

Author Disclosure Statement
Shreya Tandon

The author declares that she has no relevant or material financial interests that relate to the research described in this paper.

The empirical results in this paper are derived from a proprietary dataset consisting of LinkedIn records provided by Revelio Labs. It is unfortunately not possible to make these data public, but the data analysis scripts used to generate these results will be made available online for interested scholars.

Signed: 

Date: 27 January 2025