**Experimental Protocol for Employers**

1. Create an excel sheet of people who will be invited to participate with email (from participation form), ID (blank at this time), treatment (also blank) and survey link field.
2. Have the Qualtrics form opened on the laptop with unique link from the above excel file.
3. An employer will fill out a form.
4. Each employer will be assigned an ID and treatment by Qualtrics.
5. Fill out an excel sheet with ID and treatment.
6. Record video of a person.
   1. Ask person to wear gloves and sleeves if assigned to baseline treatments.
   2. Open the relevant script (based on assigned treatment) a laptop from which a person will read.
   3. Hand out the printed copy of script with all the cues to the subject and walk through each cue.
   4. Make sure the camera and laptop are in their marked position. Positions are marked using tape.
   5. Make sure the camera is not shaking before the person begins demonstration. Give some time after pressing the start button for camera to stabilize.
7. Once the video is recorded pay $5 to person and get the signature on Research Participant Receipt Form (RPRF).
8. Let participant know that he will get the intimation for collection of remaining payment, if any, in couple of weeks.
9. Rename the video file to Employer##\*\* where ## will be the ID assigned by Qualtrics and \*\* will be the treatment code AN, AB, AW, RN, RB, RW.