RANDOMIZATION DETAILS

All recruiters will rate 43 resumes of fictitious candidates for a particular job title. The first resume will be a neutral resume that is the same for all recruiters in a given field and included to reduce priming effects. The remaining 42 resumes will be based on 42 underlying templates, with key details randomized across recruiters on top of the templates. The order in which the 42 templates appear will be randomized. The table below lists the elements to be randomized on top of the templates and details how many resumes with each randomized characteristic each recruiter will see.

Variable	Details
Name (embeds gender and caste)	8 names drawn from list of female low caste names; 16 names drawn from list of female high caste names; 6 names drawn from list of male low caste names; 12 names drawn from list of male high caste names
Years since undergrad	12 female and 9 male resumes have 10 years since undergrad; 12 female and 9 male resumes have 12 years since undergrad
Undergrad university / college	12 female and 9 male randomly drawn from list of high-prestige universities / colleges; 12 female and 9 male randomly drawn from list of non-high-prestige universities / colleges
Undergrad grade percentage	All 42 drawn from uniform distribution on [60,80]
Whether candidate has masters	*Within each gender x years since undergrad combination:* Exactly X fraction of resumes have a masters degree, where X will vary across field depending on how common masters degrees are in that field
Duration of recent work experience	8 female and 6 male resumes at second job for 2 yrs; 8 female and 6 male resumes at second job for 3 yrs; 8 female and 6 male resumes at second job for 4 yrs
Employer quality	8 female and 6 male resumes have most recent employer drawn randomly from list of high-prestige firms; 16 female and 12 male resumes have most recent employer drawn randomly from list of non-high-prestige firms
Skills	12 female and 9 male resumes have basic skills; 12 female and 9 male resumes have advanced skills
Whether candidate has break	*Within every masters x years since undergrad combination for women:* Exactly one half of resumes have break *Within every masters x years since undergrad combination for men:* Exactly one third of resumes have break

Female break details	6 of the resumes with breaks have resolved breaks; 6 of the resumes with breaks have unresolved breaks *Within each of the 6 resolved / unresolved break resumes:* 2 have a break in work experience but don't say anything about it; 1 says maternity break and 2 daughters; 1 says maternity break, 1 son, and 1 daughter; 1 says maternity break, upskilling, and 2 daughters; 1 says maternity break, upskilling, 1 son, and 1 daughter
Male break details	3 of the resumes with breaks have resolved breaks; 3 of the resumes with breaks have unresolved breaks *All male breaks are just breaks in the work experience - they don't say anything about the break*