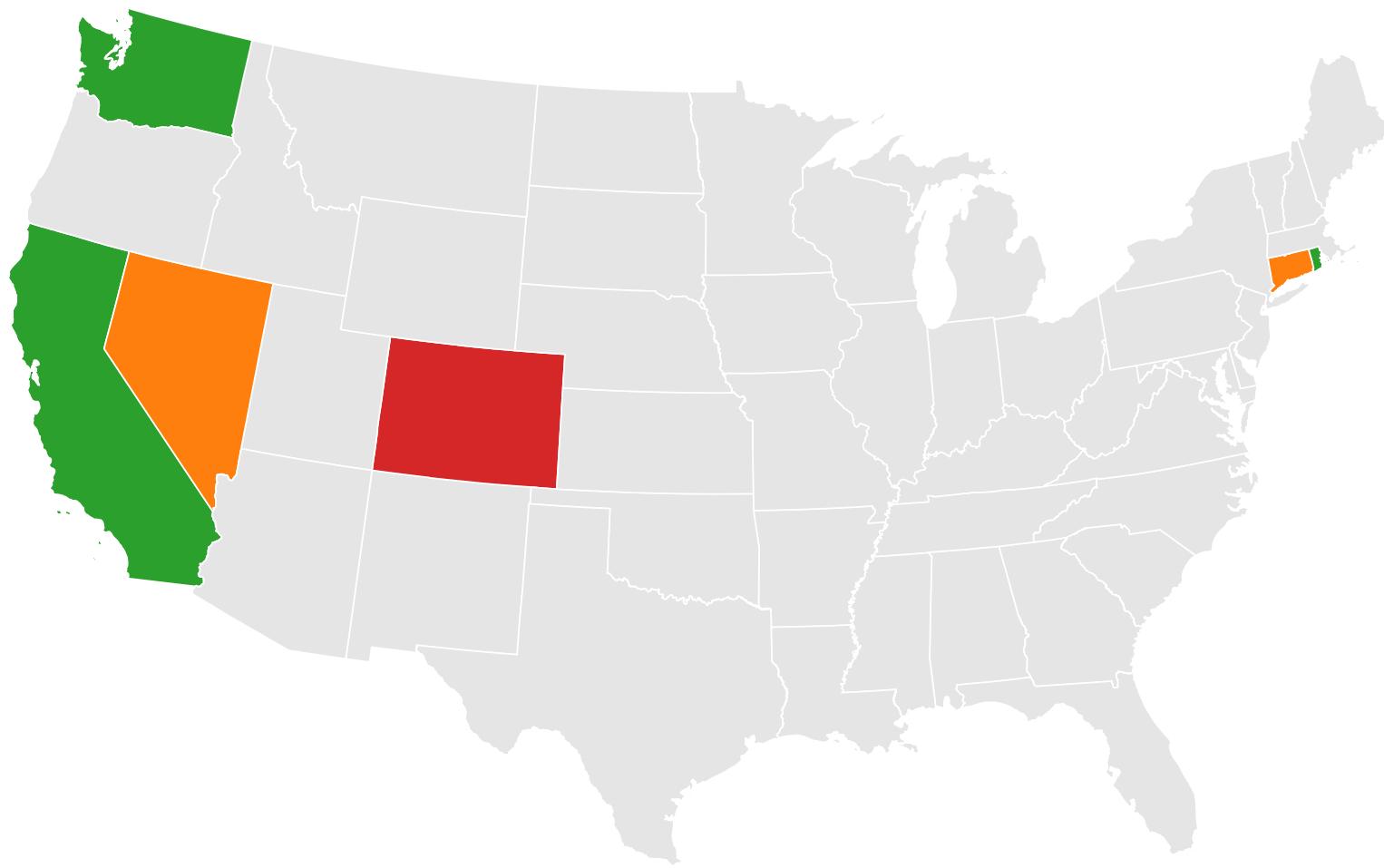


# Salary Transparency Law Adoption

State-level posting mandates requiring salary ranges in job postings



Treatment Cohort    2021Q1    2021Q4    2023Q1    Never Treated

Note: NY and HI adopted in 2024 (outside sample window). Treatment dates indicate when posting requirements took effect for most employers.