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Section 4 A. and B. will be made available in the electronic version of accepted manuscripts.

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	Conception and design	Acquisition of data (arranging for or obtaining)	Analysis and interpretation of data	Drafting the manuscript	Critical revision for important intellectual content
Name of Each Author*					
Jonathon R. B. Halbesleben	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Marilyn V. Whitman	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
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Section 4.B. Other Contributions

Some research projects involve very extensive teams with many people who do not meet the criteria for authorship but who have contributed importantly to the work. The box below is designed to acknowledge other types of contributions. As appropriate, use this box to name other people who have made important contributions to the work reported in this manuscript. Please also name people who have played a significant role in preparing the manuscript but who are not listed as authors. NOTE: If you wish to acknowledge any of these contributors in print, please include their names and roles in the joint acknowledgment section below.

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Data collection (under supervision)	
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Programming and data management	
Editing for presentation or style	
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Administrative, technical, or material support	
Supervision of research staff	
Other (specify)	

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<p>Joint Acknowledgement/Disclosure Statement: The authors would like to thank Douglas Wakefield, Cheryl Rathert, and Grant Savage for their comments on an earlier draft. Disclosures: None</p>
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- no other persons have made substantial contributions to this manuscript.
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