

Analysis plan:

To examine the effect of volunteering: treatment 1 vs. controls

To examine the effect of co-workers: treatments 2, 4, 6, 8 vs. treatments 1, 3, 5, 7

To examine the effect of community members: treatments 3, 4 & 7, 8 vs. treatments 1, 2 & 5, 6

To examine the effect of professional work: treatments 1, 2, 3, 4 vs. treatments 5, 6, 7, 8

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 community members

For performance: informational support from co-workers

Other possible mediators: meaningfulness, purpose, etc. for treatment 1 vs. control