**Table S2: O\*NET exposures and thresholds**

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| **Category** | **Exposure** | **Definition** | **Description of threshold** |
| Chemical/Biological Hazards | Exposed to disease or infections | Exposure to disease or infections | Once a week or more |
| In an enclosed vehicle or equipment | Working in a closed vehicle/ equipment (such as a car) | Once a week or more |
| In an open vehicle or equipment | Working in a closed vehicle/ equipment (such as a tractor) | Once a week or more |
| Ergonomic hazards | Spend time bending or twisting the body | Bending or twisting the body | More than half the time |
| Cramped work space, awkward positions | Working in cramped spaces that require getting into awkward positions | Once a week or more |
| Spend time kneeling, crouching, stooping, or crawling | Kneeling, crouching, stooping, or crawling | More than half the time |
| Spend time making repetitive motions | Makes repetitive motions  | More than half the time |
| Spend time sitting | Time spent sitting | More than half the time |
| Spend time standing | Time spent standing | More than half the time |
| Exposed to whole body vibration | Exposure to whole body vibration (such as operating a jackhammer) | Once a week or more |
| Physical hazards | Sounds/noise levels are distracting or uncomfortable | Exposure to sounds and noise levels that are distracting or uncomfortable | Once a week or more |
|  | Outdoors, exposed to weather | Working outdoors with exposure to all weather conditions | Once a week or more |
|  | Exposed to radiation | Exposure to radiation | Once a week or more |
| Very hot or very cold temperatures | Working in very hot (> 90 F) or very cold (< 32 F) temperatures | Once a week or more |
| Psychosocial hazards | Level of competition | Presence of competing on the job or aware of competitive pressures | Highly competitive |
| Frequency of conflict situations | Frequency of conflict situations worker has to face in the job | Once a week or more |
| Frequency of decision making | Frequency of decisions affecting other people, financial resources, and/or image and reputation of the organization | Once a week or more |
| Freedom to make decisions | Degree of decision making freedom in the job without supervision | Some freedom |
| Deal with physically aggressive people | Deal with physical aggression of violent individuals  | Once a week or more |
| Highly structured work | Degree to which job is structured for worker versus allowing worker to determine tasks, priorities, goals | Some freedom |
| Time pressure | Need to meet strict deadlines | Once a week or more |
| Atypical work schedule | Regularity of work schedule for the job | Irregular or seasonal |
| Duration of typical work week | Number of hours typically worked in one week | Less than 40 hours or more than 40 hours |
| Safety hazards | Exposed to minor burns, cuts, bites, stings | Exposure to minor burns, cuts, bites, or stings | Once a week or more |
| Spend time climbing ladders, scaffolds, or poles | Climbing ladders, scaffolds, or poles | More than half the time |
| Exposed to hazardous conditions | Exposure to hazardous conditions | Once a week or more |
| Exposed to hazardous equipment | Exposure to hazardous equipment | Once a week or more |
| Exposed to high places | Exposure to high places | Once a week or more |
| Pace determined by speed of equipment | Importance to the job that the pace is determined by the speed of equipment or machinery  | Very important |