**Instructions for Baseline Treatment (for Employers)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who will work on a simple button-pressing task. You will be paid a bonus of 10 cents for every 100 points scored by the other participant. You can choose to transfer part of these 10 cents to that participant which will serve as a bonus payment for him/her for every 100 points that he/she scores. The other participant will have 10 minutes to work on the task.

The other participant will not know anything about your identity and will only see the bonus rate selected by you before starting to work on the task.

**Description of Task:** The object of the task is to alternately press the “a” and “b” buttons on the keyboard as quickly as possible for 10 minutes. Every time the other participant successfully presses the “a” and then the “b” button, he/she will receive a point. Note that points will only be rewarded when the other participant alternate button pushes: just pressing the “a” or the “b” button without alternating between the two will not result in points. Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or the task will not be approved. The other participant is free to score as many points as he/she can.

For example, if you choose 5 cents for the other participant and that participant score 1000 points in 10 minutes, then your bonus amount will be and the other participant’s bonus amount will be . On the other hand, if you choose 0 cents for other participant and that participant scores 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . Similarly, if you choose 10 cents for the other participant and that participant again score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be .

Make sure you understand the instructions before proceeding. The next screen will ask you questions related to some arbitrary examples of what could happen in the experiment.

**Instructions for Race Salient Treatment (for Employers)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who will work on a simple button-pressing task. You will be paid a bonus of 10 cents for every 100 points scored by the other participant. You can choose to transfer part of these 10 cents to that participant which will serve as a bonus payment for him/her for every 100 points that he/she scores. The other participant will have 10 minutes to work on the task.

The other participant will see your picture and the bonus rate selected by you before starting to work on the task.

**Description of Task:** The object of the task is to alternately press the “a” and “b” buttons on the keyboard as quickly as possible for 10 minutes. Every time the other participant successfully presses the “a” and then the “b” button, he/she will receive a point. Note that points will only be rewarded when the other participant alternate button pushes: just pressing the “a” or the “b” button without alternating between the two will not result in points. Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or the task will not be approved. The other participant is free to score as many points as he/she can.

For example, if you choose 5 cents for the other participant and that participant score 1000 points in 10 minutes, then your bonus amount will be and the other participant’s bonus amount will be . On the other hand, if you choose 0 cents for other participant and that participant scores 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . Similarly, if you choose 10 cents for the other participant and that participant again score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be .

Make sure you understand the instructions before proceeding. The next screen will ask you questions related to some arbitrary examples of what could happen in the experiment.

**Instructions for Three Stage Treatment (for Employers)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who will work on a simple button-pressing task. You will be paid a bonus of 10 cents for every 100 points scored by the other participant. You can choose to transfer part of these 10 cents to that participant which will serve as a bonus payment for him/her for every 100 points that he/she scores. The other participant will have 10 minutes to work on the task.

The other participant will not know anything about your identity and will only see the bonus rate selected by you before starting to work on the task.

You may decide to give ten percent of your bonus payment to the other participant as a reward after he/she has finished working. The other participant will not know whether you have chosen to reward him/her until he/she has finished working on the task.

**Description of Task:** The object of the task is to alternately press the “a” and “b” buttons on the keyboard as quickly as possible for 10 minutes. Every time the other participant successfully presses the “a” and then the “b” button, he/she will receive a point. Note that points will only be rewarded when the other participant alternate button pushes: just pressing the “a” or the “b” button without alternating between the two will not result in points. Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or the task will not be approved. The other participant is free to score as many points as he/she can.

For example, if you choose 5 cents for the other participant and that participant score 1000 points in 10 minutes, then your bonus amount will be and the other participant’s bonus amount will be . You will have an option to reward 5 cents (10 percent of your bonus amount) to the other participant, that will make your final bonus amount to be 45 cents while other participant’s bonus amount will be 55 cents.

On the other hand, if you choose 0 cents for other participant and that participant scores 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . You will have an option to reward 10 cents (10 percent of your bonus amount) to the other participant, that will make your final bonus amount to be 90 cents while other participant bonus amount will be 10 cents.

Similarly, if you choose 10 cents for the other participant and that participant again score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . You cannot reward any amount in this case because your bonus amount is zero.

Make sure you understand the instructions before proceeding. The next screen will ask you questions related to some arbitrary examples of what could happen in the experiment.

**Instructions for Race Salient and Three Stage Treatment (for Employers)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who will work on a simple button-pressing task. You will be paid a bonus of 10 cents for every 100 points scored by the other participant. You can choose to transfer part of these 10 cents to that participant which will serve as a bonus payment for him/her for every 100 points that he/she scores. The other participant will have 10 minutes to work on the task.

The other participant will see your picture and the bonus rate selected by you before starting to work on the task.

You may decide to give ten percent of your bonus payment to the other participant as a reward after he/she has finished working. The other participant will not know whether you have chosen to reward him/her until he/she has finished working on the task.

**Description of Task:** The object of the task is to alternately press the “a” and “b” buttons on the keyboard as quickly as possible for 10 minutes. Every time the other participant successfully presses the “a” and then the “b” button, he/she will receive a point. Note that points will only be rewarded when the other participant alternate button pushes: just pressing the “a” or the “b” button without alternating between the two will not result in points. Buttons must be pressed by hand only (key-bindings or automated button-pushing programs/scripts cannot be used) or the task will not be approved. The other participant is free to score as many points as he/she can.

For example, if you choose 5 cents for the other participant and that participant score 1000 points in 10 minutes, then your bonus amount will be and the other participant’s bonus amount will be . You will have an option to reward 5 cents (10 percent of your bonus amount) to the other participant, that will make your final bonus amount to be 45 cents while other participant’s bonus amount will be 55 cents.

On the other hand, if you choose 0 cents for other participant and that participant scores 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . You will have an option to reward 10 cents (10 percent of your bonus amount) to the other participant, that will make your final bonus amount to be 90 cents while other participant’s bonus amount will be 10 cents.

Similarly, if you choose 10 cents for the other participant and that participant again score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . You cannot reward any amount in this case because your bonus amount is zero.

Make sure you understand the instructions before proceeding. The next screen will ask you questions related to some arbitrary examples of what could happen in the experiment.