

December 30, 2019

**American Economic Review disclosure statement for**

“Recruitment, effort, and retention effects of performance contracts for civil servants:  
Experimental evidence from Rwandan primary schools.”

I hereby declare that I have no outside funding to pursue this research and have no material or financial interests related to the research described in this paper.

The Government of Rwanda and The World Bank’s Rwanda office were made aware of these findings prior to manuscript submission.

We received IRB approval from the Rwanda National Ethics Committee (number 00001497) and from Innovations for Poverty Action (IPA) (protocol number 1502); Georgetown University’s IRB deferred to IPA’s IRB. This research took place under permit number MINEDUC/S&T/308/2015, provided by Rwanda’s Ministry of Education.

A handwritten signature in blue ink, reading "Owen M. Ozier". The signature is fluid and cursive, with the first name "Owen" and last name "Ozier" clearly legible, and a middle initial "M." in between.

Owen Ozier