**Instructions for Baseline Treatment (for Worker)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who has selected a bonus rate at which you will work on a simple button-pressing task for 10 minutes. The other participant could select any rate between 0 cents and 10 cents for every 100 points scored by you in the task. In the next screen you will see the bonus rate selected by the other participant and you will then work on a task for 10 minutes. While you will earn a bonus of x cents for every 100 points that you score, the other participant will receive (10-x) points as a bonus for every 100 points scored by you.

The other participant will not know anything about your identity and will only see the points scored by you after you have finished working on the task.

**Description of the 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 you successfully press the “a” and then the “b” button, you will receive a point. Note that points will only be rewarded when you 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. Feel free to score as many points as you can.

For example, if the other participant chooses 5 cents for you and you score 1000 points in 10 minutes, then your bonus amount will be and the other participant bonus amount will be . On the other hand, if the other participant chooses 0 cents and you score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . Similarly, if the other participant chooses 10 cents for you and you 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 Worker)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who has selected a bonus rate at which you will work on a simple button-pressing task for 10 minutes. The other participant could select any rate between 0 cents and 10 cents for every 100 points scored by you in the task. In the next screen you will see the bonus rate selected by the other participant and you will then work on a task for 10 minutes. While you will earn a bonus of x cents for every 100 points that you score, the other participant will receive (10-x) points as a bonus for every 100 points scored by you.

The other participant will not know anything about your identity and will only see the points scored by you after you have finished working on the task.

**Description of the 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 you successfully press the “a” and then the “b” button, you will receive a point. Note that points will only be rewarded when you 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. Feel free to score as many points as you can.

For example, if the other participant chooses 5 cents for you and you 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 the other participant chooses 0 cents and you score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . Similarly, if the other participant chooses 10 cents for and you 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 Worker)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who has selected a bonus rate at which you will work on a simple button-pressing task for 10 minutes. The other participant could select any rate between 0 cents and 10 cents for every 100 points scored by you in the task. In the next screen you will see the bonus rate selected by the other participant and you will then work on a task for 10 minutes. While you will earn a bonus of x cents for every 100 points that you score, the other participant will receive (10-x) points as a bonus for every 100 points scored by you.

The other participant will not know anything about your identity and will only see the points scored by you after you have finished working on the task.

After you have finished working for 10 minutes, the other participant will decide whether to reward you with additional ten percent of his/her earnings based on how many points you scored.

**Description of the 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 you successfully press the “a” and then the “b” button, you will receive a point. Note that points will only be rewarded when you 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. Feel free to score as many points as you can.

For example, if the other participant chooses 5 cents for you and you score 1000 points in 10 minutes, then your bonus amount will be and the other participant’s bonus amount will be . If the other participant chooses to reward you, you will receive an extra 5 cents (10 percent of his/her bonus amount) from the other participant, making the final bonus amounts 55 cents for you and 45 cents for the other participant.

On the other hand, if the other participant chooses 0 cents and you score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . If the other participant chose to reward you, you will receive an extra 10 cents (10 percent of his/her bonus amount) from the other participant, making the final bonus amounts 10 cents for you and 90 cents for the other participant.

Similarly, if the other participant chooses 10 cents for and you again score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . The other participant cannot reward in this case because he/she has a zero bonus amount.

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 and Race Salient Treatment (for Worker)**

Welcome to our economics experiment!

In this experiment you are paired with another participant who has selected a bonus rate at which you will work on a simple button-pressing task for 10 minutes. The other participant could select any rate between 0 cents and 10 cents for every 100 points scored by you in the task. In the next screen you will see the bonus rate selected by the other participant and you will then work on a task for 10 minutes. While you will earn a bonus of x cents for every 100 points that you score, the other participant will receive (10-x) points as a bonus for every 100 points scored by you.

The other participant will not know anything about your identity and will only see the points scored by you after you have finished working on the task.

After you have finished working for 10 minutes, the other participant will decide whether to reward you with additional ten percent of his/her earnings based on how many points you scored.

**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 you successfully press the “a” and then the “b” button, you will receive a point. Note that points will only be rewarded when you 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. Feel free to score as many points as you can.

For example, if the other participant chooses 5 cents for you and you score 1000 points in 10 minutes, then your bonus amount will be and the other participant’s bonus amount will be . If the other participant chooses to reward you, you will receive an extra 5 cents (10 percent of his/her bonus amount) from the other participant, making the final bonus amounts 55 cents for you and 45 cents for the other participant.

On the other hand, if the other participant chooses 0 cents and you score 1000 points, then your bonus amount will be and the other participant’s bonus amount will be . If the other participant chooses to reward you, you will receive an extra 10 cents (10 percent of his/her bonus amount) from the other participant, making the final bonus amounts 10 cents for you and 90 cents for the other participant.

Similarly, if the other participant chooses 10 cents for and you again score 1000 points, then your bonus amount will be and the other participant bonus amount will be . The other participant cannot reward in this case because he/she has a zero bonus amount.

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.