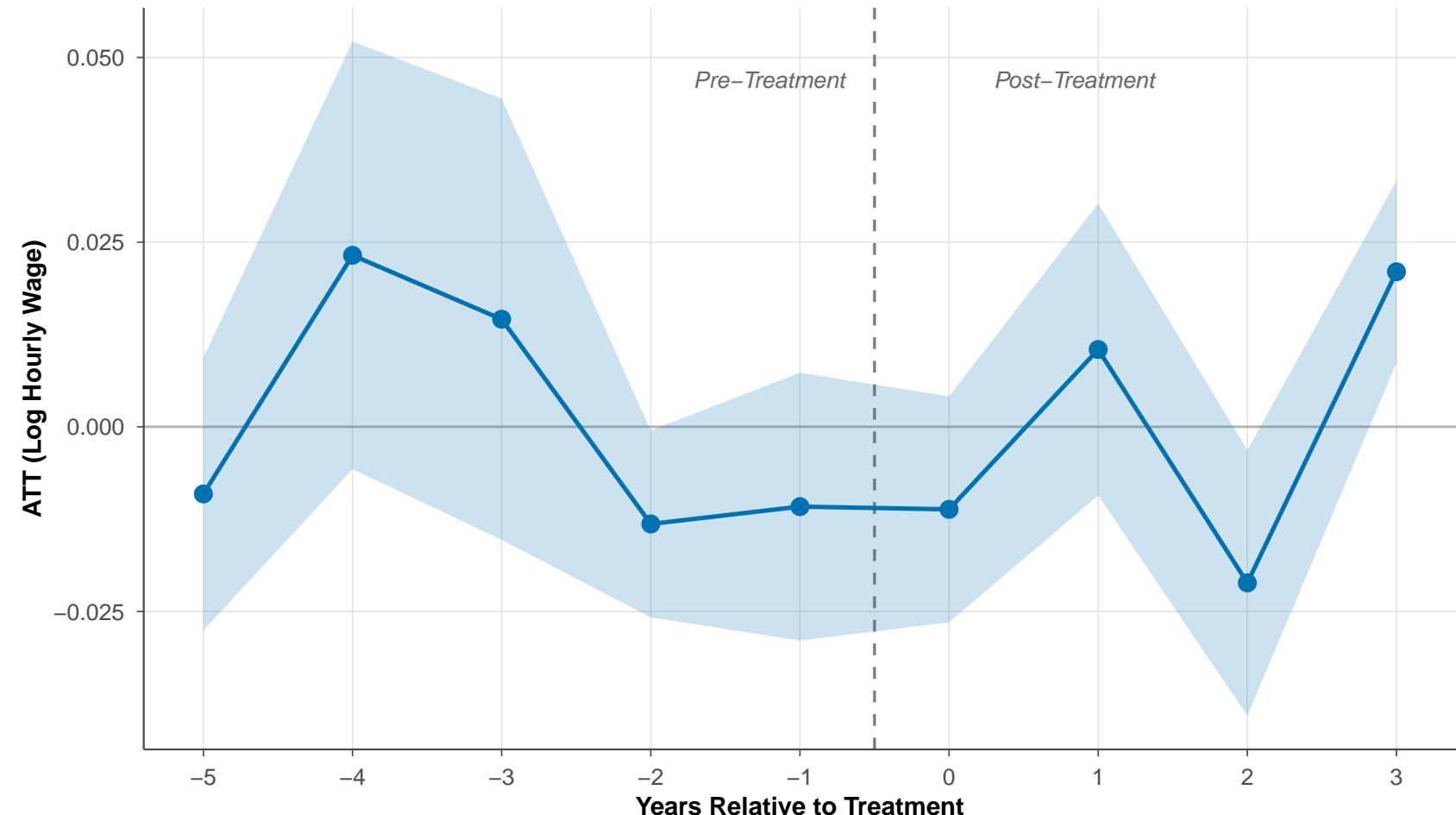


# Event Study: Effect of Salary Transparency Laws on Wages

Callaway–Sant'Anna estimator, never-treated states as controls



Notes: Reference period is  $t = -1$  (normalized to zero). Shaded area shows 95% confidence interval.

Pre-treatment coefficients test the parallel trends assumption.