

Bils Disclosure Statement

Re: Manuscript "How Sticky Wages in Existing Jobs Can Affect Hiring"

I have not received any outside funding for this research.

I have received no compensation from an "interested" party in conducting this research.

I hold no paid or unpaid position as officer, director, or board member of relevant non-profit organizations or profit-making entities.

No close relative or partner has received funding or compensation from an interested party or holds a position as a director, officer, or board member at a relevant organization.

Signed:

A handwritten signature in black ink, appearing to read "William J. Bilal". The signature is written in a cursive, flowing style.