR}$	$TANG_{i(t+1)}$
$\sigma_{it}^{CF}(S)$	0.1723*** (13.95)		0.1601*** (16.47)		0.1741*** (17.55)	
$HHI_{it}$	0.0068 (1.65)		-0.0010 (-0.69)		0.0011 (0.95)	
$\sigma_{it}^{AR}$		-0.6987*** (-9.29)		-0.6911*** (-9.19)		-0.6661*** (-9.39)
$\log(TA_{it})$	-0.0080** (-2.18)	-0.0368*** (-8.28)	-0.0033*** (-4.28)	-0.0348*** (-9.24)	-0.0040*** (-6.22)	-0.0393*** (-10.50)
$Q_{it}$	-0.0037*** (-3.23)	0.0469*** (19.96)	-0.0024*** (-5.35)	0.0466*** (21.12)	-0.0031*** (-7.68)	0.0441*** (19.53)
$CF_{it}/BA_{i(t-1)}$	-0.0394*** (-6.21)	0.0933*** (6.13)	-0.0372*** (-7.31)	0.0897*** (5.96)	-0.0313*** (-7.50)	0.0831*** (6.08)
$BD_{it}/BA_{it}$	0.0039 (0.73)	-0.1403*** (-6.83)	-0.0080 (-1.56)	-0.1456*** (-7.75)	-0.0030 (-0.77)	-0.1513*** (-8.24)
$\bar{r}_{it}$	0.1191** (2.43)	0.4580*** (10.64)	0.0756*** (6.18)	0.5115*** (12.25)	0.0427*** (4.63)	0.4694*** (11.55)
$\log(CASH_{it}/K_{i(t-1)})$	-0.0029*** (-5.12)	0.0417*** (26.52)	-0.0009*** (-3.86)	0.0430*** (26.37)	-0.0008*** (-3.53)	0.0450*** (27.20)
$g_t^{GDP}$	-0.0053** (-2.43)	0.0012 (0.60)				
$r_t^F$	-0.0014 (-0.73)	0.0079*** (4.52)				
No. of obs.	53,194	53,194	53,194	53,194	53,046	53,046
$R^2$	0.422	0.440	0.539	0.447	0.665	0.474
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE			Yes	Yes		
Industry-year FE					Yes	Yes
1st-stage $F$ -stat.	103.6		135.8		154.4	
Hansen $J$ -stat.		0.0503		0.209		0.424

TABLE A4 (continued)

*Panel B. Endogeneity in Stock Returns Volatility  $\sigma_{it}^{SR}$* 

Variables	1st Stage - 2nd Stage		1st Stage - 2nd Stage		1st Stage - 2nd Stage	
	$\sigma_{it}^{SR}$	$TANG_{i(t+1)}$	$\sigma_{it}^{SR}$	$TANG_{i(t+1)}$	$\sigma_{it}^{SR}$	$TANG_{i(t+1)}$
$\sigma_{it}^{CF}(S)$	0.0542*** (5.65)		0.0477*** (9.27)		0.0484*** (9.52)	
$HHI_{it}$	0.0044 (1.08)		-0.0021 (-1.21)		-0.0003 (-0.21)	
$\sigma_{it}^{SR}$		-2.1429*** (-5.56)		-2.3317*** (-8.55)		-2.4019*** (-8.16)
$\log(TA_{it})$	-0.0113*** (-2.78)	-0.0555*** (-4.76)	-0.0068*** (-3.57)	-0.0485*** (-7.03)	-0.0082*** (-5.11)	-0.0563*** (-8.13)
$Q_{it}$	-0.0062*** (-5.83)	0.0363*** (9.15)	-0.0057*** (-7.36)	0.0350*** (10.51)	-0.0065*** (-8.87)	0.0307*** (8.78)
$CF_{it}/BA_{i(t-1)}$	-0.0339*** (-5.08)	0.0489** (2.36)	-0.0364*** (-6.03)	0.0302 (1.67)	-0.0329*** (-6.21)	0.0248 (1.36)
$BD_{it}/BA_{it}$	0.0377*** (5.57)	-0.0619** (-2.12)	0.0271*** (4.35)	-0.0770*** (-3.08)	0.0312*** (5.95)	-0.0745*** (-2.97)
$\bar{r}_{it}$	0.7002*** (10.85)	1.8783*** (6.52)	0.7959*** (18.18)	2.3175*** (9.88)	0.8200*** (18.61)	2.4135*** (9.27)
$\log(CASH_{it}/K_{i(t-1)})$	-0.0034*** (-6.10)	0.0364*** (16.66)	-0.0020*** (-3.32)	0.0389*** (17.81)	-0.0022*** (-4.27)	0.0402*** (19.09)
$g_t^{GDP}$	-0.0061** (-2.47)	-0.0082 (-1.23)				
$r_t^F$	-0.0001 (-0.06)	0.0087* (1.90)				
No. of obs.	53,182	53,182	53,182	53,182	53,034	53,034
$R^2$	0.535	0.266	0.609	0.274	0.641	0.299
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE			Yes	Yes		
Industry-year FE					Yes	Yes
1st-stage $F$ -stat.	17.63		43.01		45.46	
Hansen $J$ -stat.		0.0911		0.535		0.600

**TABLE A5**  
**Intangible Investment Overidentification IV Regressions**

Table A5 reports instrumental variable results with overidentification tests where asset returns volatility  $\sigma_{it}^{\text{AR}}$  and stock returns volatility  $\sigma_{it}^{\text{SR}}$  are endogenous and instrumented with both cash flow uncertainty  $\sigma_{it}^{\text{CF}}(S)$  and the customer concentration  $\text{HHI}_{it}$ . The dependent variable in this table is investment in intangible assets  $\text{INTAN}_{i(t+1)}$ . The regressions in this table cover the years 1976–2015. For each regression, we report the first-stage  $F$ -statistic and the Hansen  $J$ -statistic. The Hansen test is a test of overidentifying restrictions where the joint null hypothesis is that the instruments are valid (i.e., uncorrelated with the error term) and that the excluded instruments are correctly excluded from the estimated equation. The first specification (columns 1 and 2) shows the results with only firm fixed effects, the second specification (columns 3 and 4) shows the results with firm and year fixed effects, and the last specification (columns 5 and 6) shows the results with firm and industry-year fixed effects. The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A5 (continued)

 Panel A. Endogeneity in Asset Returns Volatility  $\sigma_{it}^{AR}$ 

Variables	1st Stage - 2nd Stage		1st Stage - 2nd Stage		1st Stage - 2nd Stage	
	$\sigma_{it}^{AR}$	INTAN $_{i(t+1)}$	$\sigma_{it}^{AR}$	INTAN $_{i(t+1)}$	$\sigma_{it}^{AR}$	INTAN $_{i(t+1)}$
$\sigma_{it}^{CF}(S)$	0.1727*** (14.08)		0.1609*** (16.44)		0.1747*** (17.70)	
HHI $_{it}$	0.0079* (1.80)		-0.0010 (-0.60)		0.0012 (0.88)	
$\sigma_{it}^{AR}$		-0.4214*** (-3.47)		-0.4656*** (-3.74)		-0.3762*** (-3.47)
log(TA $_{it}$ )	-0.0078** (-2.15)	-0.0610*** (-11.18)	-0.0027*** (-3.04)	-0.0435*** (-8.91)	-0.0036*** (-4.89)	-0.0479*** (-8.17)
Q $_{it}$	-0.0036*** (-3.06)	0.0439*** (13.84)	-0.0022*** (-5.28)	0.0448*** (15.10)	-0.0031*** (-8.18)	0.0422*** (14.91)
CF $_{it}$ /BA $_{i(t-1)}$	-0.0396*** (-6.17)	0.1215*** (6.40)	-0.0371*** (-7.07)	0.1130*** (6.05)	-0.0312*** (-7.17)	0.1163*** (6.40)
BD $_{it}$ /BA $_{it}$	0.0043 (0.83)	-0.1696*** (-6.80)	-0.0082 (-1.63)	-0.1875*** (-7.64)	-0.0031 (-0.88)	-0.1755*** (-6.66)
$\bar{r}_{it}$	0.1220** (2.43)	0.3248*** (5.11)	0.0770*** (6.17)	0.3399*** (6.16)	0.0443*** (4.71)	0.3052*** (6.09)
log(CASH $_{it}$ /K $_{i(t-1)}$ )	-0.0031*** (-4.75)	0.0209*** (11.03)	-0.0010*** (-3.88)	0.0225*** (11.60)	-0.0008*** (-3.28)	0.0241*** (11.49)
$g_t^{GDP}$	-0.0054** (-2.53)	0.0029 (1.45)				
$r_t^F$	-0.0013 (-0.69)	0.0051*** (3.15)				
No. of obs.	49,690	49,690	49,690	49,690	49,527	49,527
R <sup>2</sup>	0.433	0.267	0.551	0.272	0.677	0.313
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE			Yes	Yes		
Industry-year FE					Yes	Yes
1st-stage F-stat.	106.1		136.5		156.9	
Hansen J-stat.		0.0958		0.727		0.494

TABLE A5 (continued)

Panel B. Endogeneity in Stock Returns Volatility  $\sigma_{it}^{SR}$ 

Variables	1st Stage - 2nd Stage		1st Stage - 2nd Stage		1st Stage - 2nd Stage	
	$\sigma_{it}^{SR}$	INTAN $_{i(t+1)}$	$\sigma_{it}^{SR}$	INTAN $_{i(t+1)}$	$\sigma_{it}^{SR}$	INTAN $_{i(t+1)}$
$\sigma_{it}^{CF}(S)$	0.0551*** (5.48)		0.0488*** (8.74)		0.0499*** (9.22)	
HHI $_{it}$	0.0051 (1.21)		-0.0023 (-1.34)		-0.0005 (-0.34)	
$\sigma_{it}^{SR}$		-1.2533*** (-2.92)		-1.5214*** (-3.70)		-1.3164*** (-3.57)
log(TA $_{it}$ )	-0.0111** (-2.70)	-0.0716*** (-7.90)	-0.0061*** (-3.09)	-0.0516*** (-8.00)	-0.0076*** (-4.55)	-0.0566*** (-7.91)
Q $_{it}$	-0.0059*** (-5.47)	0.0380*** (8.64)	-0.0054*** (-6.78)	0.0376*** (9.44)	-0.0062*** (-8.25)	0.0351*** (9.19)
CF $_{it}$ /BA $_{i(t-1)}$	-0.0359*** (-5.13)	0.0944*** (4.00)	-0.0381*** (-5.92)	0.0727*** (3.16)	-0.0344*** (-6.05)	0.0830*** (3.98)
BD $_{it}$ /BA $_{it}$	0.0376*** (5.94)	-0.1236*** (-4.27)	0.0266*** (4.28)	-0.1430*** (-5.05)	0.0313*** (5.99)	-0.1327*** (-4.44)
$\bar{r}_{it}$	0.6914*** (10.71)	1.1446*** (3.88)	0.7871*** (17.89)	1.5066*** (4.75)	0.8102*** (18.25)	1.3610*** (4.70)
log(CASH $_{it}$ /K $_{i(t-1)}$ )	-0.0037*** (-6.26)	0.0175*** (7.28)	-0.0022*** (-3.62)	0.0195*** (8.69)	-0.0023*** (-4.43)	0.0212*** (9.38)
$g_t^{GDP}$	-0.0063** (-2.60)	-0.0027 (-0.59)				
$r_t^F$	-0.0001 (-0.03)	0.0057* (1.93)				
No. of obs.	49,679	49,679	49,679	49,679	49,516	49,516
R <sup>2</sup>	0.539	0.236	0.613	0.233	0.646	0.287
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE			Yes	Yes		
Industry-year FE					Yes	Yes
1st-stage F-stat.	16.97		38.22		42.55	
Hansen J-stat.		0.0602		0.494		0.403

**TABLE A6**  
**Employment Growth Overidentification IV Regressions**

Table A6 reports instrumental variable results with overidentification tests where asset returns volatility  $\sigma_{it}^{\text{AR}}$  and stock returns volatility  $\sigma_{it}^{\text{SR}}$  are endogenous and instrumented with both cash flow uncertainty  $\sigma_{it}^{\text{CF}}(S)$  and the customer concentration  $\text{HHI}_{it}$ . The dependent variable in this table is employment growth  $\text{EMP}_{i(t+1)}$ . The regressions in this table cover the years 1976–2015. For each regression, we report the first-stage  $F$ -statistic and the Hansen  $J$ -statistic. The Hansen test is a test of overidentifying restrictions where the joint null hypothesis is that the instruments are valid (i.e., uncorrelated with the error term) and that the excluded instruments are correctly excluded from the estimated equation. The first specification (columns 1 and 2) shows the results with only firm fixed effects, the second specification (columns 3 and 4) shows the results with firm and year fixed effects, and the last specification (columns 5 and 6) shows the results with firm and industry-year fixed effects. The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A6 (continued)

 Panel A. Endogeneity in Asset Returns Volatility  $\sigma_{it}^{AR}$ 

Variables	1st Stage - 2nd Stage		1st Stage - 2nd Stage		1st Stage - 2nd Stage	
	$\sigma_{it}^{AR}$	$EMP_{i(t+1)}$	$\sigma_{it}^{AR}$	$EMP_{i(t+1)}$	$\sigma_{it}^{AR}$	$EMP_{i(t+1)}$
$\sigma_{it}^{CF}(S)$	0.1762*** (14.01)		0.1630*** (16.57)		0.1759*** (17.20)	
$HHI_{it}$	0.0070 (1.66)		-0.0008 (-0.56)		0.0010 (0.78)	
$\sigma_{it}^{AR}$		-0.2671*** (-4.41)		-0.3051*** (-4.82)		-0.3201*** (-5.16)
$\log(TA_{it})$	-0.0086** (-2.26)	-0.0308*** (-10.39)	-0.0040*** (-4.71)	-0.0307*** (-9.49)	-0.0047*** (-6.70)	-0.0325*** (-10.05)
$Q_{it}$	-0.0036*** (-2.91)	0.0197*** (15.67)	-0.0023*** (-5.20)	0.0203*** (14.61)	-0.0032*** (-7.49)	0.0184*** (13.67)
$CF_{it}/BA_{i(t-1)}$	-0.0386*** (-5.64)	0.0579*** (5.03)	-0.0365*** (-6.70)	0.0543*** (5.07)	-0.0308*** (-6.93)	0.0528*** (5.05)
$BD_{it}/BA_{it}$	0.0039 (0.72)	-0.0154 (-1.41)	-0.0071 (-1.24)	-0.0122 (-1.17)	-0.0030 (-0.67)	-0.0117 (-1.19)
$\bar{r}_{it}$	0.1123** (2.16)	0.4620*** (11.90)	0.0678*** (5.15)	0.4541*** (11.57)	0.0386*** (3.70)	0.4169*** (10.75)
$\log(CASH_{it}/K_{i(t-1)})$	-0.0028*** (-4.74)	0.0135*** (15.79)	-0.0008*** (-2.84)	0.0133*** (15.67)	-0.0006** (-2.63)	0.0143*** (16.32)
$g_t^{GDP}$	-0.0056** (-2.61)	0.0058*** (4.42)				
$r_t^F$	-0.0015 (-0.78)	-0.0021* (-1.92)				
No. of obs.	48,877	48,877	48,877	48,877	48,711	48,711
$R^2$	0.428	0.293	0.547	0.300	0.666	0.337
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes
Year FE			Yes	Yes		
Industry-year FE					Yes	Yes
1st-stage $F$ -stat.	104.0		137.4		149.2	
Hansen $J$ -stat.		0.0284		0.0229		0.0687

TABLE A6 (continued)

*Panel B. Endogeneity in Stock Returns Volatility  $\sigma_{it}^{SR}$* 

Variables	1st Stage - 2nd Stage		1st Stage - 2nd Stage		1st Stage - 2nd Stage	
	$\sigma_{it}^{SR}$	$EMP_{i(t+1)}$	$\sigma_{it}^{SR}$	$EMP_{i(t+1)}$	$\sigma_{it}^{SR}$	$EMP_{i(t+1)}$
$\sigma_{it}^{CF}(S)$	0.0527*** (5.36)		0.0457*** (8.48)		0.0459*** (8.46)	
$HHI_{it}$	0.0045 (1.11)		-0.0023 (-1.30)		-0.0005 (-0.29)	
$\sigma_{it}^{SR}$		-0.8446*** (-3.71)		-1.1176*** (-4.48)		-1.2400*** (-4.73)
$\log(TA_{it})$	-0.0116*** (-2.78)	-0.0383*** (-8.94)	-0.0071*** (-3.40)	-0.0374*** (-9.49)	-0.0084*** (-4.65)	-0.0414*** (-9.83)
$Q_{it}$	-0.0051*** (-4.57)	0.0164*** (8.84)	-0.0047*** (-6.02)	0.0158*** (9.05)	-0.0056*** (-7.64)	0.0125*** (6.86)
$CF_{it}/BA_{i(t-1)}$	-0.0333*** (-4.59)	0.0407*** (2.89)	-0.0361*** (-5.37)	0.0248* (1.85)	-0.0326*** (-5.33)	0.0221 (1.61)
$BD_{it}/BA_{it}$	0.0382*** (5.69)	0.0160 (1.18)	0.0282*** (4.24)	0.0215 (1.57)	0.0326*** (5.66)	0.0297** (2.03)
$\bar{r}_{it}$	0.6687*** (10.29)	0.9967*** (6.16)	0.7670*** (17.76)	1.2899*** (6.55)	0.7950*** (18.22)	1.3899*** (6.70)
$\log(CASH_{it}/K_{i(t-1)})$	-0.0035*** (-5.94)	0.0112*** (9.38)	-0.0020*** (-3.26)	0.0113*** (9.27)	-0.0023*** (-4.11)	0.0117*** (8.88)
$g_t^{GDP}$	-0.0062** (-2.57)	0.0020 (0.78)				
$r_t^F$	-0.0003 (-0.14)	-0.0019 (-1.32)				
No. of obs.	48,867	48,867	48,867	48,867	48,701	48,701
$R^2$	0.532	0.247	0.608	0.220	0.642	0.237
Firm FE	Yes		Yes	Yes	Yes	Yes
Year FE			Yes	Yes		
Industry-year FE					Yes	Yes
1st-stage $F$ -stat.	16.05		36.04		36.16	
Hansen $J$ -stat.		0.0266		0.0937		0.133

TABLE A7  
**Principal Component Regressions**

Table A7 reports OLS regressions where the main independent variable of interest is the statistical principal component of stock returns volatility and cash flow uncertainty  $\text{PC}[\sigma_{it}^{\text{SR}}, \sigma_{it}^{\text{CF}}(S)]$ . The regressions in this table cover the entire sample years 1971–2015. The rest of the covariates are defined in Table 1. The dependent variable in columns 1–3 is tangibles investment  $\text{TANG}_{i(t+1)}$ , in columns 4–6 is intangibles investment  $\text{INTAN}_{i(t+1)}$ , and in columns 7–9 is employment growth  $\text{EMP}_{i(t+1)}$ .  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A7 (continued)

Variables	Tangibles Investment			Intangibles Investment			Employment Growth		
	1	2	3	4	5	6	7	8	9
$\text{PC}[\sigma_{it}^{\text{CF}}(S), \sigma_{it}^{\text{SR}}]$	-0.0212*** (-9.59)	-0.0236*** (-12.74)	-0.0237*** (-13.72)	-0.0199*** (-7.60)	-0.0233*** (-9.77)	-0.0245*** (-11.10)	-0.0175*** (-11.00)	-0.0187*** (-14.70)	-0.0191*** (-15.77)
$\log(\text{TA}_{it})$	-0.0325*** (-10.63)	-0.0360*** (-12.30)	-0.0383*** (-13.59)	-0.0450*** (-12.16)	-0.0384*** (-9.47)	-0.0402*** (-9.23)	-0.0293*** (-14.42)	-0.0305*** (-12.29)	-0.0305*** (-13.67)
$Q_{it}$	0.0489*** (23.95)	0.0477*** (25.09)	0.0451*** (24.74)	0.0437*** (17.14)	0.0425*** (16.90)	0.0397*** (17.53)	0.0212*** (21.83)	0.0208*** (20.82)	0.0194*** (20.16)
$\text{CF}_{it}/\text{BA}_{i(t-1)}$	0.1201*** (8.08)	0.1121*** (7.67)	0.1019*** (7.44)	0.1139*** (7.86)	0.1067*** (7.39)	0.0998*** (7.08)	0.0623*** (6.17)	0.0592*** (6.21)	0.0583*** (6.47)
$\text{BD}_{it}/\text{BA}_{it}$	-0.1357*** (-8.99)	-0.1309*** (-9.19)	-0.1365*** (-9.51)	-0.1955*** (-10.96)	-0.2005*** (-11.23)	-0.1971*** (-10.39)	-0.0155* (-1.94)	-0.0126 (-1.67)	-0.0171** (-2.28)
$\bar{r}_{it}$	0.5045*** (10.96)	0.6120*** (17.01)	0.6109*** (17.85)	0.4115*** (8.87)	0.4610*** (10.69)	0.4648*** (11.69)	0.5565*** (17.69)	0.5785*** (19.86)	0.5660*** (20.23)
$\sigma_{it}^{\text{AR}}$	-0.0640** (-2.38)	-0.0609** (-2.44)	-0.0662** (-2.55)	-0.0428 (-1.49)	-0.0685** (-2.58)	-0.0818*** (-3.81)	-0.0598*** (-3.24)	-0.0598*** (-3.20)	-0.0480*** (-3.21)
$\log(\text{CASH}_{it}/K_{i(t-1)})$	0.0410*** (33.49)	0.0415*** (32.60)	0.0425*** (33.35)	0.0184*** (12.63)	0.0200*** (13.92)	0.0221*** (15.78)	0.0122*** (16.86)	0.0124*** (18.75)	0.0129*** (20.46)
$g_t^{\text{GDP}}$	0.0035** (2.32)			0.0044** (2.56)			0.0065*** (5.76)		
$r_t^F$	0.0078*** (6.75)			0.0063*** (6.49)			-0.0024** (-2.49)		
No. of obs.	100,059	100,059	100,004	93,058	93,058	93,004	92,050	92,050	91,973
$R^2$	0.433	0.438	0.458	0.226	0.230	0.258	0.273	0.281	0.312
Firm FE	Yes								
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A8  
**Alternative Depreciation Assumptions for Intangible Investment**

Table A8 reports the OLS results for intangible investment  $\text{INTAN}_{i(t+1)}$  constructed using alternative assumptions for the depreciation rate  $\delta^I$ . The original measure for intangibles assumes a depreciation rate of  $\delta^I$  of 10%. In this table, we report the results using 0%, 5%, 15%, and 20%. The regressions in this table cover the entire sample years 1971–2015. All covariates are as defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A8 (continued)

	INTAN $_{i(t+1)}^{\delta^I=0\%}$		INTAN $_{i(t+1)}^{\delta^I=5\%}$		INTAN $_{i(t+1)}^{\delta^I=15\%}$		INTAN $_{i(t+1)}^{\delta^I=20\%}$	
Variables	1	2	3	4	5	6	7	8
$\sigma_{it}^{\text{CF}}(S)$	-0.0673*** (-3.76)	-0.0640*** (-4.15)	-0.0642*** (-3.54)	-0.0645*** (-4.11)	-0.0686*** (-3.80)	-0.0731*** (-4.62)	-0.0706*** (-3.78)	-0.0774*** (-4.79)
$\log(\text{TA}_{it})$	-0.0572*** (-17.26)	-0.0409*** (-10.51)	-0.0564*** (-16.62)	-0.0419*** (-10.70)	-0.0551*** (-15.38)	-0.0438*** (-10.67)	-0.0547*** (-14.43)	-0.0451*** (-10.61)
$Q_{it}$	0.0469*** (17.58)	0.0464*** (16.87)	0.0479*** (17.90)	0.0473*** (17.16)	0.0488*** (18.14)	0.0481*** (17.62)	0.0494*** (18.23)	0.0486*** (17.89)
$\text{CF}_{it}/\text{BA}_{i(t-1)}$	0.1117*** (6.92)	0.1034*** (6.49)	0.1167*** (7.06)	0.1084*** (6.62)	0.1232*** (7.26)	0.1154*** (6.84)	0.1258*** (7.44)	0.1181*** (6.99)
$\text{BD}_{it}/\text{BA}_{it}$	-0.1640*** (-9.53)	-0.1774*** (-10.27)	-0.1757*** (-10.19)	-0.1876*** (-10.84)	-0.1954*** (-11.09)	-0.2041*** (-11.48)	-0.2026*** (-11.36)	-0.2100*** (-11.74)
$\sigma_{it}^{\text{SR}}$	-0.1742*** (-5.64)	-0.2115*** (-8.02)	-0.1797*** (-5.85)	-0.2173*** (-8.30)	-0.2083*** (-6.69)	-0.2432*** (-9.70)	-0.2192*** (-7.06)	-0.2551*** (-10.24)
$\bar{r}_{it}$	0.3852*** (7.34)	0.4588*** (9.18)	0.4014*** (7.60)	0.4740*** (9.43)	0.4464*** (7.87)	0.5126*** (10.05)	0.4653*** (8.11)	0.5345*** (10.49)
$\sigma_{it}^{\text{AR}}$	-0.0366 (-1.45)	-0.0632*** (-2.81)	-0.0483 (-1.65)	-0.0762*** (-2.76)	-0.0519* (-1.71)	-0.0797** (-2.64)	-0.0520* (-1.71)	-0.0799** (-2.63)
$\log(\text{CASH}_{it}/K_{i(t-1)})$	0.0186*** (12.13)	0.0198*** (12.85)	0.0189*** (12.07)	0.0202*** (12.85)	0.0195*** (12.34)	0.0209*** (13.12)	0.0202*** (12.53)	0.0217*** (13.42)
$g_t^{\text{GDP}}$	0.0042** (2.37)		0.0041** (2.28)		0.0039** (2.09)		0.0041** (2.15)	
$r_t^F$	0.0068*** (6.53)		0.0067*** (6.44)		0.0069*** (6.45)		0.0070*** (6.53)	
No. of obs.	92,981	92,981	92,912	92,912	92,740	92,740	92,657	92,657
$R^2$	0.236	0.240	0.239	0.243	0.251	0.255	0.257	0.261
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes		Yes		Yes		Yes

TABLE A9  
**Robustness Regressions Using Alternative Measures for Intangibles**

Table A9 reports OLS regression results showing robustness to the use of alternative measure for investment in intangible capital. Specifically, we use intangible investment data from [Peters and Taylor \(2017\)](#) to test if our measure of cash flow uncertainty yields similar results. The regressions in this table cover the entire sample years 1971–2015. Columns 1–3 report OLS regression results where the dependent variable is the growth in the overall investment in intangible capital, columns 4–6 report OLS regression results where the dependent variable is growth in organization intangible capital, and finally columns 7–9 report OLS regression results where the dependent variable is growth in knowledge intangible capital. All of these variables are made available by [Peters and Taylor \(2017\)](#). The rest of the covariates are defined in Table 1. *t*-statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A9 (continued)

Variables	INTAN <sup>PT</sup> <sub>i(t+1)</sub>			INTAN <sup>ORGANIZATION</sup> <sub>i(+1)</sub>			INTAN <sup>KNOWLEDGE</sup> <sub>i(+1)</sub>		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{CF}(S)$	-0.0558*** (-4.59)	-0.0408*** (-3.65)	-0.0548*** (-5.10)	-0.0604*** (-4.56)	-0.0274*** (-3.14)	-0.0347*** (-4.05)	-0.1444*** (-8.22)	-0.0810*** (-5.59)	-0.0761*** (-5.39)
$\log(TA_{it})$	-0.0332*** (-11.65)	-0.0160*** (-4.75)	-0.0178*** (-4.94)	-0.0258*** (-6.26)	0.0113*** (3.76)	0.0119*** (4.03)	-0.0289*** (-6.16)	0.0088** (2.12)	0.0102** (2.51)
$Q_{it}$	0.0397*** (23.57)	0.0411*** (22.30)	0.0384*** (21.83)	0.0302*** (18.27)	0.0331*** (19.59)	0.0301*** (19.31)	0.0265*** (11.78)	0.0297*** (13.03)	0.0270*** (12.84)
$CF_{it}/BA_{i(t-1)}$	0.0883*** (5.19)	0.0751*** (4.83)	0.0683*** (4.59)	0.0543*** (3.86)	0.0368*** (3.22)	0.0304*** (2.90)	0.0736*** (5.03)	0.0672*** (4.87)	0.0647*** (4.85)
$BD_{it}/BA_{it}$	-0.0295** (-2.07)	-0.0461*** (-3.48)	-0.0446*** (-3.50)	0.0706*** (5.93)	0.0377*** (3.52)	0.0383*** (3.53)	0.0218 (1.49)	-0.0046 (-0.30)	-0.0050 (-0.34)
$\sigma_{it}^{SR}$	-0.0658*** (-3.37)	-0.1223*** (-7.09)	-0.1265*** (-7.78)	0.0236 (1.12)	-0.0322** (-2.15)	-0.0439*** (-3.19)	0.0076 (0.29)	-0.0186 (-0.69)	-0.0366 (-1.43)
$\bar{r}_{it}$	0.2017*** (5.53)	0.2913*** (8.35)	0.2860*** (8.22)	0.0160 (0.36)	0.1340*** (4.09)	0.1484*** (5.03)	-0.0377 (-0.77)	0.0204 (0.47)	0.0484 (1.22)
$\sigma_{it}^{AR}$	0.0077 (0.41)	-0.0337*** (-3.29)	-0.0438*** (-3.37)	0.0114 (0.75)	-0.0193* (-1.87)	-0.0337** (-2.47)	0.0387 (1.25)	0.0138 (0.66)	-0.0202 (-0.73)
$\log(CASH_{it}/K_{i(t-1)})$	0.0155*** (15.21)	0.0159*** (13.85)	0.0168*** (15.00)	0.0136*** (14.68)	0.0136*** (14.17)	0.0142*** (16.14)	0.0158*** (10.53)	0.0150*** (9.54)	0.0156*** (10.54)
$g_t^{GDP}$	0.0042** (2.19)			0.0043* (1.86)			0.0031* (1.86)		
$r_t^F$	0.0090*** (7.82)			0.0124*** (6.99)			0.0124*** (7.99)		
No. of obs.	91,543	91,543	91,490	92,278	92,278	92,222	55,588	55,588	55,377
$R^2$	0.291	0.300	0.328	0.431	0.459	0.490	0.413	0.429	0.461
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A10  
**Cash Flow Uncertainty Robustness Regressions**

Table A10 reports OLS regression results showing robustness to the inclusion of quarterly sales growth volatility  $\sigma_{it}^{\text{QSG}}$  from [Kelly et al. \(2013\)](#) to the relationship between cash flow uncertainty  $\sigma_{it}^{\text{CF}}(S)$  and our 3 outcome variables (investment in tangible assets  $\text{TANG}_{i(t+1)}$ , investment in intangible assets  $\text{INTAN}_{i(t+1)}$ , and employment growth  $\text{EMP}_{i(t+1)}$ ). Panel A shows both impacts of  $\sigma_{it}^{\text{QSG}}$  and  $\sigma_{it}^{\text{CF}}$  on the results where both measures are included in the analysis. Panel B shows the impact of  $\sigma_{it}^{\text{QSG}}$  on the outcomes where  $\sigma_{it}^{\text{CF}}$  is removed from the analysis. Panel C shows the impact from the statistical principal component of both measures  $\text{PC}[\sigma_{it}^{\text{QSG}}, \sigma_{it}^{\text{CF}}]$ . We follow [Kelly et al. \(2013\)](#) and calculate  $\sigma_{it}^{\text{QSG}}$  as the standard deviation of quarterly sales growth (over the same quarter the previous year) over the past trailing years  $t$  to  $t - 4$ . The regressions in this table cover the entire sample years 1971–2015. Columns 1–3 report OLS regression results where the dependent variable is  $\text{TANG}_{i(t+1)}$ , columns 4–6 report OLS regression results where the dependent variable is  $\text{INTAN}_{i(t+1)}$ , and finally columns 7–9 report OLS regression results where the dependent variable is  $\text{EMP}_{i(t+1)}$ . The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A10 (continued)

 Panel A. Additional Impact of  $\sigma_{it}^{QSG}$  on the Results

Variables	TANG $_{i(t+1)}$			INTAN $_{i(t+1)}$			EMP $_{i(t+1)}$		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{\text{CF}}(S)$	-0.061535*** (-4.46)	-0.058837*** (-4.72)	-0.064480*** (-4.72)	-0.021816 (-1.27)	-0.031110* (-1.96)	-0.031324** (-2.19)	-0.028593*** (-3.81)	-0.032418*** (-4.41)	-0.045725*** (-5.48)
$\sigma_{it}^{\text{QSG}}$	-0.000125*** (-3.29)	-0.000117*** (-3.13)	-0.000124*** (-3.13)	-0.000050 (-1.09)	-0.000051 (-1.14)	-0.000066 (-1.41)	-0.000042 (-1.52)	-0.000040 (-1.48)	-0.000039 (-1.58)
log(TA $_{it}$ )	-0.024364*** (-8.30)	-0.027881*** (-9.60)	-0.030361*** (-10.32)	-0.036562*** (-9.32)	-0.030935*** (-7.43)	-0.033271*** (-7.53)	-0.027028*** (-13.20)	-0.028330*** (-11.49)	-0.028605*** (-12.48)
Q $_{it}$	0.044299*** (17.10)	0.042892*** (17.46)	0.041341*** (17.21)	0.036046*** (15.03)	0.034692*** (15.56)	0.032865*** (15.07)	0.019392*** (15.61)	0.018966*** (14.92)	0.018287*** (14.88)
CF $_{it}$ /BA $_{i(t-1)}$	0.121324*** (6.24)	0.113041*** (6.01)	0.100558*** (5.60)	0.117077*** (6.20)	0.108445*** (6.04)	0.100811*** (5.88)	0.077243*** (6.07)	0.073067*** (6.05)	0.071402*** (6.15)
BD $_{it}$ /BA $_{it}$	-0.115897*** (-8.09)	-0.110879*** (-8.18)	-0.114195*** (-8.52)	-0.206642*** (-10.09)	-0.211193*** (-9.96)	-0.202149*** (-9.44)	-0.017419** (-2.06)	-0.014170* (-1.75)	-0.017888** (-2.23)
$\sigma_{it}^{\text{SR}}$	-0.149036*** (-5.28)	-0.192385*** (-8.41)	-0.185986*** (-9.18)	-0.184865*** (-6.58)	-0.234243*** (-8.66)	-0.242332*** (-9.42)	-0.199670*** (-10.30)	-0.222070*** (-13.54)	-0.206435*** (-14.11)
$\bar{r}_{it}$	0.435033*** (8.78)	0.564131*** (14.08)	0.547643*** (14.90)	0.488563*** (10.20)	0.571290*** (12.05)	0.558191*** (12.33)	0.581756*** (16.17)	0.627509*** (17.42)	0.597321*** (16.77)
$\sigma_{it}^{\text{AR}}$	-0.052150*** (-3.04)	-0.058271*** (-3.51)	-0.067084*** (-3.20)	-0.038079 (-1.15)	-0.076310** (-2.47)	-0.093387*** (-3.67)	-0.046023*** (-3.92)	-0.054603*** (-3.75)	-0.042241*** (-3.19)
log(CASH $_{it}$ /K $_{i(t-1)}$ )	0.036305*** (23.11)	0.036786*** (23.26)	0.037516*** (23.48)	0.017566*** (12.60)	0.019397*** (13.77)	0.021170*** (14.62)	0.010979*** (12.55)	0.010982*** (13.52)	0.011523*** (13.90)
$g_t^{\text{GDP}}$	0.003434** (2.32)			0.004473*** (2.91)			0.006120*** (5.39)		
$r_t^F$	0.007735*** (6.98)			0.005166*** (4.93)			-0.002314** (-2.31)		
No. of obs.	76,572	76,572	76,500	71,911	71,911	71,831	71,621	71,621	71,530
R <sup>2</sup>	0.421	0.427	0.449	0.194	0.198	0.232	0.259	0.267	0.303
Firm FE	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A10 (continued)

*Panel B. Impact of  $\sigma_{it}^{QSG}$  on the Results*

Variables	TANG $_{i(t+1)}$			INTAN $_{i(t+1)}$			EMP $_{i(t+1)}$		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{QSG}$	-0.000129*** (-3.38)	-0.000120*** (-3.21)	-0.000128*** (-3.28)	-0.000051 (-1.12)	-0.000052 (-1.18)	-0.000068 (-1.46)	-0.000043 (-1.54)	-0.000042 (-1.51)	-0.000041 (-1.65)
log(TA $_{it}$ )	-0.024319*** (-8.32)	-0.027191*** (-9.35)	-0.029176*** (-9.84)	-0.036589*** (-9.60)	-0.030250*** (-7.42)	-0.032711*** (-7.43)	-0.027587*** (-13.92)	-0.028440*** (-11.76)	-0.027769*** (-12.26)
Q $_{it}$	0.044223*** (17.33)	0.043168*** (18.08)	0.041297*** (17.16)	0.036548*** (15.19)	0.035344*** (16.22)	0.032847*** (15.06)	0.019381*** (16.01)	0.018985*** (15.28)	0.018242*** (14.82)
CF $_{it}$ / BA $_{i(t-1)}$	0.134523*** (6.90)	0.124578*** (6.61)	0.111626*** (6.16)	0.122264*** (6.53)	0.114619*** (6.39)	0.106068*** (6.19)	0.083892*** (6.54)	0.080108*** (6.57)	0.079726*** (6.86)
BD $_{it}$ /BA $_{it}$	-0.123726*** (-8.36)	-0.118672*** (-8.48)	-0.113615*** (-8.50)	-0.206511*** (-10.29)	-0.211367*** (-10.19)	-0.201847*** (-9.41)	-0.017302** (-2.02)	-0.014120* (-1.72)	-0.017457** (-2.18)
$\sigma_{it}^{SR}$	-0.146047*** (-5.20)	-0.193224*** (-8.79)	-0.190551*** (-9.43)	-0.180290*** (-6.58)	-0.231277*** (-8.66)	-0.244485*** (-9.44)	-0.196726*** (-10.33)	-0.220311*** (-13.90)	-0.209434*** (-14.31)
$\bar{r}_{it}$	0.438722*** (8.84)	0.576046*** (14.63)	0.560916*** (15.51)	0.466395*** (9.58)	0.554406*** (11.58)	0.564522*** (12.40)	0.579073*** (16.94)	0.628120*** (18.08)	0.606557*** (17.03)
$\sigma_{it}^{AR}$	-0.072651*** (-3.51)	-0.077713*** (-3.69)	-0.094094*** (-3.36)	-0.045053 (-1.44)	-0.086335*** (-2.80)	-0.106905*** (-3.84)	-0.056632*** (-4.12)	-0.066002*** (-3.70)	-0.060496*** (-3.42)
log(CASH $_{it}$ / K $_{i(t-1)}$ )	0.036474*** (23.57)	0.036741*** (23.62)	0.037526*** (23.43)	0.017567*** (12.45)	0.019237*** (13.42)	0.021177*** (14.64)	0.011097*** (12.98)	0.011003*** (13.79)	0.011523*** (13.85)
$g_t^{GDP}$	0.003252** (2.21)			0.004301*** (3.07)			0.005874*** (5.74)		
r $_t^F$	0.007718*** (7.24)			0.005181*** (4.99)			-0.002441** (-2.44)		
No. of obs.	81,225	81,225	76,500	76,313	76,313	71,831	75,959	75,959	71,530
R $^2$	0.421	0.427	0.448	0.197	0.200	0.232	0.261	0.268	0.302
Firm FE	Yes		Yes		Yes		Yes		Yes
Year FE		Yes			Yes			Yes	
Industry- year FE			Yes			Yes			Yes

TABLE A10 (continued)

*Panel C. Impact of the Statistical Principal Component between  $\sigma_{it}^{CF}$  and  $\sigma_{it}^{QSG}$  on the Results*

Variables	TANG $_{i(t+1)}$			INTAN $_{i(t+1)}$			EMP $_{i(t+1)}$		
	1	2	3	4	5	6	7	8	9
PC[ $\sigma_{it}^{QSG}, \sigma_{it}^{CF}$ ]	-0.008340*** (-3.77)	-0.007779*** (-3.93)	-0.008077*** (-4.32)	-0.003004 (-1.45)	-0.003829* (-1.80)	-0.003972** (-2.11)	-0.003572** (-2.18)	-0.003828** (-2.20)	-0.004751** (-2.26)
log(TA $_{it}$ )	-0.024362*** (-8.30)	-0.027495*** (-9.40)	-0.029836*** (-10.09)	-0.036568*** (-9.36)	-0.030718*** (-7.42)	-0.033029*** (-7.52)	-0.027037*** (-13.28)	-0.028099*** (-11.62)	-0.028162*** (-12.61)
Q $_{it}$	0.044197*** (17.04)	0.042886*** (17.45)	0.041331*** (17.20)	0.036013*** (14.94)	0.034692*** (15.56)	0.032860*** (15.07)	0.019330*** (15.57)	0.018956*** (14.91)	0.018272*** (14.86)
CF $_{it}/BA_{i(t-1)}$	0.125740*** (6.69)	0.117167*** (6.40)	0.105347*** (6.01)	0.118575*** (6.45)	0.110794*** (6.31)	0.103049*** (6.14)	0.079697*** (6.30)	0.075872*** (6.28)	0.075784*** (6.57)
BD $_{it}/BA_{it}$	-0.114991*** (-8.04)	-0.110312*** (-8.14)	-0.113828*** (-8.51)	-0.206332*** (-10.08)	-0.210878*** (-9.93)	-0.201977*** (-9.43)	-0.016931* (-2.01)	-0.013765* (-1.70)	-0.017525** (-2.19)
$\sigma_{it}^{SR}$	-0.149669*** (-5.25)	-0.193811*** (-8.46)	-0.187931*** (-9.31)	-0.185064*** (-6.57)	-0.235067*** (-8.64)	-0.243247*** (-9.41)	-0.199876*** (-10.23)	-0.222843*** (-13.46)	-0.207953*** (-14.19)
$\bar{r}_{it}$	0.438466*** (8.82)	0.568745*** (14.33)	0.553265*** (15.27)	0.489707*** (10.19)	0.573933*** (12.04)	0.560824*** (12.38)	0.583481*** (16.21)	0.630331*** (17.51)	0.602058*** (17.00)
$\sigma_{it}^{AR}$	-0.061033*** (-3.28)	-0.066994*** (-3.58)	-0.078808*** (-3.32)	-0.041212 (-1.27)	-0.081517** (-2.61)	-0.099131*** (-3.73)	-0.050494*** (-3.87)	-0.059936*** (-3.80)	-0.051897*** (-3.59)
log(CASH $_{it}/K_{i(t-1)}$ )	0.036342*** (23.15)	0.036772*** (23.26)	0.037514*** (23.46)	0.017579*** (12.60)	0.019386*** (13.77)	0.021171*** (14.63)	0.010996*** (12.56)	0.010968*** (13.52)	0.011513*** (13.88)
$g_t^{GDP}$	0.003293** (2.20)			0.004423*** (2.88)			0.006047*** (5.33)		
$r_t^F$	0.007717*** (6.96)			0.005160*** (4.93)			-0.002324** (-2.32)		
No. of obs.	76,572	76,572	76,500	71,911	71,911	71,831	71,621	71,621	71,530
R <sup>2</sup>	0.421	0.427	0.449	0.194	0.198	0.232	0.259	0.267	0.303
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A11  
**Non-linear Tobin's  $Q$  OLS Robustness Check**

Table A11 tests for the possibility that the interaction between Tobin's  $Q$  and corporate investment (employment) is non-linear. We replace Tobin's  $Q$  with 2 variables that are nonlinear in  $Q$ . The regressions in this table cover the entire sample years 1971–2015. In Panel A we use the square root of  $Q$   $\sqrt{Q_{it}}$ , and we show the results using the inverse of the square root of  $Q$   $1/\sqrt{Q_{it}}$  in Panel B. Columns 1–3 report OLS regression results where the dependent variable is  $TANG_{i(t+1)}$ , columns 4–6 report OLS regression results where the dependent variable is  $INTAN_{i(t+1)}$ , and finally columns 7–9 report OLS regression results where the dependent variable is  $EMP_{i(t+1)}$ . The rest of the covariates are defined in Table 1.  $t$ -statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A11 (continued)

*Panel A. Using Square-Root of Tobin's Q*

Variables	TANG <sub>i(t+1)</sub>			INTAN <sub>i(t+1)</sub>			EMP <sub>i(t+1)</sub>		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{\text{CF}}(S)$	-0.0783*** (-6.78)	-0.0716*** (-7.20)	-0.0740*** (-6.62)	-0.0526*** (-3.13)	-0.0585*** (-4.11)	-0.0562*** (-4.54)	-0.0367*** (-5.22)	-0.0388*** (-6.17)	-0.0475*** (-6.48)
log(TA <sub>it</sub> )	-0.0341*** (-10.78)	-0.0356*** (-12.13)	-0.0377*** (-13.33)	-0.0468*** (-13.60)	-0.0377*** (-9.42)	-0.0391*** (-9.14)	-0.0305*** (-15.57)	-0.0300*** (-12.28)	-0.0300*** (-13.50)
$\sqrt{Q_{it}}$	0.1770*** (25.14)	0.1753*** (27.92)	0.1662*** (27.87)	0.1670*** (19.37)	0.1654*** (18.82)	0.1557*** (19.65)	0.0784*** (23.82)	0.0785*** (23.38)	0.0735*** (22.16)
CF <sub>it</sub> /BA <sub>i(t-1)</sub>	0.1150*** (7.64)	0.1073*** (7.40)	0.0980*** (7.15)	0.1103*** (7.89)	0.1024*** (7.36)	0.0974*** (7.09)	0.0634*** (6.17)	0.0591*** (6.12)	0.0584*** (6.32)
BD <sub>it</sub> /BA <sub>it</sub>	-0.1317*** (-8.75)	-0.1281*** (-8.98)	-0.1343*** (-9.36)	-0.1886*** (-10.71)	-0.1960*** (-11.03)	-0.1927*** (-10.16)	-0.0102 (-1.29)	-0.0091 (-1.22)	-0.0144* (-1.95)
$\sigma_{it}^{\text{SR}}$	-0.1659*** (-5.42)	-0.2090*** (-8.86)	-0.2019*** (-9.94)	-0.1853*** (-6.30)	-0.2244*** (-8.92)	-0.2369*** (-9.84)	-0.1842*** (-9.55)	-0.2008*** (-15.01)	-0.1865*** (-16.15)
$\bar{r}_{it}$	0.4657*** (8.51)	0.5949*** (14.38)	0.5919*** (14.87)	0.3864*** (7.91)	0.4500*** (10.43)	0.4632*** (11.42)	0.5732*** (15.76)	0.6068*** (19.24)	0.5834*** (18.78)
$\sigma_{it}^{\text{AR}}$	-0.0556** (-2.26)	-0.0598** (-2.50)	-0.0662** (-2.60)	-0.0350 (-1.22)	-0.0694*** (-2.72)	-0.0875*** (-4.07)	-0.0573*** (-3.40)	-0.0638*** (-3.31)	-0.0539*** (-3.24)
log(CASH <sub>it</sub> /K <sub>i(t-1)</sub> )	0.0402*** (33.30)	0.0405*** (32.26)	0.0416*** (33.08)	0.0174*** (12.23)	0.0188*** (13.23)	0.0210*** (15.23)	0.0117*** (16.73)	0.0117*** (18.00)	0.0123*** (19.78)
$g_t^{\text{GDP}}$	0.0028* (1.82)			0.0034** (2.04)			0.0058*** (5.18)		
$r_t^F$	0.0077*** (6.44)			0.0062*** (6.55)			-0.0024** (-2.59)		
No. of obs.	100,059	100,059	100,004	93,058	93,058	93,004	92,050	92,050	91,973
R <sup>2</sup>	0.436	0.442	0.461	0.228	0.232	0.260	0.277	0.284	0.314
Firm FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A11 (continued)

*Panel B. Using the Inverse Square-Root of Tobin's Q*

Variables	TANG <sub>i(t+1)</sub>			INTAN <sub>i(t+1)</sub>			EMP <sub>i(t+1)</sub>		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{\text{CF}}(S)$	-0.0759*** (-6.65)	-0.0640*** (-6.46)	-0.0650*** (-5.84)	-0.0513*** (-3.01)	-0.0500*** (-3.45)	-0.0463*** (-3.65)	-0.0358*** (-5.09)	-0.0349*** (-5.58)	-0.0431*** (-5.89)
log(TA <sub>it</sub> )	-0.0375*** (-11.23)	-0.0373*** (-12.62)	-0.0394*** (-13.92)	-0.0503*** (-15.32)	-0.0389*** (-9.56)	-0.0402*** (-9.27)	-0.0321*** (-16.90)	-0.0306*** (-12.45)	-0.0305*** (-13.66)
1/ $\sqrt{Q_{it}}$	-0.3125*** (-22.16)	-0.3172*** (-24.96)	-0.2988*** (-25.51)	-0.3270*** (-18.65)	-0.3302*** (-17.76)	-0.3135*** (-17.94)	-0.1467*** (-18.48)	-0.1491*** (-19.75)	-0.1383*** (-18.70)
CF <sub>it</sub> /BA <sub>i(t-1)</sub>	0.1135*** (7.62)	0.1040*** (7.33)	0.0960*** (7.14)	0.1058*** (7.80)	0.0964*** (7.22)	0.0925*** (6.97)	0.0619*** (5.98)	0.0569*** (5.88)	0.0569*** (6.15)
BD <sub>it</sub> /BA <sub>it</sub>	-0.1429*** (-9.52)	-0.1412*** (-9.93)	-0.1469*** (-10.29)	-0.1975*** (-11.27)	-0.2075*** (-11.79)	-0.2038*** (-10.84)	-0.0145* (-1.83)	-0.0145* (-1.94)	-0.0197** (-2.65)
$\sigma_{it}^{\text{SR}}$	-0.1513*** (-4.72)	-0.2027*** (-8.22)	-0.1988*** (-9.50)	-0.1631*** (-5.61)	-0.2115*** (-8.30)	-0.2259*** (-9.36)	-0.1750*** (-9.12)	-0.1959*** (-14.29)	-0.1832*** (-15.44)
$\bar{r}_{it}$	0.4490*** (8.06)	0.5849*** (14.21)	0.5864*** (14.85)	0.3363*** (7.04)	0.4074*** (9.38)	0.4226*** (10.16)	0.5565*** (15.22)	0.5944*** (18.92)	0.5744*** (18.36)
$\sigma_{it}^{\text{AR}}$	-0.0416* (-1.83)	-0.0525** (-2.45)	-0.0612** (-2.58)	-0.0177 (-0.60)	-0.0601** (-2.63)	-0.0789*** (-4.03)	-0.0504*** (-3.38)	-0.0600*** (-3.39)	-0.0510*** (-3.30)
log(CASH <sub>it</sub> /K <sub>i(t-1)</sub> )	0.0403*** (33.49)	0.0405*** (32.61)	0.0417*** (33.46)	0.0171*** (12.29)	0.0183*** (13.06)	0.0205*** (15.11)	0.0116*** (17.14)	0.0116*** (18.24)	0.0122*** (19.97)
$g_t^{\text{GDP}}$	0.0022 (1.31)			0.0026 (1.57)			0.0054*** (4.91)		
$r_t^F$	0.0077*** (6.10)			0.0062*** (6.60)			-0.0025** (-2.66)		
No. of obs.	100,059	100,059	100,004	93,058	93,058	93,004	92,050	92,050	91,973
R <sup>2</sup>	0.435	0.441	0.460	0.230	0.234	0.261	0.277	0.284	0.314
Firm FE	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes		Yes	Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A12  
**Robustness Check Using Different Subsamples across the Time Series**

Table A12 reports the consistency of our results across different subsamples in the time-series. Specifically, we show the relationship between the cash flow uncertainty  $\sigma_{it}^{\text{CF}}(S)$  and our 3 outcome variables (investment in tangible assets  $\text{TANG}_{i(t+1)}$ , investment in intangible assets  $\text{INTAN}_{i(t+1)}$ , and employment growth  $\text{EMP}_{i(t+1)}$ ) using the years 1985–2000 in Panel A, and 2001–2015 in Panel B. Columns 1–3 report OLS regression results where the dependent variable is  $\text{TANG}_{i(t+1)}$ , columns 4–6 report OLS regression results where the dependent variable is  $\text{INTAN}_{i(t+1)}$ , and finally columns 7–9 report OLS regression results where the dependent variable is  $\text{EMP}_{i(t+1)}$ . The rest of the covariates are defined in Table 1. *t*-statistics are reported in parentheses. Standard errors are double clustered at the year and firm level. \*, \*\*, and \*\*\* indicate significance at the 10%, 5%, and 1% levels, respectively.

TABLE A12 (continued)

Panel A. 1985 to 2000

Variables	TANG <sub>i(t+1)</sub>			INTAN <sub>i(t+1)</sub>			EMP <sub>i(t+1)</sub>		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{\text{CF}}(S)$	-0.0760*** (-5.46)	-0.0771*** (-5.67)	-0.0840*** (-5.56)	-0.0539** (-2.21)	-0.0523** (-2.38)	-0.0421** (-2.17)	-0.0302** (-2.63)	-0.0338** (-2.92)	-0.0372** (-2.89)
log(TA <sub>it</sub> )	-0.0368*** (-7.26)	-0.0458*** (-8.73)	-0.0458*** (-8.72)	-0.0667*** (-10.45)	-0.0573*** (-9.62)	-0.0550*** (-10.19)	-0.0449*** (-11.00)	-0.0491*** (-17.42)	-0.0474*** (-18.50)
Q <sub>it</sub>	0.0477*** (13.71)	0.0464*** (13.44)	0.0455*** (13.96)	0.0360*** (9.09)	0.0357*** (9.37)	0.0371*** (10.14)	0.0183*** (12.71)	0.0177*** (12.90)	0.0170*** (12.14)
CF <sub>it</sub> /BA <sub>i(t-1)</sub>	0.1225*** (7.76)	0.1215*** (7.71)	0.1135*** (7.24)	0.1089*** (5.02)	0.1079*** (4.89)	0.1068*** (4.67)	0.0688*** (4.94)	0.0665*** (4.80)	0.0679*** (4.72)
BD <sub>it</sub> /BA <sub>it</sub>	-0.1875*** (-9.73)	-0.1748*** (-8.96)	-0.1843*** (-9.73)	-0.2691*** (-8.26)	-0.2773*** (-8.44)	-0.2755*** (-7.94)	-0.0291* (-1.82)	-0.0261 (-1.66)	-0.0329** (-2.17)
$\sigma_{it}^{\text{SR}}$	-0.2344*** (-7.33)	-0.2445*** (-9.27)	-0.2376*** (-8.87)	-0.2902*** (-6.92)	-0.2850*** (-6.98)	-0.2794*** (-7.32)	-0.2103*** (-8.20)	-0.2221*** (-14.70)	-0.2094*** (-12.25)
$\bar{r}_{it}$	0.6016*** (11.26)	0.6443*** (15.88)	0.6337*** (15.24)	0.5379*** (7.45)	0.5602*** (8.21)	0.5555*** (8.73)	0.5863*** (14.77)	0.6227*** (17.95)	0.6120*** (16.93)
$\sigma_{it}^{\text{AR}}$	-0.0405* (-1.84)	-0.0368* (-1.85)	-0.0380* (-1.83)	-0.0690 (-1.55)	-0.0541 (-1.53)	-0.0745** (-2.31)	-0.0579** (-2.35)	-0.0563** (-2.36)	-0.0434** (-2.80)
log(CASH <sub>it</sub> /K <sub>i(t-1)</sub> )	0.0422*** (27.09)	0.0426*** (26.50)	0.0427*** (25.75)	0.0254*** (13.92)	0.0243*** (13.19)	0.0250*** (13.55)	0.0141*** (14.76)	0.0142*** (13.39)	0.0142*** (12.96)
$g_t^{\text{GDP}}$	0.0064 (1.74)			0.0098*** (3.21)			0.0083** (2.89)		
$r_t^F$	0.0027 (0.75)			-0.0002 (-0.07)			-0.0043 (-1.38)		
No. of obs.	42,435	42,435	42,413	38,666	38,666	38,642	38,044	38,044	38,010
R <sup>2</sup>	0.495	0.498	0.511	0.296	0.298	0.319	0.330	0.335	0.357
Firm FE	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes

TABLE A12 (continued)

Panel B. 2001 to 2015

Variables	TANG <sub>i(t+1)</sub>			INTAN <sub>i(t+1)</sub>			EMP <sub>i(t+1)</sub>		
	1	2	3	4	5	6	7	8	9
$\sigma_{it}^{\text{CF}}(S)$	-0.0637*** (-3.97)	-0.0667*** (-4.32)	-0.0722*** (-4.34)	-0.0561** (-2.23)	-0.0551** (-2.19)	-0.0531* (-2.11)	-0.0272*** (-3.61)	-0.0284*** (-3.79)	-0.0460*** (-5.46)
log(TA <sub>it</sub> )	-0.0271*** (-5.57)	-0.0277*** (-5.42)	-0.0279*** (-5.52)	-0.1009*** (-8.84)	-0.0954*** (-7.92)	-0.0995*** (-7.41)	-0.0363*** (-8.18)	-0.0346*** (-6.25)	-0.0325*** (-5.81)
Q <sub>it</sub>	0.0430*** (12.91)	0.0428*** (13.43)	0.0422*** (13.45)	0.0336*** (6.35)	0.0358*** (6.51)	0.0327*** (6.35)	0.0185*** (12.84)	0.0202*** (11.39)	0.0192*** (12.44)
CF <sub>it</sub> /BA <sub>i(t-1)</sub>	0.0782*** (4.89)	0.0743*** (4.83)	0.0679*** (4.75)	0.0838*** (4.22)	0.0800*** (3.99)	0.0823*** (4.07)	0.0438** (2.43)	0.0400** (2.24)	0.0380** (2.31)
BD <sub>it</sub> /BA <sub>it</sub>	-0.0894*** (-4.69)	-0.0863*** (-4.75)	-0.0925*** (-5.74)	-0.1501*** (-4.03)	-0.1472*** (-3.86)	-0.1374*** (-3.59)	-0.0315** (-2.40)	-0.0229* (-1.86)	-0.0295** (-2.36)
$\sigma_{it}^{\text{SR}}$	-0.1625*** (-4.26)	-0.1817*** (-4.46)	-0.1588*** (-4.74)	-0.1524*** (-3.75)	-0.1727*** (-4.37)	-0.1994*** (-5.56)	-0.1693*** (-5.36)	-0.1783*** (-5.99)	-0.1534*** (-7.83)
$\bar{r}_{it}$	0.3419*** (6.81)	0.4304*** (7.82)	0.4104*** (8.39)	0.3595*** (3.74)	0.3641*** (4.51)	0.3895*** (5.81)	0.4914*** (9.90)	0.4956*** (8.80)	0.4579*** (9.39)
$\sigma_{it}^{\text{AR}}$	-0.1136*** (-4.08)	-0.0871*** (-3.67)	-0.0688** (-2.25)	-0.0688 (-1.74)	-0.1024** (-2.89)	-0.0960** (-2.61)	-0.0686*** (-3.38)	-0.0760*** (-3.42)	-0.0514** (-2.18)
log(CASH <sub>it</sub> /K <sub>i(t-1)</sub> )	0.0504*** (15.43)	0.0499*** (15.05)	0.0502*** (15.54)	0.0304*** (10.03)	0.0302*** (10.35)	0.0307*** (10.17)	0.0175*** (11.93)	0.0164*** (11.40)	0.0163*** (10.58)
$g_t^{\text{GDP}}$	0.0002 (0.22)			0.0037* (1.82)			0.0048*** (3.35)		
$r_t^F$	0.0071*** (4.15)			-0.0006 (-0.19)			-0.0009 (-0.44)		
No. of obs.	36,340	36,340	36,340	34,428	34,428	34,427	34,090	34,090	34,079
R <sup>2</sup>	0.495	0.497	0.512	0.267	0.269	0.293	0.337	0.343	0.370
Firm FE	Yes		Yes	Yes	Yes	Yes	Yes	Yes	Yes
Year FE		Yes			Yes			Yes	
Industry-year FE			Yes			Yes			Yes