

Appendix B: Survey Instrument

Survey Page 1 - Instructions:

For the first section, you will be asked to put yourself in the position of an employer tasked with deciding if an applicant should be called for an interview. **The applicant is responding to a job advertisement for an entry-level full-time cashier position in a supermarket.** This position requires no more than a high school degree and no prior work experience. On the next page, details will be provided about the applicant and application materials, and you will then be asked a series of questions about your perceptions of the applicant and the likelihood that you would select them for an interview. Please press the next page button below when you are ready to begin.

Survey Page 2 - Applicant Details:

APPLICATION DETAILS

Applicant's Name: [Randomization #1 - 10 possible conditions] Brent Baker/Todd

McCarthy/Greg O'Brien/Brad Walsh/Brett Walsh/Darnell Jackson/Rasheed Jackson/Jamal Jones/Jermaine Jones/Tyrone Robinson

Age: 23-years old

Work History: 2.5 years of entry-level cashier experience at a supermarket and 1 year working in a barbershop

Highest Level of Education: High school diploma (obtained [3.5/5] years ago)

References: High school guidance counselor (known 5 years); Prior co-worker (known 18 months); *Prior employer (known 1.5 years)**

All references have verified that the applicant's work history is accurate.

Criminal Background Check: [Randomization #2 - 3 possible conditions] (1) No criminal record; Conviction for felony [(2) aggravated assault/ (3) possession (cocaine) with intent to distribute] for which they served 18 months in prison (occurred 3 years ago)

Additional Credentials:** [Randomization #3 - 5 possible conditions] (1) No additional credential; (2/3) Participation and completion of a job skills training program (completed post-conviction); (4) Occupational license (Barber) from the Department of State (obtained post-conviction); (5) Reference letter from a prior employer with verification of positive post-conviction work history

** Prior employer reference is only shown if reference letter credential is randomly selected*

*** Section not shown if the applicant has no criminal record*

Survey Page 3 - Additional Details and Definitions:

Additional Details and Definitions*:**

Aggravated assault: Defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

Drug possession with intent to distribute: Defined as the possession of an illegal narcotic or controlled substance with the intent to sell or otherwise distribute.

Completion of a job skills training program [*Version 1 - Voluntary*]: Job skills training programs include training related to both hard and soft skills. Some examples of skills training include the ability to work under pressure, time management, conflict resolution, and self-motivation, among others. The specific vocational training the applicant received during the program was to prepare him to be a barber. It is well known locally that this program is voluntary - people choose to participate themselves.

Completion of a job skills training program [*Version 2 - Involuntary*]: Job skills training programs include training related to both hard and soft skills. Some examples of skills training include the ability to work under pressure, time management, conflict resolution, and self-motivation, among others. The specific vocational training the applicant received during the program was to prepare him to be a barber. It is well known locally that this program is involuntary – local courts assign individuals to this program as a condition of their early release from prison.

Occupational License: An occupational license to be a barber is awarded by the Department of State after an individual has finished training under a licensed barber or an equivalent barber training program at a vocational school. License are traditionally not available to individuals with felony convictions unless an individual with a felony conviction on their record can provide sufficient evidence to the Department of State that they currently possess good character.

Reference letter from prior employer: A prior employer who has known the applicant for 1.5 years wrote a reference letter for the applicant. The letter explains that the applicant was a good

worker, showed up on time, and did not violate any company policies or workplace rules.

Additionally, the employer states that they are aware the applicant has a felony conviction, and that they would rehire the applicant if they had the opportunity to do so. You have called the prior employer and have verified that they did write the letter.

**** These are provided in accord with experimental conditions. For example, if a drug felony is included in the treatment condition alongside a reference letter from a prior employer, further detail is provided for both on the following page. No details are included for conditions the survey taker does not see.*