

Analysis plan:

- To examine the effect of volunteering: treatment 1 vs. control
- To examine the effect of co-workers: treatments 2, 4, 6 vs. treatments 1, 3, 5
- To examine the effect of community members/patients: treatments 5, 6 vs. treatments 3, 4
- To examine the effect of profession-related activities: treatments 3, 4 vs. treatments 1, 2

Optional additional analysis:

- To compare control group vs. secondary comparison groups

Pre-specified subgroup analysis:

- To examine whether the effect is larger for women
- To examine whether the effect is larger for newcomers

Optional mediation analysis:

- For turnover: organizational, professional, and community identification/embeddedness
- For burnout: appraisal and emotional support from co-workers and patients
- For performance: informational support from co-workers
- Other possible mediators: meaningfulness, purpose, etc. for treatment 1 vs. control