

## **Mandatory Disclosure Statement: François Gerard**

I would like to disclose the following information according to the AEA disclosure requirements regarding the manuscript *“Assortative Matching or Exclusionary Hiring? The Impact of Employment and Pay Policies on Racial Wage Differences in Brazil.”* The numbered items below refer to the numbered items in the “American Economic Association Disclosure Policy.”

1. I did not benefit from any financial support for working on this article.
2. The article uses proprietary data from the Brazilian Ministry of Labor. The covenants contained in the data use authorization did not involve any transfer of financial or pecuniary resources among the parties.
3. I have no disclosures regarding paid or unpaid positions.
4. I have no disclosures regarding a relative or partner.
5. We had complete academic freedom in all aspects of the data analysis and interpretation. We use proprietary data from the Brazilian Ministry of Labor, but we declare that the results of the study were not reviewed by the Brazilian Ministry of Labor prior to their release.
6. I have no disclosures regarding potential conflicts of interest.

This article is part of a project that obtained Institutional Review Board (IRB) approval from Columbia University (IRB-AAAQ8871).