**Debriefing**

Thank you for participating in the experiment. We will now explain the full purpose of the study that you just participated in. The experiment was designed to investigate whether economic agents in the market setting exhibit different degree of reciprocity to different employer’s type. We are investigating whether people respond with different effort levels to white employers versus the black employers. The answer to this question is important because it helps improve our understanding of the dynamics of job markets.

We will be analyzing the decisions that you made during the experiment to answer and analyze the above question. It was necessary to not tell you that this research is about difference in reciprocity towards employer’s types because research has found that telling people the purpose of a study tends to change behavior in one direction or the other. We wanted to avoid those confounds and see if differences in effort choices exhibit themselves without any priming. We are very thankful for your participation in this experiment and helping with the research.

If you have any questions about your rights as a research participant, you are welcome to contact the Institutional Review Board (IRB) at Iowa State University by writing to [irb@iastate.edu](mailto:irb@iastate.edu).