

Experimental Materials for Agan, Cowgill & Gee

Sample Job Application: Salary History Asked + Candidate Discloses

Samantha [REDACTED]

Application Details for Software Engineering position

All sections are **required** except where noted. For candidates who are interviewed, all information entered below will be verified.

Candidate Information

Candidate Id: 774 Mailing Address: [REDACTED] City/State: [REDACTED]
ZIP: [REDACTED] Phone: ([REDACTED]) [REDACTED]-[REDACTED] Email: [REDACTED] URL: http://[REDACTED]
Are you legally authorized to work in the US? Y Are you over the age of 18?: Y
Are you willing to relocate for this position? Y Will you now (or in the future) require visa sponsorship? N

Employment History (Last Three Jobs)

Title: Software Engineer Company Name: IBM Location: San Jose, CA Dates: 01/2015 - Present

Position Description, Duties, Responsibilities:

- * Developing and implementing new feedback system for user concerns, bugs, and defect tracking regarding use and functionality of new interfaces.
- * Coding web designed interfaces using Java, XML, XSL, AJAX, and JWS.
- * Implement the command-line interface for the Universal Authentication Protocol (UAP) in E-directory.

Title: Software Developer Company Name: Amazon Location: Seattle, WA Dates: 05/2014 - 01/2015

Position Description, Duties, Responsibilities:

- * Developed code and unit tests in Python for server-side and in JavaScript for web components.
- * Deployed and tested code on Linux-based EC2 instances in a distributed AWS cloud environment.
- * Created and maintained automated jobs to build and test software.
- * Developed and implemented working plans for the formulation of front and back-end web applications.
- * Developed various algorithms to mitigate program interference.

Title: Programming Intern Company Name: Intraix Location: Ayer Rajah Crescent, SG Dates: 05/2013 - 08/2013

Position Description, Duties, Responsibilities:

Automated black box and white box tests for an Android application "Klug," using Appium and Espresso framework. This helped developers expand features without much worry of breaking current functionalities.

Salary History

Annual Base Salary at Current or Most Recent Job: \$96,000

Education

Institution: Georgia Institute of Technology Location: Atlanta, GA Dates: 2010 - 2014 Graduated? Y

Level: BS (Bachelor of Science) Subject/Major: Computer Science

Relevant Coursework:

Database and Information Management Systems, Java, Analysis of Algorithms, Data Systems, Matlab for Programmers, and Compiler Design

Additional Skills and Information

Experience developing in Java, HTML/CSS, JavaScript, Node.js, Ruby, Ruby on Rails, Shell, Python, SQL, LATEX.

Sample Job Application: Salary History Asked + Candidate Does Not Disclose

Christopher [REDACTED]

Application Details for Software Engineering position

All sections are **required** except where noted. For candidates who are interviewed, all information entered below will be verified.

Candidate Information

Candidate Id: 721 **Mailing Address:** [REDACTED] **City/State:** [REDACTED]
ZIP: [REDACTED] **Phone:** ([REDACTED]) [REDACTED]-[REDACTED] **Email:** [REDACTED] **URL:** http://[REDACTED]
Are you legally authorized to work in the US? Y **Are you over the age of 18?** Y
Are you willing to relocate for this position? Y **Will you now (or in the future) require visa sponsorship?** N

Employment History (Last Three Jobs)

Title: Programmer **Company Name:** Apple **Location:** Cupertino, CA **Dates:** 10/2015 - Present

Position Description, Duties, Responsibilities:

Research, design, and implement scalable applications for information identification, extraction, analysis, retrieval, and indexing. Direct software design and development while remaining focused on client needs. Collaborate closely with other team members to plan, design, and develop robust solutions. Maintain front-end admin interface as well as back data processing.

Title: Programmer **Company Name:** Verizon Communications, Inc. **Location:** New York, NY **Dates:** 07/2014 - 10/2015

Position Description, Duties, Responsibilities:

Designed, developed, and integrated software with test systems hardware for test engineering applications. Supported the design and testing of space systems software in all program phases, from initial design through coding, testing, and integration. Member of team responsible for developing a new high-end software package. Led team of 3 engineers to manage Windows client (C++) including feature development, debugging, and update release.

Title: Summer Programming Associate **Company Name:** Facebook **Location:** Menlo Park, CA **Dates:** 06/2013 - 08/2013

Position Description, Duties, Responsibilities:

Intern on the Sales Platform team within Core Ads, which deals primarily with making tools to help salespeople make sales, usually by connecting them to advertisers. Worked on improving the infrastructure and data quality of our platform that helps sales teams find their clients. Languages/technologies: Hack (PHP), Python, Dataswarm.

Salary History (optional)

Annual Base Salary at Current or Most Recent Job:

Education

Institution: California Institute of Technology **Location:** Pasadena, CA **Dates:** 2010 - 2014 **Graduated?** Y

Level: BS (Bachelor of Science) **Subject/Major:** Computer Science

Relevant Coursework:

Artificial language, hardware systems, analysis of algorithms. programming abstractions, data structures and algorithms

Additional Skills and Information

Production code launched using C/C++, Java, Javascript, Python, Perl. Back-end and research experience using Linux shell scripting, R, PiCloud/Multivac, Sawzall, MapReduce.

Sample Job Application: Salary History Not Asked + Candidate Does Not Disclose

Sarah [REDACTED]

Application Details for Software Engineering position

All sections are **required** except where noted. For candidates who are interviewed, all information entered below will be verified.

Candidate Information

Candidate Id: 1724 **Mailing Address:** [REDACTED] **City/State:** [REDACTED]
ZIP: [REDACTED] **Phone:** ([REDACTED]) [REDACTED]-[REDACTED] **Email:** [REDACTED] **URL:** http://[REDACTED]
Are you legally authorized to work in the US? Y **Are you over the age of 18?** Y
Are you willing to relocate for this position? Y **Will you now (or in the future) require visa sponsorship?** N

Employment History (Last Three Jobs)

Title: Coder **Company Name:** Facebook **Location:** Menlo Park, CA **Dates:** 06/2014 - Present

Position Description, Duties, Responsibilities:

Enhancing existing web applications to meet current standards. Constructing complex queries using SQL in the IBM DB2 Database. Designing technical structure and modules for a new and better UX. Collaborating with senior developers to execute client work. Introducing automated acceptance and unit tests, while increasing coverage.

Title: Software Architect **Company Name:** Dell **Location:** Round Rock, TX **Dates:** 06/2013 - 06/2014

Position Description, Duties, Responsibilities:

Participate in application modification and development of new applications to meet business needs. Provide full life-cycle project expertise. Project work focused on business applications and e-business solutions. Responsibilities included application integration and development using .NET including C#, ASP.Net, WinForms, MS Exchange, and Microsoft Sharepoint Portal Server.

Title: Summer Coding Fellowship **Company Name:** Apple **Location:** Cupertino, CA **Dates:** 05/2012 - 08/2012

Position Description, Duties, Responsibilities:

Built an automated framework on the Apple Maps Team for validating the internal pipeline that manages how different layers of maps data integrate using Python.

Education

Institution: Cornell University **Location:** Ithaca, NY **Dates:** 2009 - 2013 **Graduated?** Y

Level: BS (Bachelor of Science) **Subject/Major:** Computer Science

Relevant Coursework:

Systems Programming and Machine Organization, Privacy and Technology, Data Science I, Networks, Computing Hardware, Cloud Computing.

Additional Skills and Information

Skills: JS, Java, XPages, Flex / AIR, Processing, Git, Eclipse, HTML.

Sample Job Application: Salary History Not Asked + Candidate Volunteers

Tyler [REDACTED]

Application Details for Software Engineering position

All sections are **required** except where noted. For candidates who are interviewed, all information entered below will be verified.

Candidate Information

Candidate Id: 621 **Mailing Address:** [REDACTED] **City/State:** [REDACTED]
ZIP: [REDACTED] **Phone:** ([REDACTED]) [REDACTED]-[REDACTED] **Email:** [REDACTED] **URL:** http://[REDACTED]
Are you legally authorized to work in the US? Y **Are you over the age of 18?:** Y
Are you willing to relocate for this position? Y **Will you now (or in the future) require visa sponsorship?** N

Employment History (Last Three Jobs)

Title: Developer **Company Name:** Amazon **Location:** Seattle, WA **Dates:** 02/2014 - Present

Position Description, Duties, Responsibilities:

- Develop automated REST API test cases to ensure proper error handling.
- Conduct regression tests on internal and external products and services in order to successfully integrate new solutions to existing systems.
- Review and approve code releases from development and marketing departments. ensure thorough client policy compliance.

Title: Coder **Company Name:** Google **Location:** Mountain View, CA **Dates:** 05/2013 - 02/2014

Position Description, Duties, Responsibilities:

- Researched emerging technologies for database and network storage solutions by reviewing case studies and functionality to determine low-cost, but effective, models for supported environments.
- Provided leadership and decision making to impact infrastructure changes that included upgrading the Oracle database schema, applying new versions of Dart Enterprise, and implementing a virtualized hardware environment to reduce footprint and minimize data center presence.

Title: Software Development Trainee **Company Name:** GE Healthcare **Location:** Little Chalfont, UK **Dates:** 05/2012 - 08/2012

Position Description, Duties, Responsibilities:

Reduced waiting time to pull information from multiple systems - requests that used to take days, now only take minutes. Also worked closely with other IT professionals to design, test, and implement APIs in support of major ERP systems.

Education

Institution: University of Illinois at Urbana-Champaign **Location:** Champaign, IL **Dates:** 2009 - 2013 **Graduated?** Y

Level: BS (Bachelor of Science) **Subject/Major:** Computer Science

Relevant Coursework:

C++, Java, Microprocessor systems, Cryptography, Human-computer interface technology, Computer networks, and Large scale systems

Additional Skills and Information

Skilled in Python (Django), Java, Ruby on Rails, JavaScript (AngularJS, jQuery), SQL, PHP, HTML, CSS. I make about \$125,000 per year right now (pre-bonus).

M.1 Recruiter Instructions

Instructions

Thank you for your help screening our candidates. Please read these instructions carefully and completely before you begin this task.

1 About our Hiring Needs

We are interested in finding candidates for a full-stack software engineering position at a mid-sized software start-up company. Qualified candidates should have a working understanding of hardware systems infrastructure, creating and manipulating databases, writing back-end code in one or more languages (e.g., Ruby, Java, Python, C#), and writing front-end code in one or more languages (e.g., HTML, Javascript). Other responsibilities may include project management and technical documentation. Our company has locations in several cities throughout the United States and many of our software engineers work remotely; location will be determined in consultation with the candidate after an offer has been made.

Additional details about our opening are available in section 5.B.

2 Your Task

We will provide you with candidates' responses to our online job application form. We ask that you review this information and answer a few questions. In particular, we will ask you about:

- Whether we should interview the candidate
- What salary we should offer or accept if they pass our interview
- Additional questions about potential salary ranges

At this stage, we are interested in identifying worthy candidates. In that sense, we do not have a fixed number of positions so you should let us know about any candidate in our applicant pool that would be a good match for this position.

Software engineers currently at our firm make between \$70,000 and \$120,000. You should not feel constrained by our current range, and we welcome your own research about what candidates should be paid. We also offer benefits including health insurance, stock and a performance-based annual bonus. However, our questions for you today will be about the cash component (annual base salary) of compensation only.

2 Compensation for you, our recruiter, for this task

For your assistance with this task, you will be paid hourly (with a maximum of 2 hours allowable), plus a bonus. You can read the details about the bonus calculation in the appendix to these instructions, but we'll summarize it here:

1. We care about spending recruiting energy on candidates we're likely to hire -- candidates who will impress us in interviews and will accept our offers.

2. We care about the difference between what we pay candidates and the value they bring to our company. It's worth paying more for salaries, but only if they bring more value (and/or if they're more likely to accept). We want your decisions to consider value, cost, and probability of acceptance.

We will interview all candidates you suggest. We may also interview candidates you did not suggest upon recommendation from others at our company.

Please note, we do not negotiate salaries with candidates.

3 Your Feedback about the Candidates

We will provide an online form for you to fill in your evaluations to make it easier to work together without too much back-and-forth. There will be six sets of questions about the candidates themselves, and a few quick questions about yourself.

4 Additional Information

Ultimately our staff are very busy and not available to answer questions as you review these applications.

Please do not contact any of these candidates. We are asking you only to evaluate them and send us your private assessments. Someone from our staff will take the next step with the candidates. To prohibit you from contacting them, we have blacked out their contact information in the attached application forms.

Our hiring philosophy is to make interview decisions based on what is submitted. Therefore, please do not consult any information on individual candidates outside of the packets we send you. For example, do not look up the candidates on Google or LinkedIn.

5 Appendix

The remainder of this document includes:

- Some additional details about your bonus payment.
- Additional information about the job requirements for full-stack software engineer.

5.A Exact Formula for Calculating Your Bonus

We will calculate a bonus associated with each candidate you review according to the guidelines below, and then sum them up across all candidates and pay you the full sum in addition to your hourly rate. The bonuses will be paid after we have completed our interview and hiring decisions - approximately 45 days (or sooner) after you complete the task.

For candidates who are hired, we will examine their performance and trajectory about four weeks after the candidate starts work. We'll rate the newly hired candidate on three dimensions using the one-through-three scale outlined on the next page.

We will add up the candidate's three scores, for a total score ranging between 3 and 9. We then multiply that total score by five, and subtract [the candidate's salary / 100,000]. This is your bonus for each newly hired candidate.

$$\text{Hired Candidate Bonus} = 5 \times (\text{Technical Score} + \text{Innovation Score} + \text{Leadership Score}) - \text{Salary}/100,000$$

As you know, you'll help set our workers' salaries through your feedback in this task.¹ This bonus gives you the incentive to find candidates who deliver a lot of value to our company above the salary we need to pay them.

For candidates who are NOT hired -- either because we don't make them an offer, or because they reject our offer -- your Hired Candidate Bonus for that candidate will be zero.

We will also subtract \$5 from your overall bonus for everyone you suggest interviewing who isn't hired. This is to encourage you to be a little bit selective about forwarding candidates who have a realistic shot at joining our company. If we hire someone who you didn't suggest interviewing, we'll calculate the Hired Candidate Bonus as if you suggested interviewing that candidate. Also: If you suggest interviewing a candidate and the candidate declines to be interviewed, we would count this as a failed interview.

Please note: It would (in theory) be possible to earn a negative overall bonus. If this happens, we will set the overall bonus to \$0.

¹ In one of our questions for you, we'll ask you what we should offer the candidate as a take-it-or-leave-it offer. For candidates who accept, we'll use that salary in the bonus calculation. We'll also ask you what to do if a candidate instead approaches us with a take-it-or-leave-it offer. If you guide us to accept those offers in some circumstances, then we'll use those salaries in the formula above.

Evaluation Dimensions

- A. Technical Score
- B. Innovation Score
- C. Leadership Score

Examples of Performance in Each Dimension

A. Technical Score:

Rating 1 (Low): Gaining command of all core technologies and practices used in our firm's engineering team. Able to begin developing and productionizing low to moderate complexity modules.

Rating 2 (Middle): Reasonable command of core engineering systems. Shows comfort with owning reasonably high complexity modules.

Rating 3 (High): Responsible for driving, technically designing, implementing and productionizing high impact projects with the help of teams if needed. Can own and deliver on very large mission-critical projects that impact the company in a verifiable way.

B. Innovation Score:

Rating 1 (Low): Responsible for implementing specifications developed by senior engineers and product managers. Does not develop products.

Rating 2 (Middle): Develops incrementally innovative ideas that can be successfully patented. Does not take leadership of developing new products, features and lines of business.

Rating 3 (High): Develops patentable ideas that lead to breakthrough improvements. Comes up with ideas to expand their projects and may also have a reasonable free-hand in developing and executing on them.

C. Leadership Score:

Rating 1 (Low): Tech, design or architectural lead of a small team/project, but could not have direct reports.

Rating 2 (Middle): Be able to mentor engineers in the team, giving technical guidance, code reviews, and ultimately be able to take responsibility of delivering small projects end-to-end on production.

Rating 3 (High): Leads complex initiatives and technically drives teams towards implementing and productionizing them. Promotes professional growth and development inside and outside the team. Actively takes steps to increase technical excellence across the organization.

5.B Additional Information about Job Opening for a Full-Stack Software Engineer

The position of software engineer will involve work on a specific project critical to a start-up's needs with opportunities to change projects and teams as the software engineer grows. Engineers are required to be multifaceted, display successful leadership abilities, and be enthusiastic to tackle new and challenging problems.

Responsibilities may include:

- Design, develop, test, deploy, maintain, and improve software
- Manage individual project priorities, deliverables, and deadlines
- Collaborate with other specialists in development teams
- Analyze and improve efficiency, scalability, and stability of various system resources

Minimum Qualifications:

- BA or BS degree in Computer Science or related technical field
- Experience with one or more general purpose programming languages including but not limited to: Java, C/C++, C#, Objective C, Python, JavaScript, or Go
- Experience working with two or more from the following: web application development, Unix/Linux environments, mobile application development, distributed and parallel systems, machine learning, information retrieval, natural language processing, networking, developing large software systems, and/or security software development
- Working proficiency and communication skills in verbal and written English

M.2 Recruiter Online Evaluation Form

Brief Feedback on 8 Job Applications

We expect this task to take a maximum of two hours. We will ask you six sets of questions about the candidates, so you may want to keep any research open until the end of those questions. We will then ask you seven quick background questions about yourself.

On each page, this form will save your responses as you enter them, you can come back to a page before hitting "Submit" and complete the evaluations of candidates in any order. However, once you have hit "Submit" on any particular page, you will not be able to revise your responses any more.

Click "Submit" to get started.

Submit

Brief Feedback on 8 Job Applications

Please review the candidate information in the packets we sent you. In the table below, tell us:

1. Which candidates do you suggest interviewing?
Then, for each candidate, assume he/she was interviewed and passed.

2. Suggest a take-it-or-leave-it annual base salary offer for each candidate.
Remember that it's worth paying more to make sure that higher quality candidates say yes. But we also are on a budget and do not want to overpay.

Please provide a salary offer even for candidates you do NOT suggest interviewing. Someone else at our company might suggest interviewing these candidates. If they pass, we will use your input for what salary to offer them.

For candidates you do NOT suggest interviewing, please enter the amount you think they should be offered were they to pass an interview - this may be helpful for us in the future. You may enter \$0, but only if that is what you truly intend, otherwise please enter a non-zero value.

	Candidate's	Candidate's	Interview		Your take-it-or-leave-it offer	Notes/Comments (Optional)
	First name	ID #	Yes	No	Amount In Dollars	
1	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
5	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
6	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
7	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>
8	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>

We will interview all candidates you suggest. We may also interview additional candidates. Interviewers will not know who suggested each candidate. We will consider your salary responses only after we finish interviewing and deciding which candidates to pursue.

Submit

Brief Feedback on 8 Job Applications

If you could make a single take it or leave it offer, which candidate would you want to make it to?

Notes/Comments (Optional)

As a reminder, here are your answers to the previous questions.

First Name	ID	Interview	Salary
Andrew	1111	Yes	150,000
Christoper	2222	No	150,000
Emily	3333	Yes	150,000
Jessica	4444	No	150,000
Joshua	5555	Yes	150,000
Samantha	6666	No	150,000
Sarah	7777	Yes	150,000
Tyler	8888	No	150,000

Submit

Brief Feedback on 8 Job Applications

Occasionally, candidates make us a take-it-or-leave-it offer (rather than us making one to them). Our policy is to take these proposals seriously. We will either accept or reject the candidate's offer, and the outcome is then final. We do not make counter offers or consider the candidate's follow-up offers. Candidates know this is our policy.

Please note: We do not feel that candidates who make us an offer are necessarily better or worse than those who wait for the offer.

We need your suggestions about how to respond in these settings. Please select the maximum offer we should accept for each candidate in this situation. For your reference, a table of the salary offers you suggested earlier can be found at the bottom of this page.

	Candidate's First name	Candidate's ID #	Maximum take-it- or-leave-it offer we should accept	Notes/Comments (Optional)
1	Andrew	1111	<input type="text" value=""/>	<input type="text"/>
2	Christopher	2222	<input type="text" value=""/>	<input type="text"/>
3	Emily	3333	<input type="text" value=""/>	<input type="text"/>
4	Jessica	4444	<input type="text" value=""/>	<input type="text"/>
5	Joshua	5555	<input type="text" value=""/>	<input type="text"/>
6	Samantha	6666	<input type="text" value=""/>	<input type="text"/>
7	Sarah	7777	<input type="text" value=""/>	<input type="text"/>
8	Tyler	8888	<input type="text" value=""/>	<input type="text"/>

As a reminder, here are your answers to some previous questions.

First Name	ID	Interview	Salary
Andrew	1111	Yes	150,000
Christopher	2222	No	150,000
Emily	3333	Yes	150,000
Jessica	4444	No	150,000
Joshua	5555	Yes	150,000
Samantha	6666	No	150,000
Sarah	7777	Yes	150,000
Tyler	8888	No	150,000

While we will interview all candidates you suggested, we may also interview additional candidates. For your responses, assume all candidates are interviewed and have passed. We will consider these responses only after we finish interviewing and deciding which candidates to pursue.

Submit

Brief Feedback on 8 Job Applications

Suppose we were interested in hiring each of the candidates.

Tell us:

A salary so low, they'd be only 5% likely to take it?

A salary they'd be just as happy taking or rejecting (50% likely to accept or reject).

A salary so high, we think they're very likely to take it? (95% likely to say yes)?

We are looking for 3 distinct salary values for each candidate. For example, for an entry level cashier job potential answers might be: there is a 5% chance they would take \$7.25, there is a 50% chance they would take \$9, and a 95% chance they would take \$15. Use your best judgement.

	Candidate's		Salary			Notes/Comments (Optional)
	First name	ID #	5% likely to yes	50% likely to say yes	95% likely to say yes	
1	Andrew	1111	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	Christopher	2222	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	Emily	3333	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	Jessica	4444	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
5	Joshua	5555	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
6	Samantha	6666	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
7	Sarah	7777	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
8	Tyler	8888	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

While we will interview all candidates you suggested, we may also interview additional candidates. For your responses, assume all candidates are interviewed and have passed. We will consider these responses only after we finish interviewing and deciding which candidates to pursue.

Submit

Brief Feedback on 8 Job Applications

We're interested in your opinion of each candidate's competing offers - please enter your assessments of their potential competing offers below

	Candidate's First name	Candidate's ID #	Number of Compelling Offers (not including current job)	Reason for Competing Offers	Notes/Comments (Optional)
1	Andrew	1111	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
2	Christopher	2222	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
3	Emily	3333	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
4	Jessica	4444	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
5	Joshua	5555	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
6	Samantha	6666	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
7	Sarah	7777	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>
8	Tyler	8888	<input type="text" value=""/>	<input type="text" value=""/>	<input type="text" value=""/>

Submit

Brief Feedback on 8 Job Applications

Given your experience with this type of work, do you think that a job candidate like the ones you reviewed here would mis-report his/her most recent salary (even if we could verify past salary later)?

Yes, he/she may mis-report

No, he/she would not mis-report

Submit

Brief Feedback on 8 Job Applications

You said a job candidate might mis-report his/her most recent salary, if a candidate stated his/her current salary was \$90,000, what do you think this candidates true most current salary is?

Submit

Brief Feedback on 8 Job Applications

Thank you for your work. We just have a few very short additional questions we would like you to answer

Upwork Profile URL:

How long have you been doing this type of work?

Less than 3 months

3 months to 1 year

1 to 3 years

3 to 10 years

Over 10 years

How often do you provide salary input during hiring?

Never

Sometimes

About half the time

Most of the time

Always

How did you make judgments on the salary related questions? Please check all that apply.

Used my previous experience with salaries in this setting

Looked up salaries on a website like payscale.com, glassdoor.com or others

Spoke with others who are familiar with salaries for software engineers

Other

Submit

Brief Feedback on 8 Job Applications

The questions below are optional questions on background for statistical purposes.

I identify my gender as:

Male

Female

Other

I identify my ethnicity as (select as many as apply)

Asian

Black/African

Caucasian

Hispanic/Latin American

Native American

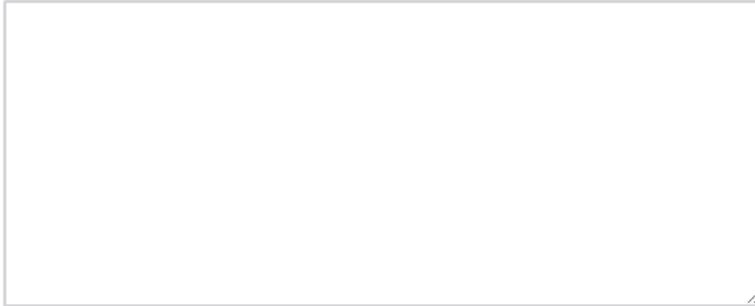
Pacific Islander

Other

Submit

Brief Feedback on 8 Job Applications

Do you have any suggestions to improvements in how we solicit advice from recruiters? This may include technical issues you had, or bigger picture things like other questions we should ask about evaluating candidates?

A large, empty rectangular box with a thin black border, intended for the user to provide feedback. A small cursor icon is visible in the bottom right corner of the box.

Submit

Brief Feedback on 8 Job Applications

We thank you for your time spent taking this survey.
Your response has been recorded.