

Re: The Negative Consequences of Loss-Framed Performance Incentives

*I, Charlotte Blank, disclose that I served as Chief Behavioral Officer (CBO) of Maritz, LLC for the duration of the study. Maritz is a leading provider of incentive and reward programs for clients with distributed sales channels, such as the automotive manufacturer subject to this experiment. As CBO of Maritz, my role is to oversee the research and thought leadership practice for the organization, by facilitating academic partnership and publication. Maritz does not charge our clients a fee for this research service, nor do we compensate academic partners for conducting the research. Before designing the study, Maritz obtained written agreement from the client to approve publication of the results, subject only to confirmation of factual accuracy and sufficient anonymity. In this written agreement, the client forfeited the right to refuse publication based on the results of the study.*