MEMORANDUM

DATE: January 7, 2020

TO: Charles Calderwood, Molly Eleanor Minnen, Tanya Elise Mitropoulos, Emily Alexis Rost, Danielle Sperry, Eliza Mullins, Laura Koskinen, Amanda Fiorellino

FROM: Virginia Tech Institutional Review Board (FWA00000572, expires October 29, 2024)

PROTOCOL TITLE: Work Perceptions Study

IRB NUMBER: 18-1049

Effective January 7, 2020, the Virginia Tech Institution Review Board (IRB) approved the Continuing Review request for the above-mentioned research protocol.

This approval provides permission to begin the human subject activities outlined in the IRB-approved protocol and supporting documents.

Plans to deviate from the approved protocol and/or supporting documents must be submitted to the IRB as an amendment request and approved by the IRB prior to the implementation of any changes, regardless of how minor, except where necessary to eliminate apparent immediate hazards to the subjects. Report within 5 business days to the IRB any injuries or other unanticipated or adverse events involving risks or harms to human research subjects or others.

All investigators (listed above) are required to comply with the researcher requirements outlined at: https://secure.research.vt.edu/external/irb/responsibilities.htm

(Please review responsibilities before beginning your research.)

PROTOCOL INFORMATION:

Approved As: Expedited, under 45 CFR 46.110 category(ies) 7
Protocol Approval Date: January 15, 2020
Protocol Expiration Date: January 14, 2021
Continuing Review Due Date*: December 24, 2020

*Date a Continuing Review application is due to the IRB office if human subject activities covered under this protocol, including data analysis, are to continue beyond the Protocol Expiration Date.

ASSOCIATED FUNDING:

The table on the following page indicates whether grant proposals are related to this protocol, and which of the listed proposals, if any, have been compared to this protocol, if required.
<table>
<thead>
<tr>
<th>Date*</th>
<th>OSP Number</th>
<th>Sponsor</th>
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* Date this proposal number was compared, assessed as not requiring comparison, or comparison information was revised.

If this protocol is to cover any other grant proposals, please contact the HRPP office (irb@vt.edu) immediately.