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Dear Sir or Madam,

I am a Professor at Stanford University, and for more than 15 years, I have been doing research exploring the experiences that people have had working at various different types of jobs in America.

I am writing today to invite you to participate in a new study that I am conducting with the employees of Directions for Youth & Families.

I am pleased to be able to offer you a \$10 Amazon gift card as a “thank you” for about 10 minutes of your time answering a small set of questions via the Internet from your computer.

Duane Casares, CEO of Directions for Youth & Families, is aware of this study and also invites you to participate, although the study is being done outside of Directions for Youth & Families for research purposes only.

You are not obligated to participate in the study, and your employment with Directions for Youth & Families will not be affected by your decision to participate or not participate in this study, because no one at Directions for Youth & Families will ever know whether you participate or how you answer the questions.

In fact, your answers will be kept completely confidential, meaning that your answers to the questions will not be connected to your name, and your participation will never be revealed publicly to anyone. The results of the study will be reported as statistical totals in scientific journal articles.

In a week or so, you will receive an e-mail including a link you can use to complete the questionnaire online.

If you have any questions about this research study, please email me at krosnick@stanford.edu or call me at 650-725-3031. You can also contact the Stanford University Institutional Review Board about the study by calling 650-723-2480.

Thank you very much.

A handwritten signature in blue ink that reads "Jon A. Krosnick".

Jon A. Krosnick, Ph.D.