September 3, 2020  
  
  
To the Institutional Review Board (IRB),

I am writing to explain why IRB approval was not initially obtained prior to conducting an online questionnaire in July 2020 to obtain data that was used as part of the analysis in the paper “Conformity and Soft Skills as Determinants of Alternatively Credentialed Non-College Graduate Hireability.”

The reason that IRB approval was not initially sought is that I was unaware the IRB existed at the time of execution of the survey. When I presented the results to my dissertation committee, I was kindly asked to submit for IRB review and immediately complied.

Regards,  
John Vandivier  
  
[CENSORED CONTACT INFO]