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Research Disclosure Statement

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 Peter Kuhn. 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 blue ink, followed by a red square seal.

Kailing Shen
Associate Professor