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To Whom It May Concern:

This letter serves as my disclosure statement for the article, "The Effect of Pollution on Office Workers: Evidence from Call Centers in China." My co-authors are Tom Chang, Josh Graff Zivin, and Matt Neidell.

As part of a diversified portfolio, I hold more than \$10,000 in stock of various public companies that may be subject to air pollution regulations under the Clean Air Act. I have no other conflicts of interest to disclose.

The data for this project was not subject to Institutional Review Board approval.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tal Gross", with a stylized flourish at the end.

Tal Gross