



Minimal Risk Research IRB
7/18/2022

Submission ID number: [2022-0635](#)
Title: Understanding Hiring Practices in Pakistan
Principal Investigator: Jeremy Foltz
Point-of-contact: Sakina Shibuya
IRB Staff Reviewer: Olyvia Kuchta

The MRR IRB conducted a review of the above referenced initial application. The study was determined to meet the criteria for exempt human subjects in accordance with the following category(ies) as defined under 45 CFR 46:

(2)(ii) Tests, surveys, interviews, or observation (low risk)

If this study falls under VA regulations, you must get final approval from the VA Research & Development Committee prior to starting research activities.

NOTE: If the research under this exemption application becomes subject to FDA regulations, or other changes are made that could affect the exemption status, you must contact the IRB as the IRB's exemption determination may no longer apply.

You have identified the following financial sources to support the research activities in this IRB application:

None.

If this information is incorrect, please submit a change to modify your application as appropriate.

To access the materials the IRB reviewed and accepted as part of the exemption determination, please log in to your ARROW account and view the documents tab in the submission's workspace.

Although the human subjects research described in the ARROW application referenced above was determined to meet the federal criteria for exemption and thus does not require continuing review, please be aware of your responsibilities related to the conduct of the research and when additional IRB review is required. Prior to starting research activities, please review the Principal Investigator and Study Team Responsibilities in the [Investigator Manual](#), which includes a description of the types of changes that must be submitted to ensure the research

continues to comply with the conditions of the exemption and/or category(ies) of exemption.

If you have general questions, please contact the Minimal Risk Research IRB at 608-263-2362. For questions related to this submission, contact the assigned staff reviewer.