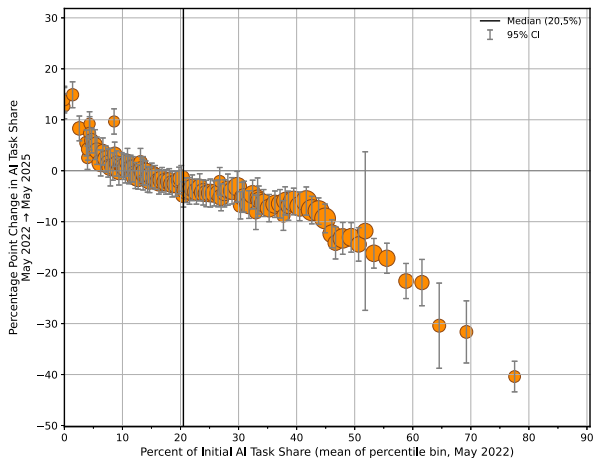
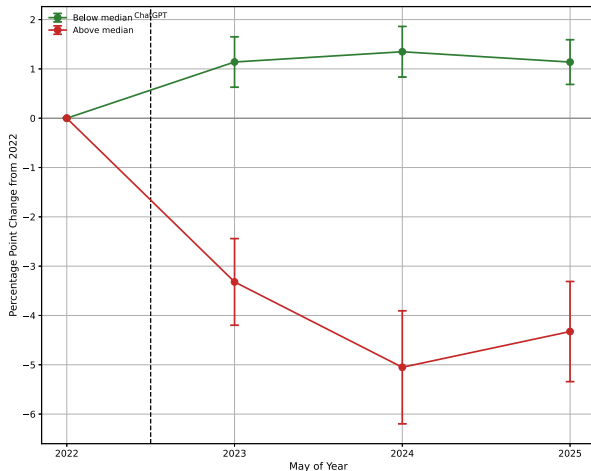


Figure 2: Firm-Level Heterogeneity in AI Task Demand Changes

A. By Initial AI Intensity Percentiles



B. Dynamic Evolution Over Time



*Notes:* Both panels show correlations between initial AI task intensity and subsequent changes in AI task demand. Panel A groups firm-metro pairs into 100 percentile bins based on May 2022 AI task share. The pattern shows initially AI-intensive firms (higher percentiles) reduced AI task demand while non-intensive firms increased it—a correlation that may or may not reflect causal effects of AI adoption. Panel B tracks dynamics over time for firms above/below median initial AI exposure. The divergence coincides with ChatGPT's November 2022 launch but causality cannot be established. Controls include log(positions) and metro fixed effects. Unit of analysis is establishment-like (e.g., “Microsoft in Seattle”).