

Supplementary Material 0. References of the technical reports included in the meta-analyses. All the technical reports can be downloaded from www.eric.edu.gov using the eric id code (e.g., ED059285)

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Supplementary Material 1. Validity Coefficients and Range Restriction Values of G and GVN Composites for Grades.

ERIC ID	Job Cplx	Sample	r_g	r_{gvn}	u_{gvn}	u_g
ED059288	2	51	.60	.59	.66	.72
ED059289	2	119	.39	.40	.84	.79
ED060076	3	51	.02	.04	.65	.62
ED060076	3	92	.52	.44	-	-
ED060076	3	71	.40	.40	-	-
ED060076	3	150	.42	.43	.68	.64
ED060077	3	64	.22	.18	.52	.48
ED060079	3	49	.51	.49	.68	.61
ED060087	2	83	.46	.44	.66	.61
ED060088	3	96	.20	.14	.56	.46
ED060088	3	81	.03	-.08	.70	.69
ED060093	2	83	.48	.36	.59	.54
ED060097	3	33	.30	.28	.67	.62
ED060097	3	37	.31	.30	.57	.52
ED060098	2	55	.21	.11	.60	.50
ED060119	2	40	.46	.48	.76	.76
ED060121	2	79	.47	.44	.74	.70
ED060124	2	65	.35	.26	.65	.61
ED060127	3	102	.37	.36	.62	.56
ED060127	3	47	.16	.11	.75	.67
ED061291	3	50	.47	.52	.63	.62
ED061311	2	54	.45	.39	.58	.57
ED061312	2	50	.38	.43	.62	.56
ED061316	2	75	.41	.40	.65	.70
ED061318	2	62	.40	.32	.54	.51
ED061318	2	30	.33	.30	.68	.67
ED061318	2	35	.24	.28	.68	.77
ED061319	3	30	.51	.53	.70	.67
ED062422	3	70	.52	.43	.77	.78
ED063389	2	49	.40	.37	-	-
ED063398	2	59	.48	.40	.73	.75
ED063399	3	52	.29	.28	.78	.71
ED065561	2	51	.62	.68	.77	.73
ED065562	2	160	.22	.16	.72	.68
ED065578	3	51	.41	.30	.69	.61
ED065612	2	52	.32	.28	.50	.48
ED065612	2	63	.37	.37	-	-
ED065616	2	111	.46	.46	.66	.62
ED065617	3	80	.40	.34	.65	.62
ED065617	3	94	.49	.48	.68	.65
ED065617	3	100	.43	.43	.58	.59

ED065618	2	65	.39	.31	.70	.66
ED065629	3	50	.49	.44	.60	.57
ED066461	3	85	.33	.42	.66	.62
ED066480	2	65	.42	.39	.75	.76
ED066483	3	55	.21	.22	.59	.56
ED066484	3	63	.39	.37	.59	.58
ED066485	3	52	.11	.19	.53	.53
ED066486	3	59	.36	.27	.53	.54
ED066487	3	55	.46	.33	.65	.63
ED066489	2	73	.43	.47	.69	.69
ED066509	2	54	.39	.33	.63	.55
ED066513	2	80	.44	.40	.67	.62
ED066514	3	51	.13	.19	.60	.67
ED067419	2	81	.56	.54	.63	.63
ED068544	2	66	.53	.54	.63	.64
ED068546	3	241	.45	.43	.65	.65
ED068552	3	70	.16	.18	.57	.58
ED068554	2	52	.40	.38	.62	.61
ED068566	3	52	.19	.15	.61	.59
ED069627	3	50	.10	.13	.50	.45
ED069633	3	64	.58	.55	.60	.61
ED069642	2	61	.24	.20	.78	.72
ED069768	2	57	.40	.39	.68	.64
ED069772	2	105	.36	.37	.67	.66
ED069773	3	55	.37	.40	.67	.66
ED072048	2	50	-.08	-.11	.57	.61
ED072050	3	122	.37	.33	.67	.63
ED072050	3	102	.26	.28	.64	.60
ED072055	3	84	.20	.24	.64	.57

Note. Job Cplx= job complexity 1= low level, 2 = medium level, 3 = high level; r_g = observed validity of G; r_{gvn} = observed validity of GVN; u_g = range restriction value of G; u_{gvn} = range restriction value of GVN.

Supplementary Material 2. Validity Coefficients and Range Restriction Values of G and GVN Composites for Instructor Ratings.

ERIC ID	Job Cplx	Sample	r_g	r_{gvn}	u_{gvn}	u_g
ED059290	2	40	.60	.62	.90	.86
ED060094	3	57	.62	.57	.70	.68
ED060110	2	99	.33	.32	.73	.72
ED060111	2	124	.48	.44	.72	.69
ED060119	2	40	.47	.52	.76	.76
ED061305	2	81	.42	.32	.66	.64
ED061331	2	33	.11	.12	.84	.82
ED061331	2	51	.38	.32	-	-
ED061331	2	52	.26	.24	.76	.75
ED061333	1	164	.33	.32	.70	.66
ED061338	1	52	.62	-	-	.86
ED062446	2	66	.48	.46	.83	.85
ED063388	2	53	.39	.34	.60	.55
ED063388	2	85	.37	.37	.72	.74
ED063388	2	121	.57	.46	.64	.62
ED063389	2	70	.46	.40	.75	.74
ED063389	2	83	.39	.36	-	-
ED065564	2	66	.53	.47	.78	.76
ED065565	2	50	.54	.57	.79	.76
ED065576	2	51	.50	.49	.78	.78
ED065612	2	130	.41	.36	.56	.48
ED065626	2	77	.21	.24	.83	.83
ED066475	2	56	.09	.06	.80	.79
ED066475	2	63	.17	.10	.75	.72
ED066480	2	50	.26	.25	.69	.69
ED066490	1	53	.28	.24	.78	.75
ED066517	1	48	.45	.43	.9	.94
ED067409	2	59	.61	.63	.76	.74
ED068557	2	50	.29	.29	.78	.72
ED068567	1	49	.55	.53	.65	.70
ED069625	2	78	.29	.28	.58	.52
ED069635	2	62	.34	.25	.76	.79
ED069636	2	46	.35	.31	.66	.65
ED069637	2	60	.52	.44	.87	.87
ED069642	2	61	.24	.20	.87	.87
ED070776	2	30	.22	.12	.78	.79
ED070776	2	27	.08	.24	.73	.71
ED072047	2	50	.54	.46	.73	.74
ED072049	1	64	.25	.19	.86	.84
ED072049	1	39	.22	.24	.77	.78
ED072053	2	86	.33	.38	.82	.79

ED078069	3	51	.15	.16	.69	.69
ED118597	1	136	.36	.34	.69	.67
ED158039	2	253	.54	.55	.80	.83
ED223707	2	933	.20	.21	.73	.72

Note. Job Cplx= job complexity 1= low level, 2 = medium level, 3 = high level; r_g = observed validity of G; r_{gvn} = observed validity of GVN; u_g = range restriction value of G; u_{gvn} = range restriction value of GVN.

Supplementary Material 3. Validity Coefficients and Range Restriction Values of G and GVN Composites for Job Performance Ratings.

ERIC ID	Job Cplx	Sample	r_g	r_{gvm}	u_{gvm}	u_g
ED016119	3	34	.21	.20	.72	.64
ED016119	3	56	.24	.24	.76	.81
ED057168	2	59	.31	.31	.95	.92
ED059282	2	31	.19	.19	.68	.67
ED059283	1	32	.26	.22	.94	.86
ED059284	1	36	.45	.53	-	-
ED059284	1	32	.36	.24	-	-
ED059284	1	32	.23	.13	-	-
ED059284	1	27	.42	.25	-	-
ED059284	1	29	.36	.36	-	-
ED059285	2	42	.18	.03	.61	.56
ED059286	3	82	.22	.08	.81	.80
ED059286	3	36	.52	.41	.57	.56
ED059287	1	43	.26	.27	-	-
ED059288	2	51	.17	.20	.70	.65
ED059290	2	71	.29	.23	.76	.78
ED059290	2	66	.42	-	-	.65
ED059291	1	45	.30	.27	.79	.79
ED059295	2	64	.12	.08	.81	.77
ED059295	2	30	.28	.25	.89	.84
ED059296	1	70	.14	.11	.77	.72
ED059297	1	45	.28	.20	.74	.73
ED059298	1	60	.18	.19	1.01	.98
ED059299	1	35	.02	.04	.80	.73
ED059300	2	90	.21	.29	.68	.66
ED059301	1	33	.15	.15	.98	.95
ED059302	1	72	.38	.25	.97	.90
ED059304	1	46	-.19	-.22	.68	.64
ED059305	1	57	.20	.13	.68	.59
ED060067	3	32	.31	.30	.71	.67
ED060069	2	51	.25	.16	.59	.60
ED060073	2	37	.19	.10	.86	.86
ED060074	1	103	.20	.17	.79	.81
ED060075	1	50	.13	.13	.83	.78
ED060076	3	14	.64	.53	.63	.62
ED060076	3	29	.21	.17	-	-
ED060076	3	17	.61	.54	-	-
ED060078	2	50	.28	.33	.90	.79
ED060080	2	112	.26	.22	.75	.75
ED060080	2	48	.47	.52	.84	.87

ED060080	2	32	.46	.47	.80	.82
ED060080	2	50	.36	.37	.80	.76
ED060080	2	51	.45	.38	.67	.61
ED060082	2	206	.34	.33	.77	.74
ED060083	2	247	.26	.26	.87	.88
ED060083	2	129	.02	.02	.87	.92
ED060084	1	52	.24	.28	.73	.69
ED060085	2	62	.26	.13	.72	.68
ED060089	1	51	.24	.24	.78	.73
ED060090	2	107	.35	.38	.79	.81
ED060091	1	75	.39	.36	.88	.80
ED060092	1	60	.10	.13	.69	.66
ED060095	1	50	.09	.12	.73	.70
ED060096	2	49	.24	.12	.84	.78
ED060100	2	322	.37	.35	.87	.84
ED060100	2	89	.22	.22	.87	.83
ED060102	1	55	.32	.29	.92	.86
ED060103	3	51	.35	.33	.85	.80
ED060105	2	94	.11	.15	.73	.69
ED060107	2	63	.39	.33	.84	.83
ED060108	2	51	.34	.38	.88	.87
ED060109	2	59	.40	.36	.68	.64
ED060111	2	129	.32	.31	.78	.74
ED060112	1	55	.36	.33	.79	.82
ED060113	2	64	.37	.34	.80	.84
ED060114	1	52	.17	.14	.61	.51
ED060115	2	52	.40	.33	.88	.84
ED060116	1	61	.11	.14	.58	.54
ED060118	1	56	.40	.41	.84	.82
ED060119	2	76	.30	.36	.74	.71
ED060119	2	62	.57	.59	.85	.85
ED060119	2	50	.21	.13	.64	.61
ED060120	1	57	.16	.14	.68	.64
ED060122	1	53	.16	.14	.84	.80
ED060123	2	52	.35	.36	.82	.87
ED060125	2	50	.26	.36	.91	.83
ED060129	2	53	-.06	-.06	.68	.70
ED060491	2	89	.41	.42	.67	.61
ED061289	2	35	.33	.32	.78	.78
ED061292	1	62	.38	.37	.88	.81
ED061293	1	50	.10	.04	.82	.76
ED061301	1	74	-.09	-.06	.66	.58
ED061302	2	70	.44	.42	.97	1.03
ED061303	2	51	.07	.06	.76	.73
ED061304	1	63	.26	.28	.75	.68
ED061305	2	31	.33	.29	.79	.78

ED061306	1	72	.09	.02	.75	.69
ED061307	1	61	.35	.25	.61	.55
ED061308	2	50	.40	.28	.63	.63
ED061310	2	57	.48	.49	.72	.72
ED061313	2	48	.41	.42	.79	.78
ED061314	2	50	.38	.33	.72	.66
ED061317	1	39	.06	.12	.83	.86
ED061317	1	38	.16	.24	.78	.76
ED061318	2	66	.32	.30	.87	.86
ED061319	3	54	.39	.38	.60	.55
ED061320	1	57	.23	.14	.81	.74
ED061320	1	37	.15	.06	.64	.61
ED061321	1	74	-.09	-.05	.79	.74
ED061321	1	57	.34	.41	.80	.76
ED061321	1	94	.08	.12	.89	.82
ED061322	2	63	.22	.20	.74	.78
ED061323	1	52	.05	.05	.82	.79
ED061324	1	87	.26	.22	.76	.70
ED061326	1	61	.11	.15	.82	.80
ED061326	1	83	.18	.18	.83	.76
ED061326	1	57	-.09	-.09	.77	.73
ED061327	1	141	.18	.15	.96	.95
ED061327	1	82	.06	.09	.92	.87
ED061327	1	51	.15	.18	.99	.95
ED061327	1	50	.05	.04	.71	.68
ED061328	2	50	.43	.40	.80	.78
ED061328	2	36	.37	.37	.86	.85
ED061329	2	50	.48	.50	.70	.65
ED061330	1	52	.26	.21	.77	.74
ED061332	1	54	-.10	-.04	.76	.76
ED061334	1	54	.28	.25	.66	.59
ED061335	1	51	.12	.11	.81	.80
ED061335	1	38	.19	.19	.84	.85
ED061336	2	60	.32	.31	.84	.84
ED061336	2	51	.35	.43	.64	.64
ED061337	2	52	.12	.11	.71	.66
ED061338	1	50	.28	.26	.75	.73
ED061339	1	51	.16	.18	.81	.79
ED061340	1	55	.60	.48	.78	.73
ED061341	1	40	.21	.15	.97	.91
ED061342	2	51	.40	.36	.80	.83
ED062404	2	53	.40	.34	.64	.64
ED062405	2	52	.39	.19	.64	.66
ED062406	2	50	.16	.19	.76	.73
ED062407	1	58	.52	.50	.77	.76
ED062408	2	59	.27	.25	.83	.85

ED062410	1	51	.18	.20	.81	.76
ED062411	1	54	.22	.18	.74	.67
ED062412	1	50	-.18	-.07	.65	.59
ED062413	1	60	.33	.32	.85	.87
ED062417	2	80	.33	.33	.82	.78
ED062418	2	59	.19	.23	.74	.70
ED062419	1	59	-.06	-.01	.71	.68
ED062420	2	113	.15	.18	.71	.66
ED062421	2	103	.34	.33	.81	.81
ED062423	1	113	.28	.28	.75	.68
ED062424	1	70	.29	.29	.75	.72
ED062427	1	52	.31	.32	.76	.66
ED062428	1	50	.18	.24	.74	.65
ED062429	1	77	.36	.35	.76	.74
ED062430	1	50	.32	.27	.75	.71
ED062431	2	53	.09	.15	.60	.58
ED062432	2	53	.24	.19	.80	.78
ED062433	2	51	.21	.27	.65	.61
ED062434	2	56	.23	.16	.72	.70
ED062435	2	50	.42	.40	.79	.78
ED062436	2	63	.34	.33	.64	.54
ED062437	1	50	.16	.15	.74	.70
ED062438	3	106	.15	.20	.65	.68
ED062439	2	50	.28	.25	.85	.90
ED062440	2	55	.24	.23	.76	.78
ED062440	2	40	.28	.19	.72	.73
ED062441	1	51	.17	.19	.68	.63
ED062442	1	70	.08	.10	.78	.85
ED062443	1	48	.49	.50	.68	.62
ED062443	1	54	-.09	-.04	.62	.61
ED062443	1	91	.28	.34	.68	.65
ED062444	2	51	.16	.08	.62	.56
ED062445	2	50	.44	.46	.70	.63
ED062447	2	53	.20	.24	.81	.79
ED062447	2	47	.25	.23	.79	.79
ED062448	1	75	.26	.22	.72	.70
ED063380	1	52	-.19	-.10	.60	.55
ED063381	2	72	.08	.12	.75	.66
ED063382	2	110	.19	.19	.73	.69
ED063383	2	52	.14	.13	.77	.75
ED063384	2	52	.09	.06	.92	.89
ED063385	2	53	.39	.43	.74	.73
ED063386	2	55	.42	.39	.74	.74
ED063387	2	50	.10	.10	.71	.68
ED063388	2	31	.57	.61	.85	.91
ED063390	3	87	.37	.39	.76	.73

ED063391	3	59	.13	.04	.57	.50
ED063392	2	55	.23	.19	.76	.74
ED063393	1	50	.37	.31	.82	.81
ED063394	2	51	.52	.51	.82	.79
ED063395	3	65	.30	.27	.76	.75
ED063395	3	34	.21	.17	.75	.64
ED063395	3	6	.24	.21	.79	.81
ED063396	2	113	.32	.29	.73	.73
ED063398	2	63	.73	.65	.72	.71
ED063398	2	124	.35	.29	.75	.76
ED063400	2	50	.29	.34	.79	.74
ED063401	2	52	.41	.40	.90	.88
ED063402	1	51	.25	.28	.86	.83
ED063403	1	56	.36	.40	.88	.88
ED063403	1	35	.05	.12	.79	.68
ED063404	1	60	.14	.12	.64	.55
ED063405	1	65	.34	.32	.73	.72
ED063406	2	57	.19	.19	1.01	.97
ED063407	2	66	.18	.13	.78	.74
ED063408	2	55	.29	.26	.64	.64
ED063409	2	53	.19	.13	.68	.66
ED063410	3	61	.56	.52	.68	.64
ED063411	1	50	.10	.08	.67	.57
ED063412	1	50	.31	.22	.77	.74
ED063413	2	74	.22	.23	.76	.69
ED063414	2	52	.13	.12	.74	.73
ED063415	2	50	.37	.34	.77	.74
ED063416	2	55	.09	.06	.84	.80
ED063417	1	50	-.07	-.13	.74	.67
ED063418	2	62	.26	.16	.89	.89
ED063419	2	51	.35	.34	.71	.68
ED065068	2	81	.26	.26	.71	.73
ED065560	2	166	.08	.05	.55	.51
ED065561	2	49	.45	.47	.81	.74
ED065563	2	50	.14	.13	.72	.70
ED065566	1	53	.02	.03	.71	.65
ED065567	3	80	.06	.14	.62	.60
ED065568	1	56	.21	.18	.88	.76
ED065569	1	51	.22	.18	.96	.94
ED065570	2	50	.24	.23	.89	.84
ED065571	1	64	.26	.19	.78	.81
ED065572	1	48	.20	.24	.77	.71
ED065573	2	52	.30	.25	.66	.65
ED065574	2	52	.12	.08	.83	.85
ED065575	3	50	.62	.64	.60	.55
ED065577	2	50	.12	.06	.75	.70

ED065579	1	83	.12	.16	.65	.67
ED065580	3	152	.13	.20	.61	.57
ED065581	1	54	.73	.76	.89	.93
ED065582	1	50	.14	.10	.59	.54
ED065583	2	50	-.12	.02	.67	.65
ED065606	1	75	.08	.12	.68	.66
ED065607	1	55	.22	.22	.78	.71
ED065609	3	80	.33	.32	.62	.65
ED065610	1	51	.05	.06	.84	.83
ED065612	2	232	.46	.44	.68	.65
ED065612	2	60	.49	.45	.70	.67
ED065613	2	127	.15	.13	.84	.84
ED065614	1	53	.24	.23	.81	.76
ED065615	1	61	-.15	-.10	.78	.70
ED065616	2	94	.26	.22	.58	.51
ED065617	3	71	.40	.43	.72	.66
ED065618	2	65	.25	.26	.70	.66
ED065619	2	77	.09	.13	.74	.70
ED065620	1	100	.04	.02	1.18	.69
ED065621	2	87	.17	.16	.86	.84
ED065622	2	41	.42	.40	.83	.83
ED065622	2	55	.31	.32	.82	.82
ED065623	2	57	.24	.11	.48	.41
ED065624	2	59	.51	.53	.72	.71
ED065625	2	59	.44	.50	.85	.89
ED065627	1	53	.36	.37	.74	.73
ED065628	1	199	.23	.23	.77	.74
ED065631	2	56	.28	.19	.79	.75
ED065631	2	54	.42	.38	.88	.92
ED065631	2	54	.25	.21	.78	.83
ED065632	2	77	.55	.51	.77	.78
ED065633	2	241	.31	.30	.87	.87
ED065634	1	50	.31	.26	.83	.79
ED065635	1	51	.15	.17	.80	.82
ED065636	1	75	.10	.13	.69	.63
ED065637	1	52	.09	.10	.92	.87
ED065638	1	50	.21	.06	.89	.94
ED065640	1	53	.23	.21	.93	.96
ED065641	1	66	.02	.12	.68	.66
ED066458	1	57	.56	.56	.94	.95
ED066459	1	183	.30	.26	.79	.76
ED066460	3	80	.40	.35	.75	.75
ED066461	3	230	.23	.25	-	-
ED066461	3	51	.09	.12	-	-
ED066462	1	77	.34	.33	.90	.89
ED066463	1	58	.28	.25	.75	.71

ED066464	1	74	.27	.32	.72	.66
ED066465	1	48	.03	-.02	.99	.98
ED066466	2	50	.34	.34	.78	.75
ED066467	1	53	.21	.19	.77	.72
ED066468	1	53	.52	.50	.91	.94
ED066469	2	58	.19	.16	.81	.81
ED066470	1	54	.17	.10	.80	.79
ED066472	2	147	.23	.20	.78	.76
ED066472	2	57	.11	.07	.83	.80
ED066473	2	100	.04	.05	.94	.94
ED066474	2	102	.22	.16	.68	.70
ED066476	3	102	.36	.29	.69	.64
ED066476	3	93	.37	.37	.83	.83
ED066476	3	68	.28	.23	.76	.69
ED066477	3	55	.43	.43	.71	.68
ED066478	3	72	.27	.28	.70	.64
ED066478	3	59	.48	.46	.82	.77
ED066479	2	58	.28	.29	.76	.76
ED066481	2	73	.23	.27	.81	.81
ED066482	2	59	.19	.22	.82	.76
ED066488	2	61	.26	.23	.83	.86
ED066491	2	198	.26	.26	.75	.72
ED066491	2	103	.33	.33	.76	.72
ED066510	2	50	.03	.02	.67	.57
ED066511	2	79	.41	.32	.67	.67
ED066512	1	61	.15	.13	.61	.55
ED066515	2	52	.03	.03	.78	.78
ED066516	2	56	.33	.31	1.00	1.03
ED066518	2	75	.39	.42	.80	.80
ED066519	2	48	.15	.11	.78	.78
ED067408	1	60	.11	.11	.75	.73
ED067410	3	51	.34	.32	.79	.78
ED067410	3	44	.52	.53	.77	.78
ED067411	1	70	.04	.11	.76	.79
ED067412	1	58	.27	.27	.79	.81
ED067413	2	57	.06	.14	.79	.79
ED067414	2	78	.25	.25	.74	.71
ED067415	1	50	.29	.34	.77	.78
ED067416	2	78	.27	.25	1.09	1.07
ED067417	2	55	.15	.17	.84	.85
ED067418	2	49	-.03	-.04	.80	.78
ED067420	1	54	.15	.07	.77	.78
ED067421	2	52	.36	.35	.87	.88
ED067422	2	63	.34	.34	.85	.75
ED068539	2	53	.49	.52	.84	.82
ED068540	1	50	.27	.36	.91	.86

ED068542	1	58	.30	.32	.83	.81
ED068543	1	55	.51	.42	.67	.64
ED068545	1	55	.28	.21	.73	.69
ED068548	2	60	.02	.02	.71	.64
ED068549	1	66	.08	.14	.78	.79
ED068550	2	67	.11	.10	.71	.69
ED068551	3	59	.22	.24	.78	.72
ED068553	3	55	.31	.29	.75	.75
ED068555	1	57	.15	.11	.74	.80
ED068556	3	76	.11	.16	.85	.87
ED068558	1	52	.13	.08	.79	.78
ED068559	2	84	.53	.49	.81	.81
ED068560	1	87	.27	.19	.67	.64
ED068561	1	100	.39	.41	.80	.75
ED068562	3	57	.27	.27	.77	.69
ED068563	2	50	.13	.10	.91	.84
ED068564	2	76	.23	.24	.67	.63
ED068565	1	85	.11	.08	.67	.64
ED068568	1	56	.22	.26	.72	.70
ED069541	2	64	.22	.24	.93	.93
ED069626	2	55	.26	.19	.76	.75
ED069628	1	49	.09	.08	.82	.79
ED069629	1	51	.36	.33	.83	.78
ED069630	1	50	.02	.05	.88	.86
ED069631	2	59	.31	.31	.95	.92
ED069632	2	55	.30	.28	.71	.70
ED069633	3	64	.05	.08	.62	.61
ED069634	1	59	.30	.25	.75	.70
ED069634	1	56	-.03	-.03	.71	.67
ED069638	3	53	.23	.21	.56	.58
ED069639	1	61	.19	.15	.79	.80
ED069640	3	53	.39	.32	.65	.65
ED069642	2	32	.20	.21	.81	.75
ED069643	1	60	.37	.31	.80	.88
ED069643	1	56	.02	.16	.61	.55
ED069644	1	50	.22	.17	.74	.71
ED069646	1	69	-.09	-.04	.75	.73
ED069647	2	74	.20	.19	.76	.80
ED069648	2	55	.02	.00	.57	.56
ED069649	2	72	.43	.35	.73	.72
ED069650	2	53	.26	.22	.66	.65
ED069651	2	50	.27	.23	.60	.56
ED069652	2	50	.45	.42	.83	.81
ED069764	1	70	.16	.10	.83	.85
ED069765	2	66	.19	.17	.59	.64
ED069766	1	75	.22	.19	.88	.88

ED069767	1	69	.17	.16	.72	.73
ED069769	1	136	.10	.09	.98	.95
ED069770	2	64	.31	.31	.84	.86
ED069774	2	50	.25	.32	.92	.97
ED069775	2	50	.20	.23	.72	.67
ED069776	2	54	.17	.15	.77	.72
ED069777	2	61	.37	.37	.75	.76
ED069778	2	52	.27	.27	.79	.81
ED069779	2	84	.17	.19	.73	.71
ED069780	1	53	.40	.34	.79	.79
ED070771	1	57	.22	.23	.75	.69
ED070772	1	53	.17	.18	.80	.79
ED070773	3	62	.52	.57	.89	.82
ED070774	2	120	.35	.31	.71	.68
ED070775	1	55	.29	.32	.76	.80
ED070776	2	61	.45	.41	.72	.69
ED072046	1	92	.23	.24	.90	.91
ED072046	3	122	.21	.21	.67	.63
ED072049	1	53	.20	.15	.81	.81
ED072050	3	82	.20	.20	.75	.70
ED072051	1	51	.18	.24	.63	.61
ED072052	2	50	.28	.20	.68	.68
ED072052	2	49	.48	.48	.82	.88
ED072052	2	70	.24	.23	.82	.82
ED072055	3	84	.14	.18	.64	.57
ED072055	3	75	.32	.28	.63	.61
ED072056	1	55	.27	.19	.66	.65
ED072056	2	80	.41	.34	.60	.55
ED072056	2	53	.75	.64	.65	.57
ED072056	2	61	.47	.50	.73	.69
ED072056	2	71	.02	-.03	.60	.57
ED072056	2	73	.04	.03	.56	.53
ED072056	2	54	.35	.37	.56	.56
ED072056	2	70	.08	.10	.67	.62
ED072056	2	82	.40	.31	.55	.50
ED072056	2	86	.33	.29	.59	.56
ED072057	2	50	.25	.29	.87	.90
ED072058	1	86	.18	.20	.74	.74
ED072059	1	53	.23	.27	.89	.86
ED072059	1	60	.43	.39	.85	.83
ED072060	1	64	.18	.15	.76	.72
ED072060	1	64	.18	.15	.76	.72
ED072061	1	51	.30	.33	.82	.75
ED072062	1	50	.30	.25	.87	.86
ED072063	1	58	.03	.04	.75	.71
ED072065	1	53	.22	.15	.58	.50

ED072066	2	53	.32	.29	.76	.72
ED072067	2	98	.52	.53	.76	.76
ED072068	1	66	-.04	.03	.74	.68
ED072069	2	106	.20	.26	.61	.59
ED078070	1	31	.33	.37	.54	.49
ED078070	1	34	.18	.19	.79	.79
ED100969	2	81	.14	.16	.68	.63
ED100969	2	99	.21	.22	.84	.83
ED103450	1	202	.22	.22	.90	.91
ED103451	1	348	.25	.25	.75	.75
ED103456	2	266	.29	.28	.86	.88
ED103489	2	326	.47	.44	.74	.73
ED103491	2	407	.36	.37	.78	.76
ED103492	1	186	.32	.33	.86	.88
ED103495	2	291	.16	.20	.85	.84
ED117132	1	78	.17	.17	.85	.89
ED117159	2	204	.19	.16	.74	.73
ED117160	2	234	.11	.08	.82	.82
ED118598	2	243	.27	.29	.87	.89
ED158039	2	253	.18	.21	.82	.68
ED223695	2	154	.38	.36	.82	.84
ED223696	2	404	.22	.24	.82	.81
ED223707	2	123	.16	.16	.81	.75
ED223714	2	239	.20	.23	.93	.94
ED223718	2	201	.32	.31	.75	.73
ED223722	2	194	.23	.19	.84	.86
ED223723	2	496	.30	.30	.88	.90
ED224826	1	644	.22	.21	.75	.75
ED263137	2	272	.18	.37	.75	.80

Note. Job Cplx = job complexity 1 = low level, 2 = medium level, 3= high level; r_g = observed validity of G; r_{gvm} = observed validity of GVN; u_g = range restriction value of G; u_{gvm} = range restriction value of GVN.

Supplementary Material 4. Validity Coefficients and Range Restriction Values of G and GVN Composites for Production Records.

ERIC ID	Job Cplx	Sample	r_g	r_{gvn}	u_{gvn}	u_g
ED060117	1	58	.24	.25	.72	.67
ED060117	1	91	.11	.11	.73	.67
ED060099	1	58	.31	.36	.73	.66
ED061322	2	63	.16	.13	.78	.78
ED060096	2	41	.15	.13	.69	.65
ED066471	2	50	.11	.11	.89	.88
ED065611	1	51	.08	.08	.98	1.01
ED060101	2	50	.37	.03	.74	.68
ED060128	1	50	.21	.19	.79	.79
ED060081	1	27	-.23	-.18	.65	.66
ED060081	1	24	-.18	-.17	.69	.66
ED060081	1	52	-.16	-.12	.77	.74
ED061317	1	50	.35	.37	.78	.74
ED061317	1	38	.16	.22	.81	.76
ED060072	1	31	.32	.38	.90	.90
ED061321	1	44	-.02	-.06	.71	.65
ED059287	1	100	.03	.04	-	-
ED059287	1	65	.08	.04	-	-
ED059287	1	73	.03	.05	.80	.74
ED059284	1	27	.25	.35	-	-
ED059284	1	23	.28	.31	-	-
ED059284	1	47	.16	.20	-	-
ED059284	1	36	.50	.52	-	-
ED059284	1	58	.26	.23	.71	.68
ED059284	1	75	-.05	-.04	.71	.65
ED069645	1	57	.18	.20	.83	.77
ED059285	2	60	.17	.20	.70	.62
ED059285	2	42	.18	.03	.61	.56
ED059303	1	34	.31	.29	.82	.77
ED061327	1	53	-.01	.07	.71	.66
ED969771	2	51	.33	.29	.69	.60

Note. Job Cplx= job complexity 1 = low level, 2 = medium level, 3 = high level; r_g = observed validity of G; r_{gvn} = observed validity of GVN; u_g = range restriction value of G; u_{gvn} = range restriction value of GVN.

Supplementary Material 5. Validity Coefficients and Range Restriction Values of G and GVN Composites for Work Sample Tests.

ERIC ID	Job Cplx	Sample	r_g	r_{gvn}	u_{gvn}	u_g
ED063391	1	57	.08	.08	.69	.65
ED062426	1	80	.37	.43	.79	.75
ED061313	2	57	.20	.21	.77	.77
ED066491	2	89	.35	.34	.74	.61
ED059290	2	66	.37	-	-	.65
ED063397	2	49	.02	.03	.77	.80
ED059288	2	130	.29	.34	.68	.68
ED059288	2	60	.41	.46	.54	.51
ED059288	2	50	.45	.48	.54	.49
ED059288	2	58	.50	.55	.81	.82
ED065612	2	63	.30	.18	.56	.48

Note. Job Cplx= job complexity 1= low level, 2 = medium level, 3 = high level; r_g = observed validity of G; r_{gvn} = observed validity of GVN; u_g = range restriction value of G; u_{gvn} = range restriction value of GVN.