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SANTA BARBARA • SANTA CRUZ

DEPARTMENT OF ECONOMICS  
SANTA BARBARA, CALIFORNIA 93106-9210

PHONE: (805) 893-3670  
FAX: (805) 893-8830

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To whom it may concern:

I hereby certify that I have no conflicts of interest with respect to the manuscript. "What Happens When Employers Can No Longer Discriminate in Job Ads?", co-authored with Kailing Shen. I received no financial support for conducting this research.

IRB approval was not sought for this project because it is based purely on the analysis of pre-existing, anonymized data.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter Kuhn".

Peter Kuhn  
Distinguished Professor of Economics