



CITY OF LONG BEACH

CIVIL SERVICE DEPARTMENT

333 West Ocean Boulevard, 7th Floor • Long Beach, California 90802 • (562) 570-6200 FAX (562) 570-6283

May 23, 2017

Brian Srath

Dear Mr. Brian Srath:

I approve of you, Brian Srath to collect data for your thesis from employees within the Civil Service Department at the City of Long Beach. Employees may voluntarily participate in your study titled "The Self-Correcting Workplace: The Impacts of Continuance Commitment and Job Autonomy on the Relationship Between Job Dissatisfaction and Creativity."

You will be provided with the work email addresses of employees eligible for your study and be allowed to directly email your survey invitations to them. You will also encourage them to participate outside of work hours.

Additionally, I understand that I will only be receiving the final draft of the research study and not have access to any additional data or analyses.

Sincerely,

A handwritten signature in cursive script that reads "Kandice Taylor-Sherwood".

Kandice Taylor-Sherwood
Executive Director of Civil Service
City of Long Beach

KTS:ma

Brian kaurz_data collection 5-23-17