



RUSSELL SAGE FOUNDATION
www.russellsage.org

Sheldon H. Danziger
President

May 6, 2019

Mr. Sher Afghan Asad
Iowa State University

Dr. Joydeep Bhattacharya
Iowa State University

RSF Grant#: 1902-13294

Dear Mr. Asad and Dr. Bhattacharya,

I am pleased to inform you that the Russell Sage Foundation ("RSF") has approved a Grant of \$7,500 to the Iowa State University Foundation (the "Organization") for support of the project, "Do workers discriminate against their employers? Evidence from an online labor market," under your supervision (the "principal investigator(s)").

If the Organization agrees with the following terms of this Grant, an appropriate officer of the Iowa State University Foundation and the principal investigator(s) should countersign a copy of this letter and return it to the Grants Operations Manager of RSF.

Grant Overview

Grant Number: 1902-13294. Please indicate this Grant number on all correspondence.

Amount and Purpose of Grant: \$7,500 for support of the project, "Do workers discriminate against their employers? Evidence from an online labor market."

Project Summary: A large body of literature in economics has demonstrated that prejudice or bias of the majority group towards members of an out-group identity – whether it be racial, religious, ethnic or gender in origin – is widespread in labor markets. Such biases often lead to discrimination. It is commonly believed that labor market discrimination is one-sided: driven by employers toward their out-group employees. In this research, we restrict attention to racial identity and seek to study possible discrimination in the reverse direction, i.e., we ask, do workers discriminate on the intensive margin (say, by shirking or under-providing effort) for an out-race employer relative to an otherwise-identical, own-race one? We design a large scale real effort experiment on Amazon's Mechanical Turk to answer our research question.

Term: The 18-month period from 05/01/2019 to 10/31/2020.

Reporting Guidelines and Payment Terms

Use of Grant Funds: This Grant is made only for the purposes stated in this letter, and funds must be used for such purposes in accordance with the attached approved budget. Under United States law, RSF funds may be expended only for charitable, scientific, literary, or educational purposes.

By countersigning this Grant letter, the Organization and the principal investigator(s) are certifying that RSF's funds will not be used for the same research expenses that are being provided by any other funding sources.

By countersigning this Grant letter, the Organization and the principal investigator(s) are certifying that the research proposed here has not been completed, that is, neither the Organization nor the principal investigator(s) have circulated a working paper or submitted an article for publication that is comparable to any of the research products described as deliverables in the proposal.

Please also note that if the approved budget contains funds for travel, RSF funds should be used only for economy class travel and moderately priced restaurants and hotels.

No substantial variances may be made from the attached budget without RSF's prior approval in writing. Any funds not expended or committed within the period stated above for the purposes stated above must be returned to RSF.

Grant Payments: The grant has the following payment schedule. Payments will only be disbursed provided RSF has received a countersigned copy of this letter, and provided further that the requirements of the *Data Access*, *Study Preregistration*, and *Human Subjects* sections below have been met, if applicable, and that there are no outstanding reporting requirements.

Payment Due Date	Payment Amount
06/01/2019	\$7,500

Reporting Requirements: Please log into the Fluxx application portal (rsf.fluxx.io) to review and submit the financial and narrative reporting requirements for this grant. The annual financial reports must be submitted by the designated representative of the organization and show actual expenditures against the approved budget categories and the balance on the grant. The narrative reports must be submitted by the principal investigator and should detail the progress of the project to date. If any articles or manuscripts have resulted from this Grant, RSF requires the principal investigator to submit copies.

All narrative and financial reports must be submitted in a timely manner as specified herein; otherwise, payments may be delayed or discontinued on this Grant.

Report Due Date	Report Type
5/1/2020	Interim Narrative and Budget Reports
12/31/2020	Final Narrative and Budget Reports

Requesting an Extension or Modification of the Grant: Requests to modify or extend an Grant are necessary when the activities must be changed to be completed under the Grant, to add new budget categories, reallocate budget categories, or make other substantive changes to the project. Under no circumstances can the purpose of the Grant be modified.

To request an extension or modification of this Grant, the Organization must contact the Grant Operations Manager to receive the Extension Template and/or instructions for a budget reallocation request. For budget reallocation requests, the Organization must submit a revised budget, showing actual expenditures against the approved budget categories and the balance on the Grant (budget minus expenditures), as well as the proposed reallocation of funds. RSF will notify the Organization if the request is approved and inform the Organization if there is a revised schedule of reporting requirements and/or new payment terms. All narrative and financial reporting requirements that are due must be completed before RSF can review any modification requests.

Intellectual Property and Copyright

Dissemination of Information: RSF supports research by social scientists and, unless expressly stated otherwise in this Grant letter, does not claim any copyright or other ownership of proprietary rights over the final product and results of the research supported by the Grant (e.g., academic journal articles and conference papers). There are, however, certain requirements under this Grant letter that govern book-length manuscripts. A "book-length manuscript" means a manuscript of at least 19,000 words, or as otherwise agreed by the parties. Please refer to the *Russell Sage Foundation Publications Program* section below for more details.

The Organization and the principal investigator(s) are required to acknowledge RSF's support on all materials (whether in printed, electronic, audio-visual, or other format) that are produced as a result of this Grant in the following manner: "This work has been supported (in part) by Grant # 1902-13294 from the Russell Sage Foundation. Any opinions expressed are those of the principal investigator(s) / Iowa State University Foundation alone and should not be construed as representing the opinions of the Foundation."

RSF encourages the widest possible distribution of materials developed in connection with this Grant ("work products") and expects that such work products will be made, and will remain, generally available to the public. To ensure that the work products are available to further RSF's charitable purposes to benefit the public, each of the principal investigator(s) and the Organization hereby grants to RSF a perpetual, irrevocable, nonexclusive, worldwide, royalty-free, sublicenseable right to reproduce, distribute and publicly display the work products, in whole or in part, in any medium now known or later developed; RSF may exercise the foregoing license only if the work products are not being made publicly available. The parties agree the work products will be considered unavailable (in whole or in part) if the principal investigator(s) or the Organization gives RSF notice they are unavailable or if RSF determines in good faith after reasonable inquiry that they are unavailable.

Materials or information such as instructional modules, computer software, and data sets that are developed solely with funding from this Grant may not provide royalties or otherwise result in financial benefit for any university or any individual paid a salary under this Grant. The foregoing restriction does not apply to book-length manuscripts developed in connection with this Grant.

If the Organization plans to collect data from a for-profit agency or firm, the Grant will be contingent on written confirmation from the agency or firm that all research findings may be made publicly available.

Exemptions: If a data set or other work product cannot be made publicly available, the principal investigator(s) or the Organization, as applicable, should immediately submit a copy of the contract that protects the proprietary data or other work product, along with a signed copy of this agreement. The RSF Senior Grants Operations Manager will inform the principal investigator(s) or the Organization within 14 days after receipt of the publishing contract if the project will be exempt from RSF's Dissemination of Information Clause.

Russell Sage Foundation Publications Program: A representative of the Organization and the principal investigator(s) must sign and return one copy of the *Book Publishing Agreement* included as **Attachment A** to this Grant letter along with the signed copy of the body of this Grant letter to indicate that the Organization and the principal investigator(s) have reviewed and agree to RSF's publication terms. Questions regarding the RSF publications program should be addressed to the RSF Director of Publications.

Branding and Copyright: Except as expressly permitted in this Grant letter, none of the Organization, the principal investigator(s), and RSF may use the name, trade name, trademark, logo, letterhead or other designation of any other party or its affiliates without prior written permission from such other party. For further information or assistance related to communications concerning this Grant, please contact RSF's Director of Communications. The Organization and principal investigator(s) acknowledge and agree that RSF may use the Organization and the principal investigator(s)' names in connection with public announcements and reports relating to this Grant.

Other Terms and Conditions

Staffing: The Organization hereby agrees to notify RSF of any change in the principal or co-principal investigator(s), or their affiliation, for this project. RSF reserves the right to terminate the Grant following any such change.

Tax Status: By countersigning this letter, the Organization confirms that it is a 501(c)(3) organization classified by the Internal Revenue Service as a public charity, that such status has not been revoked or modified, and that it will notify RSF promptly of any change in such status.

Project Evaluation: RSF will monitor and conduct an evaluation of work supported by this Grant; this may include visits by RSF personnel to discuss the materials connected with the activities financed by these funds. Such visits shall be performed with advance notice during regular business hours.

Data Access: If the successful completion of the project depends on access to data sources that are not publicly available, the Grant will be contingent on written confirmation of access to these data sources. Please provide RSF with a timetable outlining the Organization's plan to gain access to these data.

Human Subjects: RSF requires Organizational Review Board (IRB) approval for all research projects involving human subjects. Please submit a copy of the IRB approval letter.

Study Pre-Registration: In some cases, for projects conducting Random Control Trials (RCTs), RSF may require preregistration of study hypotheses, research design, and analytical strategy.

Equal Employment Opportunity: The Organization certifies that it complies with the principles of Equal Employment Opportunity and that it has a policy against discriminatory harassment in place. The Organization will ensure that any individual engaged in work pursuant to this grant will act in accordance with those policies and professional norms and ethics.

Termination: This Grant may be terminated by either the Organization or RSF upon sixty (60) days' prior written notice to the other party if the project is no longer academically or technically feasible. RSF also has the right to terminate this Grant immediately (a) if the research project has not been started within 180 days of the project start date or (b) if RSF determines in its sole discretion that the Organization will not be able to achieve the purposes of the Grant or has failed to comply with the terms of this Grant letter. Upon termination, the Organization shall promptly return all unexpended and uncancellable funds to RSF and RSF will have no further funding obligation. The Organization must repay to RSF any Grant funds that are not expended in accordance with this Grant letter.

Limitation of Liability: Notwithstanding anything to the contrary contained herein, to the maximum extent permitted by law, in no event will a party hereto be responsible to any other party hereto for any incidental, consequential, indirect, special, punitive, or exemplary damages of any kind. A party's liability to any other party hereto shall be limited to the amount of insurance carried by such party that may be applicable to such claims as may arise pursuant to this Grant letter or the total amount of funds paid by RSF to the Organization, whichever shall be greater. Nothing in this limitation shall be construed to imply any limitation of liability with respect to any third party.

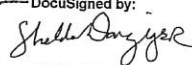
Russell Sage Foundation Contacts for this Grant:

- Project-related questions should be directed to: **Leana Chatrath, Senior Program Officer, leana@rsage.org.**
- Administrative and financial questions should be directed to: **Nora Mitnick, Senior Grants Operations Manager, nora@rsage.org.**
- Questions regarding RSF's publications program should be directed to: **Suzanne Nichols, Director of Publications, suzanne@rsage.org.**
- Communications-related questions, including questions on RSF's website or book promotion, should be directed to **David Haproff, Director of Communications, david@rsage.org.**

Signature

On behalf of RSF let me say how pleased we are to have a role in supporting this important study. I extend my best wishes for a successful project.

Sincerely,

DocuSigned by:

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Sheldon Danziger
President, Russell Sage Foundation

ACCEPTED AND AGREED


Sher Afghan Asad (May 6, 2019)

Signature of Principal Investigator


Joydeep Bhattacharya (May 6, 2019)

Signature of Co-Principal Investigator



Signature of Organization Representative

**Attachment A to Grant Letter
The Russell Sage Foundation Book Publishing Agreement**

The Russell Sage Foundation ("RSF") has published distinguished books in the social sciences since 1907. Its current backlist contains over 500 titles and it publishes 10 to 15 new books each year. As an operating foundation, RSF publishes, under its own imprint, books that result from the research supported by its Grants. In its role as a scholarly publisher, RSF reserves the right to publish any book-length manuscript (each, a "Work") that results from the activities of this project funded by RSF. Terms used herein but not defined have the meanings ascribed to them in the Grant letter.

Under this agreement, neither the principal investigator(s) nor the Organization, may enter into negotiations for publication or co-publication with any other publisher for any Work resulting from this project without the explicit prior written approval of RSF. Upon completion of a Work, the principal investigator(s) on behalf of the Organization will notify RSF and provide a copy of the Work to RSF in a format that RSF requests. RSF will review the Work and make an initial decision about publication within four months after the submission. If RSF determines that it will publish the Work, the principal investigator(s) or the Organization, as applicable, will assign or license to RSF (as RSF determines) the copyright to the Work and RSF will publish the Work on terms described in this agreement and RSF's publishing agreement described below. If RSF does not accept the Work for publication, then the principal investigator(s) and/or the Organization will be free to enter into negotiations with other publishers concerning the Work.

Publishing Procedures: RSF's publishing procedures and practices strongly resemble those of university presses. On receipt of a manuscript of the Work, RSF will conduct its own internal review and will commission several outside evaluations from appropriate experts. Every effort is made to collect these evaluations and reach an initial publishing decision within four months after receipt of the manuscript of the Work. If the initial decision is favorable, a final decision may require the authors to revise the manuscript of the Work in response to internal and external reviews.


RSF's standard publications contract, which is available for review, provides no royalties on sales of the first 1,500 copies of all editions of the Work, so that RSF might recover a portion of production and promotion costs. Thereafter, the author(s) of the Work will earn royalties of 7.5% of net receipts on paperback and electronic copies. Books are published by RSF as paperback originals and as e-books.

The RSF Director of Publications retains professional editors, proofreaders, indexers, and designers to assist in the preparation of the Work for publication. All production, sales, marketing, and distribution activities are undertaken by the Publications Department and meet the highest standards in scholarly publishing. RSF promotes its books to the academic market, and, when appropriate, to a general audience via direct mail, advertising, and broad distribution to book reviewers and print, broadcast, and online journalists. RSF is a member of the Association of American University Presses.

Exemptions: If a Work is under contract with another publisher prior to the initial date this Grant letter is issued, the principal investigator(s) or the Organization, as applicable, should immediately submit a copy of the publishing contract along with a signed copy of this agreement. The RSF Director of Publications will inform the principal investigator(s) or the Organization within 14 days after receipt of the publishing contract if the project will be exempt from RSF's right of first refusal. In the event that such publishing contract ceases to be effective for any reason, the principal investigator(s) and the Organization agree that RSF shall have the right to publish the Work, in accordance with the terms described above.

The principal investigator(s) or the Organization, as applicable, may request a waiver of RSF's right to publish policy only under exceptional circumstances. Approval of such a waiver will be at the RSF President's discretion. If the RSF President decides to grant the waiver, RSF will require the principal investigator(s) or the Organization, as applicable, to sign over to RSF half of their publication advance and/or royalties, up to a maximum of \$20,000.

Signature: To signify agreement with the terms outlined in this document, please sign below and return it to the RSF Grants Operations Manager.

DocuSigned by:

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Sheldon Danziger
President, Russell Sage Foundation

ACCEPTED AND AGREED


Sher Afghan Asad (May 24, 2019)

Signature of Principal Investigator


Joydeep Bhattacharya (May 24, 2019)

Signature of Co-Principal Investigator



Signature of Organization Representative