

**Disclosure Statement**

**Fairness and Frictions: The Impact of Unequal Raises on Quit Behavior**

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I have no relevant material or financial interests that relate to the research described in this paper.

The data used in this paper was obtained under a confidentiality agreement with the company; the agreement did not provide for prior review by the company or any other party.

A handwritten signature in black ink, reading "Laura Giuliano". The script is cursive and fluid, with the first name "Laura" and last name "Giuliano" clearly distinguishable.

Laura Giuliano

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