

**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