

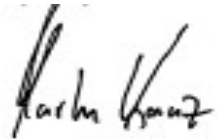
**Disclosure Statement**  
**“Workplace Signaling and Financial Commitment: Evidence from a Field Experiment”**

January 12, 2018

I have no conflicts of interest to disclose.

Human subjects approval for this study was obtained from the Columbia University (IRB-AAAP8601) and Innovations for Poverty Action (#10859) Institutional Review Boards.

Best regards,

A handwritten signature in black ink, appearing to read "Martin Kanz". The signature is stylized with a large, sweeping initial "M" and a cursive "Kanz".

Martin Kanz