```
clear
capture log close
set more off


log using "basepay_over_time.log",replace nomsg
use Oracle_Combine_Data

gen male=1-female
gen minority=1-white

drop if lbasepay==.

count
keep if Job_Function=="PRODEV"
keep if inclass==1
keep if year>=2013 & year<=2016
drop if term_for==1


*create TIC categories
gen experience=""

replace experience="1 to <3" if tic>=1 & tic<3 & hire!=1
replace experience="3 to <5" if tic>=3 & tic<5 & hire!=1
replace experience="5 to <7" if tic>=5 & tic<7 & hire!=1
replace experience="7 to <9" if tic>=7 & tic<9  & hire!=1


tab experience hire,m
tab Job_Function hire,m
tab experience Job_Function,m
tab experience Job_Function if hire==1,m


tab year, m gen(yr)


keep yr* experience year inclass term hire Gender Race Job_Function
ltotalcomp lbasepay tic prevexp fulltime exempt female black white
hispanic asian
compress
set matsize 3000
set emptycells drop


drop if experience==""

tempfile basep
save `basep'


*female
bysort experience: reg lbasepay female prevexp fulltime exempt yr*
```

```
*black
bysort experience: reg lbasepay black prevexp fulltime exempt yr* if
(black==1 | white==1)
*asian
bysort experience: reg lbasepay asian prevexp fulltime exempt yr* if
(asian==1 | white==1)


log close
```