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Object: Disclosure Letter to the **American Economic Association**

To Whom It May Concern:

I am writing concerning the manuscript "Soft Affirmative Action and Minority Recruitment," joint work with Daniel Ferstman (Tel Aviv University) that we are submitting to the *American Economic Review: Insights*.

I declare that I have no relevant or material financial interests that relate to the research described in this paper. I acknowledge financial support from the National Science Foundation under the grant SES-1730483.

Please do not hesitate to contact me if I can be of further assistance.

Sincerely,

Alessandro Pavan  
Professor of Economics, Northwestern University