

January 16, 2020

To whom this may concern:

I, Bo Cowgill, declare that I have no relevant or material financial interest that relate to the research described in this paper in this paper titled "Do Workers Comply with Salary History Bans? A Survey On Voluntary Disclosure, Adverse Selection, and Unraveling". Furthermore, I declare:

1. The submitted article did not have an outside funding source.
2. I Bo Cowgill have not received at least \$10,000 in the past three years from any "interested party" in this research.
3. I do not have any paid or unpaid positions as an officer/director/board member of a relevant organization to disclose.
4. These same disclosures apply to my close relatives and partner.
5. No other party had the right to review this paper prior to circulation.
6. This research was approved by the Tufts IRB.
7. All original data used for analysis in this paper will be made available to AER's readers should the paper be accepted for publication.

Sincerely,

A handwritten signature in black ink, appearing to read 'Bo Cowgill', with a stylized, cursive script.

Bo Cowgill