**Informed Consent Document**

**Title of Study:** Decisions in Labor Market

**Investigator:** Sher Afghan Asad, Elizabeth Hoffman

This brief screener is a part of a research project at the Iowa State University. You will receive $0.05 for completing the screener, which is used to see if you are eligible for the full study. Individuals who qualify for the study will be invited to participate in a 15-minute study for a pay of 1 dollar plus bonus. If you do not qualify for participation based on this screening questionnaire, all the information about you will be destroyed.

**Description of Procedures**

To be considered for participation in the study, you will have to answer few demographic questions and upload the clearly visible picture of your face using the webcam. The survey link will ask permission to access your webcam which you must accept. Once you have filled out the survey and submitted the picture, you may be invited to participate in the full study. In the full study, you will be randomly matched with another participant. You and your randomly matched participant will make decision about bonus rate and will work on a simple task that will affect your and your matched participant earnings. The experiment will last for either 5 minutes or 15 minutes depending on your role in the experiment. Your uploaded picture may be showed to your matched participant during the experiment. You will be given more information about the structure of the study in the instructions.

**Risks or Discomforts**

There are no foreseeable risks currently in participating in the study.

**Benefits**

If you decide to participate in this study, there are no direct benefits to you. It is hoped that the information gained in this study will benefit the field of economics by providing more insight into the process of how decisions are made in the labor markets.

**Costs and Compensation**

You will not bear any costs from participating in this study. If you participate you will spend no longer than 5 or 15 minutes depending on your role. Participants will earn $1 for participating in the experiment and a bonus amount depending on the decisions in the experiment. Your final compensation will vary depending on your and your randomly matched participant choices. You will need to complete a form to receive payment.

**Participant Rights**

Participating in this study is completely voluntary. You may choose not to take part in the study or to stop participating at any time, for any reason, without penalty or negative consequences. If you have any questions about the rights of research subjects or research-related injury, please contact the IRB Administrator, 515-294-4566, IRB@iastate.edu, or Director, 515-294-3115, Office for Responsible Research, Iowa State University, Ames, Iowa 50011.

**Confidentiality**

This consent form, any other documents and uploaded picture identifying participants will be kept confidential to the extent permitted by applicable laws and regulations and will not be made publicly available. However, federal government regulatory agencies, auditing departments of Iowa State University, and the Institutional Review Board (a committee that reviews and approves human subject research studies) may inspect and/or copy study records for quality assurance and data analysis. These records may contain private information. This experiment is approved by the Institutional Review Board at Iowa State University (ISU IRB: \_\_\_\_\_ Approved Date: \_\_\_\_\_\_ Expiration Date: \_\_\_\_\_\_). It is assured that the confidentiality of your data, your uploaded picture, and the choices that you make in the study will be strictly maintained. To ensure confidentiality to the extent permitted by law, the following measures will be taken: Data will be stored on a secure computer or department server under password protection. Your identifiable information will be separated from your decisions in the experiment. When we report results, we will group responses in aggregate; individual responses will not be shared. Please be aware that any work performed on Amazon MTurk can potentially be linked to information about you on your Amazon profile. We will not be accessing any information about you that you may have put on your Amazon public profile page. We will store your MTurk worker ID separately from the other information you provide to us.

**Future Use of Data**

De-identified information collected about you during this study may be shared with other researchers or used for future research studies. We may also get your uploaded picture rated on different factors. We will not obtain additional informed consent from you before sharing the de-identified data or getting your picture evaluated for different characteristics.

**Questions**

You are encouraged to ask questions at any time during this study. For further information about the study, contact Sher Afghan Asad at 515-735-6309 or [saasad@iastate.edu](mailto:saasad@iastate.edu) or Elizabeth Hoffman at bhoffman@iastate.edu.

**Consent and Authorization Provisions**

Your signature indicates that you voluntarily agree to participate in this study, that the study has been explained to you, that you have been given the time to read the document, and that your questions have been satisfactorily answered. You may print a copy of this informed consent document for your records.

**Participant's Electronic Signature**

By clicking below, I acknowledge I have read and agree with the material contained in the Informed Consent Document.

Accept/Agree to Participate in the Study