

Study Title: PE-CEO hiring and promotion processes at private equity-owned companies

Researcher: Prof. Paul Gompers

What is the purpose of this research?

We are researching the hiring and recruitment processes for new CEOs at private equity-owned companies. Through this research, we hope to learn about how these processes differ from those at public companies as well as the skills that CEOs at private equity-owned companies possess. In more detail, the purpose of this research is to understand the hiring and promotion processes, previous professional experiences, and tasks of new CEOs at private equity-owned companies. The participants of our survey are these CEOs, such as yourself, and you will be asked about your relationship with the company before assuming the CEO position, your journey to becoming CEO, and aspects of your current role and responsibilities. Our interest is to see whether CEOs from these companies tend to hire external executives or promote internal executives, and to analyze the skillsets that these CEOs of private equity-owned have.

What can I expect if I take part in this research?

You will be asked to complete a brief survey about your experiences being CEO and how you became CEO. You can access and complete the survey using the Qualtrics link in the initial email we sent to you. The survey will be conducted completely remotely and asynchronously. You can leave the research at any time; it will not be held against you. You will not need to describe the reasons for your withdrawal, and incomplete survey responses will not be recorded. We anticipate the survey to take approximately 10-12 minutes.

Efforts will be made to limit the use and disclosure of your Personal Information, including any information disclosed in the survey, to people who have a need to review this information. We cannot promise complete secrecy. Organizations that may inspect and copy your information include the IRB and other representatives of this organization. Your information or samples that are collected as part of this research will not be used or distributed for future research studies, even if all your identifiers are removed. Please note, participation in research is completely voluntary. You can decide to participate, not participate, or discontinue participation at any time without penalty or loss of benefits to which you are otherwise entitled. Your alternative to participating in this research study is to not participate. Furthermore, there are no benefits to you from your taking part in this research. We cannot promise any benefits to others from your taking part in this research, and lastly we don't believe there are any risks from participating in this research.

What should I know about a research study?

- Someone will explain this research study to you.
- Whether or not you take part is up to you.
- Your participation is completely voluntary.
- You can choose not to take part.
- You can agree to take part and later change your mind.
- Your decision will not be held against you.
- Your refusal to participate will not result in any consequences or any loss of benefits that you are otherwise entitled to receive.
- You can ask all the questions you want before you decide.
- We anticipate the survey to take approximately 10-12 minutes.

Who can I talk to?

If you have questions, concerns, or complaints, or think the research has hurt you, talk to the research team at pgompers@hbs.edu

ADDENDUM FOR DATA SUBJECT TO NON-U.S. DATA PRIVACY LAWS

This Addendum concerns requirements for data which is subject to various non-U.S. privacy laws. If you are participating in this study in a country other than the United States (“your country”), your country may have a law with certain requirements for processing personal data relating to identified or identifiable individuals located in your country that applies to entities outside of your country, including entities in the U.S. This Addendum will refer to each of those laws as the “Law.”

Harvard researchers, led by PI: Professor Paul A. Gompers (the “study team”) will collect information about you during the course of the study. This form calls such information your “Personal Information” and it will generally include your name, basic contact information, demographic information, and your responses to any tests, surveys or interviews described in this informed consent form. It will include information about your professional life experiences as a PE-CEO. It does not include information about your past and present health conditions and medications, genetics, sexuality, HIV / AIDS status, tuberculosis status, substance use disorders, mental health disorders, race, ethnicity, religious beliefs, sexual orientation, criminal activity, political beliefs, and trade union membership.

Harvard is the controller of your Personal Information collected for this study. By signing this Addendum, you consent to the study team’s use and processing of your Personal Information for the purpose of this study. The study team, and those working with the study team, will process your Personal Information in compliance with applicable Law.

If you withdraw your permission, you will no longer be able to participate in the study and no new information will be collected about you or from you by the study team. However, if you withdraw, the study team will retain the Personal Information collected prior to your withdrawal and may use it to guarantee the integrity of the study and for any other purpose permitted under the Law. Withdrawal will not affect the lawfulness of the data processing that occurred prior to your withdrawal.

By signing below, you consent to the transfer of your Personal Information to countries other than your country, including the United States. The study team may process your Personal Information in countries other than your country. These countries may have established standards and practices for managing Personal Information that differ from those of your country. Regulators in your country may have determined that the data protection laws of the US and certain other countries do not protect Personal Information to the same extent as your country. Harvard, and those identified in this Addendum as working with Harvard, will take steps to maintain the confidentiality of your Personal Information.

Harvard may require access to your Personal Information to assist in conducting and managing this study, and to comply with legal or regulatory requirements, including to:

- provide you with reimbursement, if allowed by the study, for your time, effort and certain expenses related to your participation;
- verify that the study is conducted correctly and that study data are accurate;
- answer questions from Institutional Review Board(s) (IRB(s)), Independent Ethics Committee(s) (IEC(s)), or government or regulatory agencies;
- contact you during and after the study (if necessary); and
- answer your data protection requests (if any).

The study team may also use your Personal Information to:

- Publish summaries of the study results in academic journals, on the internet, or at educational meetings of other researchers. You will not be directly identified in any publication or report of the study. However, some journal representatives may need access to your Coded Information to verify the study results and ensure the research meets the journal’s quality standards. Also, journals may require that certain data from the study that does not directly identify you (i.e., de-identified survey responses) be made available to other researchers for further research projects.

- Improve the quality, design, and safety of this study and other research studies.
- Conduct additional studies with the data collected in this study to advance scientific research and public health. At this time, we do not know the specific details of these future research projects. If your Personal Information is used for additional studies, specific safeguards will be used to protect the data, which may include:
 - Using only information from which your direct identifiers have been removed instead of information that readily identifies you.
 - Limiting access to specific individuals who are obligated to keep the information confidential.
 - Using security measures to avoid data loss and unauthorized access.
 - Anonymizing the data by destroying the link between the information and your personal identifiers.
 - When required by applicable law, ensuring that the scientific research has the approval of IECs, IRBs, or other similar review groups.

Your Personal Information will not be used for further research. Harvard will retain your Personal Information (including your “Coded Information”, meaning your Personal Information that has been modified so that your identifiers, such as your name, email, personal attributes, or other identifiable responses, have been replaced by a number, letter, symbol, or combination thereof, to better secure the information) for the period necessary to fulfill the purposes described in this consent, unless a different retention period is required or permitted by law.

Under your country’s Law, you may have certain rights related to your Personal Information collected under this study. If you wish to exercise those rights, please contact EEAdatasubjectrequest@harvard.edu. Please note that under your country’s Law, you may also have the right to make a complaint to your country’s data protection authority, if you so choose.

Under GDPR:

- You have the right to see the information being collected about you in the study.
- You have the right to correct or update your Personal Information if it is inaccurate.
- You have the right to limit the collection and use of your Personal Information under certain circumstances (for example, if you think that the information is inaccurate).
- You have the right to receive your Personal Information in a structured, common computer format (for example, in a readable text electronic file or chart) for your own purposes or for giving it to others, as required by applicable data protection laws. You may not have the right to receive your Personal Information that has been used for public interest purposes or in the exercise of official authority vested in Harvard.
- You have the right to request the deletion of your Personal Information if you are no longer participating in the study. However, there are limits on your ability to request deletion of your Personal Information. Harvard may keep and use some or all of your Personal Information if deletion would seriously impair the study (for example, if deletion would affect the consistency of study results) or if your Personal Information is needed to comply with legal requirements.

Your Personal Information needed for the research will be saved, analyzed and, if necessary, transferred from your country. The study team, and those working with the study team, may be based in countries other than your country, including the United States. Data protection and privacy laws in these countries may not offer the same level of protection as those in your country. Harvard, and those working with Harvard and your study team will take steps to maintain the confidentiality of your Personal Information.

If your Personal Information is transferred from your country to other countries that have not yet been found by your local regulators to meet requirements for protection of Personal Information, the study team will utilize the appropriate standard contractual clauses to protect your Personal Information. A copy of these clauses is available by contacting EEAsubjectrequest@harvard.edu